Consolidated financial statements

IBB Unternehmensverwaltung AöR
Financial year 2025

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Consolidated balance sheet as of 31 December 2025

Assets in EUR 1,000	Notes			31/12/2025	31/12/2024
1. Cash reserve				**461,810**	**24,600**
a) Balances with central banks			461,810		24,600
of which: with Deutsche Bundesbank			461,810		**24,600**
Receivables to banks				**1,329,934**	**1,916,199**
a) Payable on demand			118,484		399,782
b) Other receivables	(6)		1,211,450		1,516,417
3. Receivables to customers	(7)			**14,229,293**	**14,757,801**
of which: secured by mortgages				5,426,696	5,661,541
of which: public-sector loans				6,634,349	6,870,722
4. Bonds and other fixed-income securities	(8)			**5,807,072**	**5,201,211**
a) Money market securities			0		183,472
aa) from other issuers		0			183,472
of which: eligible as collateral at Deutsche Bundesbank		0			183,472
b) Bonds and debt securities			5,720,122		4,976,075
ba) Issued by public institutions		915,668			786,430
of which: eligible as collateral at Deutsche Bundesbank		915,668			786,430
bb) from other issuers		4,804,454			4,189,644
of which: eligible as collateral at Deutsche Bundesbank		4,269,807			3,736,763
c) Own debt securities			86,950		41,665
Nominal amount			98,100		53,500
5. Stocks and other non-fixed-income securities	(9)			**2,525**	**3,073**
6. Equity investments	(9)			**171,799**	**168,166**
7. Equity investments in affiliated companies	(9)			**48**	**48**

Assets **in EUR 1,000**	**Notes**			**31/12/2025**	**31/12/2024**
8. Trust assets	(10)			**1,955,948**	**1,273,597**
of which: trust loans				1,955,948	1,273,597
9. Intangible assets	(11)			**39,307**	**38,964**
a) Self-created industrial property rights and similar rights and assets			2		3
b) Concessions, industrial property rights and similar rights and assets acquired for consideration, as well as licences to such rights and assets			15,778		11,247
c) Goodwill			23,451		27,714
d) Payments on account			76		0
10. Tangible assets	(11)			**27,113**	**24,683**
11. Other assets	(12)			**50,504**	**57,242**
12. Deferred items	(13)			**78,497**	**82,716**
Total assets				**24,153,850**	**23,548,301**

Liabilities **in EUR 1,000**	**Notes**			**31/12/2025**	**31/12/2024**
1. Liabilities to banks	(14)			**3,824,940**	**4,084,741**
a) Payable on demand			413,218		314,821
b) With an agreed term or notice period			3,411,722		3,769,920
2. Liabilities to customers	(15)			**3,245,336**	**4,054,596**
a) Other liabilities			3,245,336		4,054,596
aa) Payable on demand		816,535			736,828
ab) With an agreed term or notice period		2,428,801			3,317,768
3. Securitised liabilities	(16)			**13,217,622**	**12,205,415**
a) Bonds issued			13,217,622		12,205,415
4. Trust liabilities	(17)			**1,955,948**	**1,273,597**
of which: trust loans				**1,955,948**	1,273,597
5. Other liabilities	(18)			**24,971**	**28,618**
6. Deferred items	(19)			**40,410**	**61,913**
7. Provisions	(20)			**244,708**	**247,955**
a) Provisions for pensions and similar obligations			204,683		208,534
b) Provisions for taxes			77		0
c) Other provisions			39,948		39,421
8. Subordinated liabilities	(21)			**24,969**	**33,926**
9. Fund for general banking risks				**331,470**	**347,970**
10. Equity				**1,243,476**	**1,209,570**
a) Subscribed capital			750,000		750,000
b) Capital reserve			69,990		69,990
c) Retained income			10,212		6,399
d) Net retained profits			413,274		383,181
Total liabilities				**24,153,850**	**23,548,301**

Off-balance sheet items in EUR 1,000	**Notes**			**31/12/2025**	**31/12/2024**
1. Contingent liabilities	(27)			**181,455**	**139,927**
a) Liabilities from guarantees and indemnity agreements			181,455		139,927
2. Other obligations	(27)			**646,595**	**890,171**
a) Irrevocable loan commitments			646,595		890,171

Consolidated income statement 2025

in EUR 1,000	Notes			2025	2024
1. Interest income from	(22)			**531,479**	**538,738**
a) Lending and money market transactions			408,974		451,590
b) Fixed-income securities and book entry securities			122,505		87,147
2. Interest expenses	(22)			**370,134**	**387,684**
3. Commission income	(23)			**29,643**	**26,701**
4. Commission expenses	(23)			**1,359**	**1,388**
5. Other operating income	(24)			**72,099**	**60,962**
6. General administrative expenses				**184,144**	**182,066**
a) Personnel expenses			93,714		92,436
aa) Wages and salaries		75,104			71,292
ab) Social security contributions and expenses for pensions and other benefits		18,609			21,144
of which: for pensions		3,538			7,308
b) Other administrative expenses			90,430		89,631
7. Depreciation and impairment on intangible and tangible assets				**8,907**	**8,403**
8. Other operating expenses	(24)			**2,170**	**4,833**
9. Depreciation and write-offs on receivables and certain securities as well as allocation to provisions in lending business				**22,512**	**0**
of which: Reversal to the fund for general banking risks				16,500	0
of which: Allocation to the fund for general banking risks				0	0
10. Income from reversals of depreciation on receivables and certain securities as well as reversal of provisions in lending business				**0**	**2,176**
of which: Reversal to the fund for general banking risks				0	16,500
of which: Allocation to the fund for general banking risks				0	125,000

in EUR 1,000	Notes			2025	2024
11. Depreciation and write-offs on equity investments, equity investments in affiliated companies and securities treated as fixed assets				7,850	1,896
12. Results from ordinary activities				36,146	42,307
13. Taxes on income				294	358
14. Other taxes not reported under item 8				23	48
15. Profit for the year				35,829	41,900
16. Profit carried forward				377,445	341,281
17. Net retained profits				413,274	383,181

Consolidated statement of changes in equity as of 31 December 2025

in EUR million	Subscribed capital	Capital reserve	Retained income	Net retained profits carried forward	Net retained profits for the year	Total equity
As of 31 December 2023	**750.0**	**70.0**	**0.0**	**311.6**	**36.1**	**1,167.7**
Transfer to profit carried forward	0.0	0.0	0.0	36.1	-36.1	0.0
Transfer to retained income	0.0	0.0	6.4	-6.4	0.0	0.0
Profit for the year	0.0	0.0	0.0	0.0	41.9	41.9
As of 31 December 2024	**750.0**	**70.0**	**6.4**	**341.3**	**41.9**	**1,209.6**
Transfer to profit carried forward	0.0	0.0	0.0	41.9	-41.9	0.0
Transfer to retained income	0.0	0.0	3.7	-3.7	0.0	0.0
Distribution of profit	0.0	0.0	0.0	-2.0	0.0	-2.0
Change in the scope of consolidation	0.0	0.0	0.1	0.0	0.0	0.1
Profit for the year	0.0	0.0	0.0	0.0	35.8	35.8
As of 31 December 2025	**750.0**	**70.0**	**10.2**	**377.4**	**35.8**	**1,243.5**

Consolidated cash flow statement as of 31 December 2025

in EUR million	31/12/2025	31/12/2024
Profit for the year	**35.8**	**41.9**
Non-cash items and reconciliation to cash flow from operating activities contained in profit/loss for the year		
Depreciation, impairment and additions to receivables, financial assets, tangible assets and intangible assets	57.8	-98.3
Changes in provisions	-4.2	3.4
Income from the disposal of fixed assets and financial assets	-2.3	-4.3
Net interest income	-158.4	-150.4
Total other adjustments	-16.1	108.9
Subtotal	**-87.4**	**-98.8**
Change in assets and liabilities after adjustment by non-cash components		
Receivables from banks	580.5	900.9
Receivables customers	484.5	-1,492.0
Securities (other than financial assets)	-217.1	115.6
Other assets	-638.6	-254.5
Liabilities to banks	-249.8	-16.1
Liabilities to customers	-827.5	484.9
Securitised liabilities	1,029.4	553.9
Other liabilities from operating activities	629.5	256.9
Interest paid	-382.0	-448.3
Interest and dividends received	509.6	496.4
Income tax payments or refunds	-0.4	-0.4
Cash flow from operating activities	**830.8**	**498.6**
Proceeds from the sale of financial assets	707.8	525.6

in EUR million	31/12/2025	31/12/2024
Proceeds from the sale of tangible and intangible assets	0.0	0.0
Payments for the acquisition of financial assets	-1,076.6	-1,012.1
Payments for the acquisition of tangible and intangible assets	-11.7	-5.6
Cash flow from investment activities	**-380.6**	**-492.2**
Payments to shareholders	-2.0	0.0
Proceeds from the issuance of subordinated capital	0.0	2.6
Payment of other capital	-11.1	-0.8
Cash flow from financing activities	**-13.1**	**1.8**
Cash balance at the end of the previous period	**24.6**	**16.4**
Cash flow from operating activities	830.8	498.6
Cash flow from investment activities	-380.6	-492.2
Cash flow from financing activities	-13.1	1.8
Cash balance at the end of the period	**461.8**	**24.6**

The cash and cash equivalents reported in the cash flow statement correspond to the balance sheet item cash reserves and thus comprise cash on hand and balances with central banks.

The cash flow statement shows the change in cash and cash equivalents for the financial year as a result of cash flows from operating activities, investing activities and financing activities. Cash flow from operating activities is determined using the indirect method. Cash flows from investing and financing activities are calculated using the direct method.

The consolidated cash flow statement essentially reflects developments at IBB. It is of limited significance as an indicator of a bank's liquidity position. In this context, reference is made to the comments in the risk report within the consolidated management report on the Bank's liquidity management.

Consolidated notes

General information

(1) Identification details

IBB Unternehmensverwaltung AöR (IBB UV) has its headquarters in Berlin and is registered in the commercial register of Charlottenburg Local Court (Handelsregister des Amtsgerichts Charlottenburg) under number 58912 B.

The Federal State of Berlin bears public-sector responsibility that includes the public-law obligation in relation to IBB UV to secure its economic basis at all times and to maintain it in a condition suitable for operation during the time of its existence.

(2) Accounting principles

As the parent company of the IBB UV Group, IBB UV is obliged to prepare consolidated financial statements in accordance with Sec. 290 of the German Commercial Code (HGB).

As a credit institution within the scope of consolidation, IBB is the relevant subsidiary of IBB UV. For this reason, IBB UV is also considered as a credit institution for the purposes of consolidated accounting in accordance with Sec. 340i (3) HGB and must comply with bank-specific accounting regulations.

The consolidated financial statements were thus prepared in line with the German Commercial Code and in adherence to the Ordinance Regulating Reporting by Banks (“Verordnung über die Rechnungslegung der Kreditinstitute und Finanzdienstleistungsinstitute - RechKredV). The consolidated financial statements also take into account generally accepted accounting principles and German Accounting Standards (DRS).

The format of the balance sheet and of the income statement is in line with the official forms of the RechKredV. For the income statement form 3 (account form) is chosen.

Unless anything to the contrary is noted, all amounts are shown in million euro (EUR million) and rounded to one decimal place. This rounding may result in minor deviations in the addition of the amounts shown.

(3) Scope of consolidation

The scope of consolidation for 2025 comprises IBBUV as the parent company and eleven fully consolidated subsidiaries. In 2025, VC Pre-Seed Fonds Berlin GmbH, a further subsidiary, was established by IBB Beteiligungsgesellschaft mbH and included in the scope of consolidation.

In addition, IBB Business Team GmbH (IBT) was merged into Immobiliengesellschaft Spreestadt-Wegelystraße mbH (IGSW) in 2025. IGSW, which had previously not been included due to immateriality, was included in the scope of consolidation as of 1 January 2025. Prior to the merger, in July 2025, IGSW was transferred from der IBB Beteiligungsgesellschaft mbH (IBB Bet) to IBBUV as a subsidiary. This took place as an intra-group sale at market value. The merger agreement was signed on 4 August 2025. The merger took effect retroactively from 1 January 2025. At the same time, the company was renamed back to IBB Business Team GmbH (IBT).

No associate is included in the consolidated financial statements using the equity method.

For the financial year 2025, two subsidiaries which, in accordance with Sec 296 (2) HGB, are of minor significance to the Group’s net assets, financial position and results of operations, are not included in the consolidated financial statements. Quantitative and qualitative criteria are examined when assessing materiality. As part of the materiality assessment, in addition to compliance with size criteria for each individual company, it is also ensured that the aggregate of all companies individually classified as immaterial is immaterial in relation to the Group’s total assets and profit. Non-consolidated subsidiaries are reported under the item Equity investments in affiliates companies.

In addition, 13 associates of minor significance were not included in the consolidated financial statements using the equity method in accordance with Sec 311 (2) HGB. The defined materiality thresholds in relation to the Group's profit and total assets were not exceeded for the individual companies or for the aggregate of the individually immaterial associates. The associates are reported under the heading Equity Investments.

An overview of the equity interests in subsidiaries and associates held directly and indirectly by IBB UV as of 31 December 2025 is presented in Appendix 2 to the notes.

(4) Consolidation principles

The reporting date for the Group and all consolidated subsidiaries is 31 December 2025. The annual financial statements of the companies included in the consolidated financial statements are uniformly adjusted for consolidation purposes in line with the accounting and valuation methods applicable to IBB UV. Receivables and liabilities as well as expenses and income between the consolidated companies are consolidated.

Initial consolidation took place with the acquisition of the IBB (sub)group on 17 June 2021. As the transfer of the IBB (sub)group to IBB UV resulted in an internal restructuring of the group, the carrying amounts from the annual financial statements prepared in accordance with commercial law were carried forward. Positive differences were recognised separately as goodwill on the assets side of the consolidated balance sheet, provided that they were recoverable, and are amortised over ten years. The negative difference determined during the initial consolidation of IBB UV with the IBB (sub)group was recognised in the capital reserve. Capital measures carried out at subsidiaries in the current year are eliminated in accordance with DRS 23.

VC Pre-Seed Fonds Berlin GmbH was consolidated for the first time in 2025. No difference arose as a result of the initial consolidation at the time of incorporation.

As part of the intra-group sale described in (3) and the merger of IGSW and IBT, all intra-group transactions were eliminated. The initial consolidation of IGSW prior to the merger resulted in a negative difference of EUR 76.6 thousand. This was recognised in retained income.

(5) Accounting and valuation methods

General information

Assets, liabilities and pending transactions were valued in accordance with the general valuation rules set out in Sec. 252 et seq. HGB, taking into account the special provisions applicable to credit institutions set out in sections 340 et seq. HGB.

The following accounting and valuation methods were used in preparing the consolidated balance sheet and consolidated income statement:

Receivables to banks and customers are generally stated at their nominal amount.

The **financial assets in the liquidity reserve** are valued according to the strict lower of cost or market principle.

Financial assets are recognised at amortised cost. In the event of a probable permanent impairment, write-offs are made to the lower fair value (modified lower of cost or market principle).

Equity investments and Equity investments in affiliated companies are recognised at cost. In the event of anticipated impairment, write-offs are made to the lower fair value.

Tangible and intangible assets whose use is limited in time are depreciated systematically over their expected useful life, while low-value assets are written off immediately. The depreciation period is determined for each asset within the scope of its normal useful life based on the depreciation tables published by the tax authorities. Goodwill is amortised on a straight-line basis over a useful life of ten years.

Premiums or discounts on receivables and liabilities are recognised in deferred items and amortised on an interest-proportionate basis in accordance with the fixed interest period.

Liabilities are recognised at their settlement amount.

Negative interest on receivables or liabilities is recognised in interest income or interest expense, reducing income or reducing expenses.

Risks in the lending business

Risks in the lending business are taken into account by creating value adjustments for receivables and provisions for off-balance sheet transactions. In addition, value adjustments are made for low-interest receivables due to margin waivers in connection with the promotional business. For low-interest loans, the present value difference between the market interest rate and the contractually agreed customer interest rate is taken into account in the form of an individual value adjustment (receivables) or a provision (outstanding payment obligation).

Individual value adjustments are generally made for recognisable counterparty risks in receivables. Flat-rate individual value adjustments are made for similar receivables portfolios from mass business. First, it is examined whether there are objective indications of impairment. In a second step, it is examined whether the receivable is actually impaired. The amount of the specific allowance is determined by deducting the present value of all expected future payments from the carrying amount of the receivable. The amount of the flat-rate specific allowance is determined by multiplying the carrying amount by an expected default rate (loss given default).

With regard to the flat-rate determination of deferred credit risks, the provisions of IDW RS BFA 7 apply. The overriding principle is the estimation of the expected loss over the remaining term (lifetime expected loss model). The determination of expected losses must be based on observed credit defaults in the past. In order to estimate the valuation parameters, a sufficiently long observation period must be used to ensure adequate forecast quality, even in cyclical business. In addition, current information and expectations regarding the risk situation must be taken into account (point-in-time perspective). The scope of application includes receivables to banks and customers in accordance with RechKredV Form 1 Asset Item No. 3 and No. 4. Contingent liabilities and other obligations, including irrevocable loan commitments, must also be included in this risk provision.

To implement the requirements of IDW RS BFA 7, IBB uses the procedure in accordance with the provisions of IFRS 9. Accordingly, the general allowance is calculated at the level of the lifetime expected loss (L-EL) if there is a significant increase in credit default risk. Quantitative criteria (e.g. total term PD), qualitative criteria (e.g. watch list) and backstop criteria (e.g. 30 days past due) are applied when assigning loans to categories. If, on the other hand, there is no significant increase in credit risk, general allowances are recognised in the amount of the expected loss over a 12-month observation period (12-month EL). Expected credit losses are calculated using parameter-based models (probability of default – PD, loss given default – LGD and exposure at default – EAD). The models are validated on a regular basis or as needed and take into account macroeconomic information and ESG factors. If necessary, the model parameters are adjusted accordingly. As part of the validation process, the need to recognize a management adjustment is also reviewed.

Valuation units

Valuation units pursuant to Sec. 254 HGB were formed exclusively to hedge interest rate risks in the form of micro-hedge relationships. The underlying transactions are fixed-income securities in the investment and liquidity portfolio, which are reported under the balance sheet item Bonds and other fixed-income securities. Only plain vanilla interest rate swaps are used as hedging instruments. In all cases, where the nominal amounts are identical until the maturity date of the respective underlying and hedging transactions, the fixed interest rate of the respective underlying transaction is matched by a fixed interest rate of the corresponding hedging transaction.

Since all material value-determining factors are fundamentally consistent across all valuation units, the prospective effectiveness of the hedging relationship is assessed using the critical terms match method. Retrospective effectiveness is measured using the cumulative dollar offset method. The freeze method is used to account for the effective portion of the established valuation units. To determine the unhedged risk, the total change in fair value of the underlying transaction is compared to the total change in fair value of the hedging instrument. The negative net value is taken into account on a pro rata basis in the valuation of the underlying transaction. A positive net value is not taken into account.

For underlying transactions allocated to the investment portfolio, unscheduled write-offs are only made in the event of an expected permanent impairment due to changes in unhedged risks.

In addition, all underlying transactions and hedging instruments are included in the loss-free valuation of the banking book in accordance with IDW RS BFA 3.

IDW RS BFA 3 was fully complied with in the accounting and valuation as of 31 December 2025. The present value approach is used to determine any necessary **provision for contingent losses**. The value-oriented risk-bearing capacity of the banking book serves as the basis for calculation. The carrying amount is deducted from net assets, and risk and administrative costs as well as institution-specific refinancing costs for fictitious closing transactions are taken into account to the extent necessary.

Proportionate interest from **interest rate swaps** is accrued on an accrual basis. It is reported on a net basis for each contract under the items receivables to banks or customers or liabilities to banks or customers. Income from interest rate derivatives is reported in the net interest income. Incoming and outgoing upfront fee payments are reported under deferred items and amortised over the term. Incoming and outgoing close-out payments are recognised in full in profit or loss when due.

Option premiums paid or received from swap options are reported under other assets or other liabilities. The option premium is reversed pro rata during the exercise period. In the event of exercise, the option premium is to be recognised as an upfront payment for the swap.

Provisions

Provisions for **pension obligations** are calculated by external actuarial experts using the projected unit credit method and the 2018 G mortality tables published by Prof. Dr. Heubeck. A salary trend/BBG trend of 3.0% (previous year: 3.5%) and a pension trend of 2.25% (previous year: 2.25%) or 1.0% for VBL commitments were taken into account. The discount rate used for the valuation is 2.05% (previous year: 1.90%).The effects on profit or loss from the change in the discount rate are recognised in net interest income. The effects on profit or loss from the change in other valuation assumptions are recognised in service cost. The interest portion of the addition to pension provisions is recognised in interest expense.

The other provisions are recognised at the settlement amount deemed necessary based on reasonable commercial judgement. Provisions with a remaining term of more than one year are discounted. The effects on profit or loss from the change in the discount rate are recognised in net interest income. The interest component of the amount added to other provisions is reported in interest expense.

Deferred taxes

Within the Group, there are only temporary differences between the carrying amounts of assets, liabilities and deferred items or tax loss carryforwards in the financial and tax balance sheets that would result in deferred tax assets. Deferred taxes are not capitalised in accordance with the existing accounting policy. The disclosure required by DRS 18.64 regarding the differences or tax loss carryforwards on which the deferred taxes are based is omitted because this information has no material impact on the presentation of the Group's net assets, financial position or results of operations.

Notes to the individual items in the consolidated balance sheet

(6) Receivables to banks

The following table shows a breakdown of ‘other receivables’ from banks by remaining maturity.

in EUR million	31/12/2025	31/12/2024
up to three months	478.7	659.5
more than three months to one year	481.1	712.3
more than one year up to five years	235.9	128.2
more than five years	15.7	16.4
Total	**1,211.4**	**1,516.4**

(7) Receivables to customers

in EUR million	31/12/2025	31/12/2024
up to three months	394.1	267.9
more than three months to one year	1,166.5	1,285.3
more than one year up to five years	3,070.6	3,542.7
more than five years	9,598.2	9,661.9
Total	**14,229.3**	**14,757.8**

The item receivables to customers includes subordinated receivables amounting to EUR 89.9 million (previous year: EUR 114.9 6 million).

Receivables to customers also include the following amounts from equity investments:

in EUR million	31/12/2025	31/12/2024
Receivables to customers from:		
Equity investments	38.9	16.8

(8) Bonds and other fixed income securities

in EUR million	31/12/2025	31/12/2024
due in the following year	1,030.3	801.0

The balance sheet item Bonds and other fixed-income securities include securities with a carrying amount of EUR 4,824.1 million (previous year: EUR 4,500.8 million), which are part of a valuation unit in accordance with Sec. 254 HGB. The interest rate risk hedged by valuation units amounts to EUR 46.3 million (previous year: EUR 46.6 million). This corresponds to the net cumulative change in value from the hedged risk of the underlying transactions since the designation of the valuation unit.

For marketable securities in the financial investment portfolio with a carrying amount of EUR 2,363.4 million (previous year: EUR 1,987.7 million) and market values of EUR 2,294.2 million (previous year: EUR 1,884.7 million), there are hidden liabilities of EUR 69.2 million (previous year: EUR 103.0 million). These represent the difference between market value and carrying amount, excluding the effects of valuation units. The hidden liabilities result primarily from interest rate risks, for which corresponding hedging transactions exist.

Hidden liabilities for securities in the financial investment portfolio in valuation units attributable to unhedged risk (primarily the creditworthiness of the issuer) amount to EUR 18.3 million. (previous year: EUR 26.1 million). Due to valuation in accordance with the modified lower of cost or market principle, no entry is made for the unhedged risks. This also includes hidden liabilities with regard to unhedged risk in securities that would show a hidden reserve if the valuation unit were not taken into account.

No unscheduled write-offs due to expected permanent impairment were necessary for securities in the financial investment portfolio.

Marketable securities

The assets item in the balance sheet includes marketable securities to the following extent:

in EUR million	31/12/2025	31/12/2024
Marketable securities:		
Bonds and other fixed-income securities	5,734.1	5,152.4
of which: listed on a stock exchange	5,724.1	4,968.9
of which: not listed	10.0	183.5

Assets transferred as collateral within the European System of Central Banks (ESCB) to the competent central bank for monetary policy instruments

Within the ESCB, securities with a nominal value of EUR 4,383.7 million (previous year: EUR 4,032.0 million) were pledged to the Deutsche Bundesbank and promissory note loans with a nominal value of EUR 288.5 million (previous year: EUR 245.5 million) were assigned. As in the previous year, no refinancing transactions had been utilised as at the balance sheet date.

Repurchase agreements

As part of repurchase agreements, assets amounting to EUR 10.0 million (previous year: EUR 0.0 million).

(9) Stocks and other non-fixed-income securities, Equity investments and Equity investments in affiliated companies

The development of Stocks and other non-fixed-income securities, Equity investments and Equity investments in affiliated companies is presented in the consolidated changes of fixed assets in Appendix 1 to the notes.

The list of IBB UV's consolidated investments pursuant to Sec. 285 no.11 and 11a HGB is provided in Appendix 2 to the notes.

(10) Trust assets

The amount of trust assets EUR 1,955.9 million (previous year: EUR 1,273.6 million) are attributable exclusively to receivables to customers in accordance with Form 1 of the RechKredV.

(11) Intangible and tangible assets

The development of intangible and tangible assets is shown in the statement of consolidated changes of fixed assets in Appendix 1 to the notes.

(12) Other assets

in EUR million	31/12/2025	31/12/2024
Cash and cash equivalents of Group subsidiaries at banks	12.0	19.8
Option premiums for swaptions	29.0	29.5
Other	9.6	7.9
Total	**50.5**	**57.2**

(13) Deferred items

in EUR million	31/12/2025	31/12/2024
Items pursuant to Sec. 340e (2) sentence 3 HGB	4.3	8.1
Items pursuant to Sec. 250 (3) HGB	57.2	57.7
Other deferred items	17.0	16.9
Total	**78.5**	**82.7**

(14) Liabilities to banks

Liabilities to banks with agreed terms or notice periods are broken down below by remaining maturity.

in EUR million	31/12/2025	31/12/2024
up to three months	324.5	542.5
more than three months to one year	457.9	352.1
more than one year up to five years	1,385.8	1,435.1
more than five years	1,243.6	1,440.2
Total	**3,411.7**	**3,769.9**

(15) Liabilities to customers

Liabilities to customers with agreed terms or notice periods are broken down below by remaining maturity.

in EUR million	31/12/2025	31/12/2024
up to three months	610.5	645.3
more than three months to one year	125.2	669.9
more than one year up to five years	397.3	565.8
more than five years	1,295.8	1,436.9
Total	**2,428.8**	**3,317.8**

(16) Securitised liabilities

in EUR million	31/12/2025	31/12/2024
due in the following year	2,050.0	1,779.0

(17) Trust liabilities

The amounts included in this item, totalling EUR 1,955.9 million (previous year: EUR 1,273.6 million), are attributable exclusively to liabilities to customers in accordance with Form 1 of the RechKredV.

(18) Other liabilities

in EUR million	31/12/2025	31/12/2024
Loans secured in accordance with Sec. 17 of the Berlin Promotion Act (“Berlinförderungsgesetzes”)	4.0	4.0
Trade payables	6.5	8.0
Liabilities to the tax office	1.6	1.9
Liabilities from IBT's promotional business	4.3	6.2
Non-repayable grants from subsidiaries	7.9	5.0
Other liabilities	0.6	3.4
Total	**25.0**	**28.6**

(19) Deferred items

in EUR million	31/12/2025	31/12/2024
Differences pursuant to Sec. 340e (2) HGB	3.3	5.3

(20) Provisions

in EUR million	31/12/2025	31/12/2024
Pension provisions	204.7	208.5

The difference between the valuation of pension obligations using the average market interest rate from the past ten financial years and the past seven financial years (Sec. 253 (6) sentence 1 HGB) amounts to EUR -5.5 million at reporting date (previous year: EUR -2.2 million).

The other provisions are broken down as follows:

in EUR million	31/12/2025	31/12/2024
Provisions:		
For employee-related expenses	19.7	18.3
In business development and promotion programmes	9.3	9.9
Other provisions	10.9	11.2
Total	**39.9**	**39.4**

(21) Subordinated liabilities

Nominal capital in EUR million	Interest rate	Current interest rate	Due date
23.7	30/360	3.52%	20/12/2029

Interest expenses for subordinated liabilities amounted to EUR 1.6 million in the financial year (previous year: EUR 1.5 million).

There is the possibility of an early repayment obligation. Conversion into equity or other forms of debt is not planned.

Notes to the individual items in the consolidated income statement

(22) Net interest income

in EUR million	2025	2024
Interest income from:		
Receivables from banks	56.6	111.4
of which: expenses offset from negative interest income	0.0	0.0
Derivative transactions	38.8	41.5
Receivables from customers	310.7	298.1
Debt securities and other fixed-income securities	122.5	87.1
Interest income from provisions	2.9	0.6
Subtotal	**531.5**	**538.7**
Interest expenses for:		
Liabilities to banks	57.6	66.5
of which: income offset from negative interest expenses	0.0	0.0
Liabilities to customers	70.3	94.3
of which: income offset from negative interest expenses	0.0	0.0
Securitised liabilities	239.7	224.4
Subordinated liabilities	1.6	1.5
Derivative transactions	0.0	0.0
Accrued interest on provisions	0.9	0.9
Subtotal	**370.1**	**387.7**
Total	**161.3**	**151.1**

(23) Net comission income

in EUR million	2025	2024
Commission income from:		
Lending business	23.8	22.0
Guarantees	1.3	1.3
Other	4.6	3.5
Subtotal	**29.6**	**26.7**
Commission expenses for:		
Lending business	0.8	0.9
Securities business	0.5	0.5
Other	0.0	0.0
Subtotal	**1.4**	**1.4**
Total	**28.3**	**25.3**

(24) Other operating income

in EUR million	2025	2024
Other operating income:		
Agreement on repayment portion [1]	15.0	15.0
Reimbursements received from the State of Berlin [2]	25.2	24.0
Receipt of subsidies from VC funds	7.1	8.9
Expense reimbursements from EFRE funds [3]	2.3	3.0
Income from rentals	1.5	0.5
Reversal of provisions	2.2	2.5
Revenue from Group companies	6.6	6.0
Reduction in liabilities to the EIB	10.8	0.0
Other [4]	1.5	1.1
Subtotal	**72.1**	**61.0**
Other operating expenses:		
Support funds and grants from IBB (“Berlin Beitrag”)	0.0	0.1
Increase in liabilities to the EIB	0.0	2.6
Other	2.1	2.2
Subtotal	**2.2**	**4.8**
Total	**69.9**	**56.1**

[1] Refunds of subsidies from funds under the basic agreement (“Grundvertrag”) must in principle be paid to the subsidy provider . However, pursuant to Sec. 1(1) of the supplementary agreement to the basic agreement, IBB has the right to retain part of the refunds.

[2] Reimbursement of costs for services provided by IBB in connection with the processing of certain funding programmes.

[3] Reimbursement of costs for processing certain business development and promotion programmes in connection with EFRE funds.

[4] of which repayments of unspent funds from the support funds and grants (for the federal land of Berlin) in the 2025 financial year for the year 2024: EUR 126,5 thousand (previous year: EUR 56.7 thousand for the year 2023).

(25) Geographical markets

A geographical breakdown of the total amounts of income items in accordance with Sec. 34 (2) No. 1 RechKredV is not required, as the Group does not have any foreign branches.

(26) Total fee paid to the auditor for the financial year

in thousands of EUR	2025	2024
Annual and consolidated financial statement audit	751.4	619.5
Other services	305.9	279.6
Total	**1,057.4**	**899.2**

Presentation adjusted in accordance with the appendix to IDW RS HFA 36 (as amended); amount adjusted due to a calculation error.

Off-balance sheet transactions

(27) Contingent liabilities and other obligations

Liabilities from guarantees and irrevocable loan commitments mainly comprise obligations relating to housing construction and economic development.

in EUR million	**31/12/2025**	**31/12/2024**
Contingent liabilities:		
Liabilities from guarantees	181.5	139.9
Other obligations:		
Irrevocable loan commitments	646.6	890.2

The following provisions were made for credit risks arising from guarantees and irrevocable loan commitments. No other risks were identified.

in EUR million	**31/12/2025**	**31/12/2024**
Provisions:		
Provisions for guarantees	1.6	1.1
Provisions for irrevocable loan commitments	0.5	0.8

(28) Derivative transactions

As of 31 December 2025, the Group had the following derivatives on its books that are not measured at fair value for the purpose of hedging interest rate risks. The derivatives are exclusively with counterparties based in OECD countries.

Fair values are determined in accordance with the measurement hierarchy set out in Sec. 255 (4) HGB. For derivatives not traded on an exchange, fair values are determined on the basis of financial mathematical valuation models and available market data (e.g. interest rates, interest rate volatility). Future cash flows are derived using tenor-specific swap curves. The amount, timing and certainty of cash flows depend, among other things, on contractual provisions, observable market data (e.g. interest rates, interest rate volatility) and the creditworthiness of the respective contracting party.

The fair value is determined on the basis of the discounted expected future cash flows (discounted cash flow (DCF) method). The cash flows are discounted using an EUR STR curve plus a business-specific credit spread. For swaptions, a Hull-White 1-factor model is used to determine the present values. Based on currently available interest rate and volatility data, the future development of the current interest rate is modelled stochastically and price information is derived from this.

in EUR million	**Remaining terms**			**Nominal amount**	**Market values**
	≤ 1 years	**up to 5 years**	**> 5 years**		
Interest rate swaps	5,060.9	15,228.7	14,015.0	34,304.5	377.0
of which: in valuation units	663.7	3,085.8	1,094.4	4,843.9	58.0
of which: not part of a valuation unit	4,397.2	12,142.9	12,920.6	29,460.6	318.9
Swaptions [1]	60.5	173.4	651.1	885.0	4.4
Total	**5,121.4**	**15,402.1**	**14,666.1**	**35,189.5**	**381.4**

[1] Option premiums paid are reported under the balance sheet item Other assets.

(29) Other financial obligations

As at the reporting date, there were outstanding payment obligations from the investment in Peppermint CBF 1 GmbH & Co. KG amounting to EUR 156.8 thousand.

Other information

(30) Average number of employees over the year

Employee group	2025	2024
Full-time employees	735	680
Part-time employees	286	280
Subtotal	**1,021**	**960**
Trainees	45	43
Total	**1,066**	**1,003**

(31) Bodies of IBB Unternehmensverwaltung AöR

Management board	
Dr. Hinrich Holm	Chairman of the Board
Angeliki Krisilion	Member of the Board
Dr. Stephan Brandt	Member of the Board

Administrative Board	
Members appointed by the board of owners:	
Chairman:	
Dr. Axel Nawrath (since May 2023)	Former Chairman of the Board of L-Bank
Vice Chair:	
Franziska Giffey (since May 2023)	Senator for Economic Affairs, Energy and Public Enterprises for the federal State of Berlin
Members:	
Christian Gaebler (since May 2023)	Senator for Urban Development, Construction and Housing for the federal State of Berlin
Maren Kern (since Sept 2015)	Member of the Board of BBU Verband Berlin-Brandenburgischer Wohnungsunternehmen e. V.
Judith Mandel (since Jan 2026)	Member of the Management of WIBank
Dr. Iris Reinelt (since Aug 2017)	Member of the Management Board of L-Bank
Sonja Schwarz (since Jan 2026)	Member of the Management Board of NBank
Wolfgang Schyrocki (since May 2023)	State Secretary of the Senate Department of Finance for the federal State of Berlin
Members appointed by the staff council:	
Christian Riemer (since May 2020)	Head of the IBB´s staff council
Marie-Luise Hadlich (since April 2025)	Member of the IBB´s staff council
Swen Hoffmann (since April 2025)	Member of the IBB´s staff council
Karin Lorenz (since Jan 2026)	Head of the Sparkasse Rhein Neckar Nord´s staff council
Nadja Bernstein (since March 2025)	Head of the People & Culture department off IBB
Michael Bomke (since March 2025)	Former head of the IBB´s staff council

(32) Remuneration of the Management Board and the Administrative Board

The role of member of the Management Board of IBB UV is covered by the service contract with IBB as a so-called third-party employment contract. Among other things, this stipulates that the members of the Management Board of IBB do not receive any separate remuneration for their role as members of the Management Board of IBB UV.

No advances or loans were granted to members of the Executive Board or the Administrative Board.

(33) Mandates of the members of the Management Board of IBB Unternehmensverwaltung AöR

Management board	Mandate	Company
Dr. Hinrich Holm	Chairman of the Supervisory Board	IBB Beteiligungsgesellschaft mbH
	Chairman of the Supervisory Board	IBB Capital GmbH
	Second Vice Chairman of the Supervisory Board	Berlin Partner für Wirtschaft und Technologie GmbH
	Member of the Supervisory Board	BÖAG Börsen AG (Hamburg, Hannover)
Angeliki Krisilion	Chairman of the Supervisory Board	IBB Business Team GmbH
	Member of the Supervisory Board	IBB Beteiligungsgesellschaft mbH
	Member of the Administrative Board	Sächsische Aufbaubank
Dr. Stephan Brandt	Chairman of the Supervisory Board	EMM EU Malaria Fund Berlin Management mbH

(34) Disclosure by institutions (Pillar 3)

The disclosures required under Articles 435 to 455 of Regulation (EU) No. 575/2013, as amended, in conjunction with Sec. 26a (1) sentence 1 KWG, are made in a disclosure report prepared for this purpose. The report is published on the IBB Group website (www.ibbgruppe.de).

Berlin, 24 February 2026

The Management Board

Dr. Hinrich Holm	Angeliki Krisilion	Dr. Stephan Brandt
(Chairman of the Board)	(Member of the Board)	(Member of the Board)

Appendix 1 to the notes: Consolidated changes of fixed assets

in EUR million	Acquisition or production costs					Accumulated depreciation/impairment					Carrying amount
	As of 01/01/2025	Additions	Transfers	Disposal	**As of 31/12/2025**	As of 01/01/2025	Additions	Reversals	Disposal	**As of 31/12/2025**	**As of 31/12/2025**
Financial assets:											
Debt securities and other fixed-income securities held as fixed assets	4,098.2	1,041.6	0.0	681.3	**4,458.5**	0.0	0.0	0.0	0.0	**0.0**	**4,458.5**
Stocks and other non-fixed-income securities	3.1	0.5	0.0	0.1	**3.5**	0.0	1.0	0.0	0.0	**1.0**	**2.5**
Equity investments	195.9	37.0	0.0	28.4	**204.5**	27.7	19.6	1.1	13.6	**32.7**	**171.8**
Equity investments in affiliated companies	0.3	0.0	0.0	0.0	**0.3**	0.3	0.0	0.0	0.0	**0.3**	**0.0**
Total	**4,297.5**	**1,079.1**	**0.0**	**709.8**	**4,666.8**	**28.0**	**20.6**	**1.1**	**13.6**	**34.0**	**4,632.8**
Intangible assets:											
Total	**85.5**	**6.1**	**0.0**	**0.0**	**91.6**	**46.5**	**5.7**	**0.0**	**0.0**	**52.3**	**39.3**
Tangible asset:											
Land and buildings	130.2	0.0	0.0	0.0	**130.2**	109.9	0.5	0.0	0.0	**110.4**	**19.8**
Office equipment	16.1	5.6	0.0	0.9	**20.8**	11.7	2.7	0.0	0.9	**13.5**	**7.3**
Total	**146.3**	**5.6**	**0.0**	**0.9**	**151.0**	**121.6**	**3.2**	**0.0**	**0.9**	**123.9**	**27.1**

The land and buildings are predominantly used by the Group itself.

Appendix 2 to the notes: List of consolidated investments

Company	Registered Office	Foot-note	Capital share in %	Voting rights in %	Equity in EUR 1,000	Profit for the year in EUR 1,000
Consolidated subsidiaries						
Investitionsbank Berlin AöR	Berlin		100.00	100.00	1,221,036	56,402
IBB Beteiligungsgesellschaft mbH	Berlin		100.00	100.00	209,552	2,262
VC Fonds Berlin GmbH	Berlin		100.00	100.00	9,901	-696
VC Fonds Kreativwirtschaft Berlin GmbH	Berlin		100.00	100.00	50,404	-5,592
VC Fonds Technologie Berlin GmbH	Berlin		100.00	100.00	52,779	-9,437
VC Pre-Seed Fonds Berlin GmbH	Berlin		100.00	100.00	2,935	-90
IBB Capital GmbH	Berlin		100.00	100.00	82,068	-20,027
IBB Business Team GmbH	Berlin		100.00	100.00	4,240	471
ipal Gesellschaft für Patentverwertung Berlin mbH	Berlin		100.00	100.00	-13,971	-381
EMII EU Malaria Fund Berlin Institutional Investors GmbH & Co. KG	Berlin		100.00	100.00	0	0
EMF EU Malaria Fund Berlin GmbH & Co. KG	Berlin		100.00	100.00	0	-9,951
Non-consolidated subsidiaries						
EMM EU Malaria Fund Berlin Managementgesellschaft mbH	Berlin	4	100.00	100.00	64	26
DAB Digitalagentur Berlin GmbH	Berlin	4	100.00	100.00	52	26
Associated companies - not valued at equity:						
Medienboard Berlin-Brandenburg GmbH	Potsdam	4	50.00	50.00	64	0
Berlin Partner für Wirtschaft und Technologie GmbH	Berlin	4	31.51	31.51	2,174	111
Berlin Tourismus & Kongress GmbH	Berlin	4	25.00	20.60	1,053	188
Qundo Technology GmbH	Berlin	4	33.30	33.30	-3,756	-1,500
New Horizon GmbH	Berlin	4	32.39	32.39	-6,843	-4,966
Caya GmbH	Berlin	4	28.40	28.40	1,009	440
LeafTech GmbH	Berlin	4	27.82	27.82	-1,068	-755

Company	Registered Office	Foot-note	Capital share in %	Voting rights in %	Equity in EUR 1,000	Profit for the year in EUR 1,000
YAPU Solutions GmbH	Berlin	4	26.41	26.41	-568	-356
Kindaling GmbH	Berlin		25.40	25.40	n/a	n/a
machtfit GmbH	Berlin	4	22.59	22.59	449	781
Realtainment GmbH	Berlin	4	21.24	21.24	-2,658	-552
Mindex GmbH	Berlin	4	20.80	20.80	-91	-192
Grün Deli VF GmbH	Berlin	4	20.42	20.42	1,117	42
Other equity investments:						
Peppermint CBF 1 GmbH & Co. KG	Berlin	0	19.92	20.00	17,085	-52
European Social Innovation and Impact Fund GmbH & Co. KG	Berlin	4	3.21	7.88	8,940	73
Other investments in the VC portfolios:						
Picture Tree International GmbH	Berlin	4	30.01	30.01	923	171
JobUFO GmbH	Berlin	4	28.81	28.81	1,387	101
ALRISE Biosystems GmbH	Berlin		28.09	28.09	n/a	n/a
Rebolet (Deutschland) GmbH	Berlin	1	27.62	27.62	n/a	n/a
Bosque GmbH	Berlin	1	27.34	27.34	n/a	n/a
CellSense Technologies GmbH	Berlin		22.73	22.73	n/a	n/a
NursIT Institute GmbH	Berlin	4	22.60	22.60	-605	174
Steady Media GmbH	Berlin	4	19.29	19.29	-1,316	-229
Unicorn Workspaces GmbH	Berlin	1	19.00	19.00	n/a	n/a
Hrmony GmbH	Berlin	4	17.53	17.53	334	-81
GCN Global Comparison Network GmbH	Berlin	4	17.46	17.46	-856	-3,081
Eternygen GmbH	Berlin		17.34	17.34	n/a	n/a
Femna Health M.E. GmbH	Berlin	4	17.24	17.24	1,391	-504
R3 - Reliable Realtime Radio Communications GmbH	Berlin	1	17.06	17.06	n/a	n/a

Company	Registered Office	Foot-note	Capital share in %	Voting rights in %	Equity in EUR 1,000	Profit for the year in EUR 1,000
METR Building Management Systems GmbH	Berlin	4	16.48	16.48	-5,453	-2,796
AssistMe GmbH	Berlin	4	16.44	16.44	53	-508
Fahrengold GmbH	Berlin	4	16.09	16.09	-1,226	-1,169
Spontaneous Order GmbH	Berlin	1	15.36	15.36	n/a	n/a
babelforce GmbH	Berlin	4	15.18	15.18	-1,176	-2,598
MATE Development GmbH	Berlin	4	15.12	15.12	-947	-425
oculid GmbH	Berlin	1	15.07	15.07	n/a	n/a
High-Mobility GmbH	Berlin	4	14.98	14.98	-440	-2,148
KUGU Home GmbH	Berlin	4	14.83	14.83	3,080	-2,037
SuitePad GmbH	Berlin	4	14.81	14.81	-3,376	-2,441
Culcha GmbH	Berlin	4	14.65	14.65	445	-698
Snubes GmbH	Berlin	4	14.28	14.28	507	-30
Learnfield GmbH	Berlin	4	14.27	14.27	29	-1
Keleya Digital-Health Solutions GmbH	Berlin	4	14.19	14.19	-1,409	-1,243
MAGNUM EST Digital Health GmbH	Berlin	4	13.88	13.88	-928	-928
SkillYoga GmbH	Berlin		13.72	13.72	n/a	n/a
vetevo GmbH	Berlin	4	13.60	13.60	27	-386
Smart Host GmbH	Berlin	4	13.51	13.51	145	-96
Deep Safety GmbH	Berlin	4	13.50	13.50	409	-35
Wonderz GmbH	Berlin		13.39	13.39	n/a	n/a
remind me GmbH	Berlin	4	12.87	12.87	3,148	-1,703
Weeve GmbH	Berlin	1	12.65	12.65	n/a	n/a
Babbel Group GmbH	Berlin	4	12.42	12.42	-125,178	-8,326
x-cardiac GmbH	Berlin		12.08	12.08	n/a	n/a

Company	Registered Office	Foot-note	Capital share in %	Voting rights in %	Equity in EUR 1,000	Profit for the year in EUR 1,000
Vivira Health Holding GmbH	Berlin	4	12.01	12.01	1,556	25
her1 GmbH	Berlin	4	12.00	12.00	1,534	-1,367
Famedly GmbH	Berlin	4	11.98	11.98	540	-1,519
Go Legal GmbH	Berlin	4	11.91	11.91	93	-78
yowedo GmbH	Berlin		11.74	11.74	n/a	n/a
TechMiners GmbH	Berlin	4	11.63	11.63	240	37
Travelcircus GmbH	Berlin	4	11.46	11.46	-114	-171
service health erx GmbH	Berlin	4	11.33	11.33	1,262	101
MH Berlin GmbH	Berlin	1	11.29	11.29	n/a	n/a
Cinepass UG (haftungsbeschränkt)	Berlin	4	11.15	11.15	0	-34
testxchange GmbH	Berlin		11.02	11.02	n/a	n/a
Nyala Digital Asset AG	Berlin	4	10.92	10.92	-287	-1,438
The Female Company GmbH	Berlin	4	10.89	10.89	-1,309	-497
Tracks GmbH	Berlin	1	10.80	10.80	n/a	n/a
Hey Group GmbH	Berlin	4	10.54	10.54	-1,802	-2,431
Lumenaza GmbH	Berlin	4	10.51	10.51	265	-665
Recovery Cat GmbH	Berlin		10.45	10.45	n/a	n/a
future demand GmbH	Berlin	4	10.08	10.08	-1,342	-657
Tucan.ai GmbH	Berlin	1	10.00	10.00	n/a	n/a
Nuuron GmbH	Berlin		9.96	9.96	n/a	n/a
Flow Lab GmbH	Berlin		9.92	9.92	n/a	n/a
Simplifa GmbH	Berlin	1	9.91	9.91	n/a	n/a
Betriebsarztservice Holding GmbH	Berlin	4	9.67	9.67	602	-1,104
AnyTax GmbH	Berlin		9.66	9.66	n/a	n/a

Company	Registered Office	Foot-note	Capital share in %	Voting rights in %	Equity in EUR 1,000	Profit for the year in EUR 1,000
Mindable Health GmbH	Berlin	4	9.53	9.53	-145	-1,611
assetbird GmbH	Berlin		9.51	9.51	n/a	n/a
MERSOR GmbH	Berlin	1	9.46	9.46	n/a	n/a
Content Flow GmbH	Berlin	1	9.19	9.19	n/a	n/a
Löwenzahn Organics GmbH	Berlin	4	4.17	4.27	-3,523	-2,928
CareerFoundry GmbH	Berlin	1	9.10	9.10	n/a	n/a
Octseven GmbH	Berlin	1	9.09	9.09	n/a	n/a
Betterguards Technology GmbH	Hennigsdorf	4	9.02	9.02	-2,625	-1,799
hellomed Group GmbH	Berlin	4	9.00	9.00	-1,478	-695
Sentryc GmbH	Berlin	1	8.99	8.99	n/a	n/a
Netz Holding GmbH	Berlin	4	8.87	8.87	14,298	-38
COCOLI GmbH	Berlin	4	8.85	8.85	216	-2,070
ARC Intelligence GmbH	Berlin		8.70	8.70	n/a	n/a
Media4Care GmbH	Berlin	4	8.69	8.69	-997	-71
Myosotis GmbH	Berlin	4	8.65	8.65	2,033	-1,067
Nano-Join GmbH	Berlin		8.62	8.62	n/a	n/a
nenna.ai GmbH	Berlin		8.59	8.59	n/a	n/a
Wunderflats GmbH	Berlin	4	8.57	8.57	-2,098	-4,904
Airteam Aerial Intelligence GmbH	Berlin	4	8.57	8.57	1,163	-1,429
Jomigo GmbH	Berlin		8.48	8.48	n/a	n/a
AUXOLAR GmbH	Berlin	1	8.42	8.42	n/a	n/a
H.E.A.T. Energie-Software GmbH	Berlin		8.14	8.14	n/a	n/a
MB Global Health GmbH	Berlin	4	8.04	8.04	1,312	-2,584
INPERA GmbH	Berlin	1	8.00	8.00	n/a	n/a

Company	Registered Office	Foot-note	Capital share in %	Voting rights in %	Equity in EUR 1,000	Profit for the year in EUR 1,000
Meloon GmbH	Berlin	1	7.94	7.94	n/a	n/a
ClickClickDrive GmbH	Berlin	4	7.89	7.89	-590	-964
eco.mio GmbH	Berlin	4	7.88	7.88	1,381	-219
ONE team Signage Group GmbH	Berlin	4	7.87	7.87	633	-456
Nuventura GmbH	Berlin	4	7.86	7.86	21,280	-3,071
SIRPLUS GmbH	Berlin	1	7.73	7.73	n/a	n/a
Ninox Software GmbH	Berlin	4	7.66	7.66	3,087	229
up.lftd GmbH	Berlin	1	7.47	7.47	n/a	n/a
Latana GmbH	Berlin	4	7.33	7.33	-5,043	-3,913
Wonnda GmbH	Berlin		7.26	7.26	n/a	n/a
Omria GmbH	Berlin		7.25	7.25	n/a	n/a
MeinWunschcatering GmbH	Berlin	1	7.15	7.15	n/a	n/a
Ucaneo Biotech GmbH	Berlin	4	7.13	7.13	-827	-689
mHealth Pioneers GmbH	Berlin	4	6.94	6.94	399	-637
CyberDirekt Holding GmbH	Berlin	4	6.87	6.87	50	-39
Webme Union GmbH	Berlin	4	6.87	6.87	988	-398
Lumoview Building Analytics GmbH	Köln		6.81	6.81	n/a	n/a
Tasty Urban GmbH	Berlin	4	6.79	6.79	277	-1,540
Remi Health GmbH	Potsdam	4	6.78	6.78	-1,714	-622
Streuobstwiesen Manufaktur GmbH	Berlin	4	6.77	6.77	-1,345	-939
WAY technologies GmbH	Berlin	1	6.75	6.75	n/a	n/a
Silber Salon GmbH	Berlin		6.64	6.64	n/a	n/a
Fliit Holding GmbH	Berlin	1	6.61	6.61	n/a	n/a
RIDE GmbH	Berlin	1	6.61	6.61	n/a	n/a

Company	Registered Office	Foot-note	Capital share in %	Voting rights in %	Equity in EUR 1,000	Profit for the year in EUR 1,000
xbird GmbH	Berlin	1	6.37	6.37	n/a	n/a
MYMORIA GmbH	Berlin	4	6.25	6.25	-102	-5,718
a2zebra GmbH	Berlin	4	6.02	6.02	1,756	-486
Phantasma Labs GmbH	Berlin		5.99	5.99	n/a	n/a
Fosanis GmbH	Berlin	1	5.80	5.80	n/a	n/a
MieterEngel GmbH	Berlin	4	5.70	5.70	247	258
Gifting Technologies GmbH	Berlin		5.56	5.56	n/a	n/a
Mesa Technologies GmbH	Berlin		5.54	5.54	n/a	n/a
biddz GmbH	Berlin		5.53	5.53	n/a	n/a
Quantistry GmbH	Berlin	4	5.52	5.52	1,582	-594
Circulum Vitae GmbH	Berlin	4	5.51	5.51	2,738	-2,868
Omeicos Therapeutics GmbH	Berlin		5.35	5.35	n/a	n/a
Gaiali GmbH	Berlin		5.24	5.24	n/a	n/a
Remerge GmbH	Berlin	4	5.24	5.24	20,715	400
Aignostics GmbH	Berlin	4	5.16	5.16	24,970	-10,524
Newsenselab GmbH	Berlin	1	5.10	5.10	n/a	n/a
Spreaducation GmbH	Berlin	4	5.00	5.00	208	-148
Spark e-Fuels GmbH	Berlin		4.99	4.99	n/a	n/a
dsb Deutsche Sanierungsberatung GmbH	Berlin		4.97	4.97	n/a	n/a
Partum GmbH	Berlin	1	4.83	4.83	n/a	n/a
Motor Ai GmbH	Berlin	4	4.80	4.80	115	-448
mediaire GmbH	Berlin	4	4.80	4.80	3,442	-1,075
LykonDX Holding GmbH	Berlin	4	4.68	4.68	600	-18,326
REALPORT AG	Berlin	4	4.61	4.61	2,868	-6,092

Company	Registered Office	Foot-note	Capital share in %	Voting rights in %	Equity in EUR 1,000	Profit for the year in EUR 1,000
Veecle GmbH	Berlin	4	4.58	4.58	-189	-519
ContextHub GmbH	Berlin		4.53	4.53	n/a	n/a
Qdrant Solutions GmbH	Berlin	4	4.48	4.48	24,699	-6,461
Mello UG (haftungsbeschränkt)	Berlin	1	4.47	4.47	n/a	n/a
CODE Education GmbH	Berlin	4	4.46	4.46	1,605	-2,026
sblocs bikes GmbH	Berlin	4	4.46	4.46	-220	-143
elucid GmbH	Berlin	4	4.38	4.38	2,635	-88
HealthCaters GmbH	Berlin		4.16	4.16	n/a	n/a
bcause GmbH	Berlin	4	4.14	4.14	1,377	-1,251
Bitbond GmbH	Berlin	4	4.04	4.04	535	58
MX Healthcare GmbH	Berlin	4	4.04	4.04	-2,822	-4,612
EichenCredit GmbH	Berlin	1	3.93	3.93	n/a	n/a
Amafin GmbH	Berlin	1	3.74	3.74	n/a	n/a
ecoworks GmbH	Berlin	4	3.56	3.56	9,446	-9,890
DiaMonTech AG	Berlin	4	3.52	3.52	1,038	-2,458
Bling Services GmbH	Berlin	4	3.39	3.39	6,713	-5,106
GrüRi Softwareentwicklung Berlin GmbH	Berlin	1	3.34	3.34	n/a	n/a
Comgy GmbH	Berlin	1	3.22	3.22	n/a	n/a
Aumio GmbH	Berlin	4	3.17	3.17	524	-701
Level Nine Labs GmbH	Berlin		3.11	3.11	n/a	n/a
Lumiform GmbH	Berlin	4	3.02	3.02	1,580	-1,408
Lindera GmbH	Berlin	4	2.88	2.88	3,502	-1,802
Opinary Seller SPV UG & Co. KG	Berlin	4	2.83	2.83	565	-1,314
Recare PPM Holding GmbH	Berlin	4	2.78	2.78	23,649	-24

Company	Registered Office	Foot-note	Capital share in %	Voting rights in %	Equity in EUR 1,000	Profit for the year in EUR 1,000
Invesdor INV AG	Berlin	4	2.29	2.29	-669	-3,126
Outfittery Holdco S.à r.l.	Luxembourg	2	2.24	2.24	n/a	n/a
Sensorberg GmbH	Berlin	4	2.20	2.20	3,029	-1,189
labforward GmbH	Berlin	1	1.88	1.88	n/a	n/a
Sharpist GmbH	Berlin	4	1.66	1.66	2,541	-10,388
Schön Digital GmbH	Wandlitz	4	1.22	1.22	-4,570	-566
Likenilo GmbH	Berlin	4	1.21	1.21	2,297	-1,855
Architrave GmbH	Berlin	4	1.07	1.07	3,406	-4,419
numa group SE	Berlin	4	0.62	0.62	73,220	-11,494
Go1 Global, Inc.	Underwood	4	0.58	0.58	255,390	-62,707
Qunomedical GmbH	Berlin	4	0.51	0.51	-4,259	-2,235
Dixa Aps	Kopenhagen	3, 4	0.38	0.38	-426	-2,078
Doctolib SAS	Levallois-Perret	4	0.01	0.01	146,224	-122,327

[1] No data available, as the company is insolvent.

[2] No data available, as the company was founded during the financial year

[3] Figures in USD.

[4] Figures do not relate to 31 December 2025.

[n/a] No data provided, as there is no disclosure requirement for the companies.

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IBB Unternehmensverwaltung

Group Management Report

IBB Unternehmensverwaltung AöR

Financial Year 2025

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The Group at a glance

Business model

IBB Unternehmensverwaltung AöR (IBB UV) was established by the Act of the Reorganisation of the Legal Relationships of Investitionsbank Berlin (IBB) on 7 June 2021 with effect from 1 January 2021, last amended by the "Act Amending the IBB Sponsorship Act and the Investment Bank Act" on 3 June 2025 (GVBl p. 239). The owner of the IBB UV is the State of Berlin. It is a public law institution with legal capacity with its registered office in Berlin and acting as the institutions sponsor of the IBB.

The IBB UV is a financial holding company according to Section 2f and Section 10a of the German Banking Act (KWG). It is the parent company of the IBB Unternehmensverwaltung Group (hereinafter referred to as the "IBB Group") for regulatory purposes and is subject to supervision by the German Federal Financial Supervisory Authority (Bundesanstalt für Finanzdienstleistungsaufsicht).

In addition to managing its subsidiaries, the IBB UV is also responsible for the management of the IBB as well as the establishment, acquisition, holding and management of participations providing that these assume tasks that the IBB is required to fulfil in accordance with Section 4 of the Investment Bank Act. It also provides services for these companies, e.g. management, personnel and auditing services. It does not conduct any banking business.

Under commercial law, the IBB Group forms a group with the IBB UV as the parent company.

Corporate structure

The governing bodies of the IBB UV are the Executive Board, the Supervisory Board and the Founders' Assembly. The Executive Board is responsible for managing the business of IBB UV in its own responsibility in accordance with the law, the Articles of Association, the guidelines adopted by the Supervisory Board and the rules of procedure applicable to it.

Investments and scope of consolidation

The IBB Group's key strategic investments for the implementation of the State of Berlin's promotional mandate include the Investitionsbank Berlin, the IBB Business Team GmbH, IBB Beteiligungsgesellschaft mbH and the IBB Capital GmbH. In addition to the IBB UV as the parent company, the scope of consolidation in 2025 includes eleven fully consolidated subsidiaries:

Consolidated companies	**IBB UV share (%) direct**	**IBB UV share (%) indirect**
Investitionsbank Berlin AöR, Berlin	100.0	
IBB Beteiligungsgesellschaft mbH, Berlin	100.0	
IBB Business Team GmbH, Berlin	100.0	
ipal Gesellschaft für Patentverwertung Berlin mbH, Berlin	100.0	
VC Fonds Berlin GmbH, Berlin		100.0
VC Fonds Kreativwirtschaft Berlin GmbH, Berlin		100.0
VC Fonds Technologie Berlin GmbH, Berlin		100.0
VC Pre-Seed Fonds Berlin GmbH, Berlin		100.0

Consolidated companies	IBB UV share (%) direct	IBB UV share (%) indirect
IBB Capital GmbH, Berlin	100.0	
EMII EU Malaria Fund Berlin Institutional Investors GmbH & Co. KG, Berlin	100.0	
EMF EU Malaria Fund Berlin GmbH & Co. KG, Berlin		100.0

The following section focuses on the business activities of the four main strategic companies. They support the Group in the implementation of the State of Berlin's promotional activities.

Investitionsbank Berlin (IBB) is a wholly owned subsidiary of IBB UV. It is an institution under public law and a credit institution according to Section 1 of the German Banking Act (KWG). It is the structural and development bank of the State of Berlin. Based on the IBB Act of 16 June 2021, the IBB supports the State of Berlin in fulfilling its public duties. The Bank implements development measures in compliance with EU State aid regulations, particularly in the areas of economic and housing development, labour market promotion, climate protection and infrastructure development. In doing so, it operates on a non-competitive basis in cooperation with commercial banks and venture capitalists. It is subject to supervision by the Federal Financial Supervisory Authority.

IBB Business Team GmbH (IBT) is a wholly owned subsidiary of the IBB UV and the strategic partner of the IBB Group for the non-banking service business. This includes the processing of IBB and public sector development programmes, taking on service tasks for the IBB Group and the processing of development programmes and other tasks in its own name and for its own account. The IBT was merged into Immobiliengesellschaft Spreestadt-Wegelystraße mbH (IGSW) retroactively as of 1 January 2025. In the course of the merger, the company was renamed back to IBB Business Team GmbH.

IBB Beteiligungsgesellschaft mbH (also known as IBB Bet) is a wholly owned subsidiary of the IBB UV. It is active in the field of venture capital financing ("VC") focusing on start-ups in the early stage and seed sector. IBB Bet is the parent company of the VC Fonds GmbHs: VC Fonds Berlin GmbH (VCFB), VC Fonds Technologie Berlin GmbH (VCFT), VC Fonds Kreativwirtschaft Berlin GmbH (VCFK) and, since 2025, also the newly established VC Pre-Seed Fonds Berlin GmbH (VCFP). The management of these four VC Fonds GmbHs is the main business activity. The business management includes the intensive support of the investments/portfolio companies of the VC Fonds GmbHs as well as the active support of upcoming financing rounds and the conclusion of new investments at the VC Fonds GmbHs. The subsidiary Immobiliengesellschaft Spreestadt-Wegelystraße mbH (IGSW), previously held under IBB Bet, was sold to IBB UV in 2025 and subsequently merged with IBB Business Team GmbH.

IBB Capital GmbH is a wholly owned subsidiary of the IBB UV and is tasked with supporting young Berlin companies and start-ups with equity or equitylike instruments (including convertible loans or open equity investments). It implemented the State of Berlin's "Corona Aid for Start-ups" programme until summer 2022, which is largely financed by KfW funds. In addition to managing this portfolio, the IBB Capital invests in participations with growth and earnings potential from the existing portfolio through follow-up financing under the BerlinInno Growth (BIG) programme.

IBB UV also indirectly holds all shares in the three companies of the EU Malaria Fund Berlin ("EUMF"), which was established with the aim of combating malaria and financing projects and product developments in the field of malaria prophylaxis, treatment and diagnostics by issuing venture loans. The project is largely financed by the European Investment Bank, Luxembourg ("EIB").

IBB UV also holds shares in other companies, including several investments in the interests of the State of Berlin:

	Proportion Owned (%)
EMM EU Malaria Fund Berlin Managementgesellschaft mbH, Berlin	100.0
DAB Digitalagentur Berlin GmbH, Berlin	100.0
Medienboard Berlin-Brandenburg GmbH, Potsdam	50.0
Berlin Partner for Business and Technology GmbH, Berlin	31.5
Berlin Tourismus & Kongress GmbH, Berlin	25.0
Peppermint CBF 1 GmbH & Co. KG, Berlin	19.9
European Social Innovations and Impact Fund GmbH & Co. KG, Berlin	3.2
Various investments of the VC funds	div.
Various investments of IBB Capital	div.

The shares in House of Finance and Tech Berlin GmbH, Berlin were disposed of as of 18 December 2025.

Goals and strategies

The IBB Group's paramount goal is defined by the statutory promotional mandate.

In detail, it pursues the following objectives in accordance with its business strategy:

1. **Promotion** – targeted deployment: Through the use of revolving financial instruments, loans, mezzanine financing, equity investments, guarantees, grants and advisory services, we create targeted incentives and fulfil our promotional mandate,
2. **Economic viability** – ensuring long-term viability: We safeguard our long-term capacity to act and our efficiency, and
3. **Impact** – achieving results: We measure and increase the effectiveness of our actions for society and the environment.

The IBB UV has formulated corresponding measures for the respective targets within the IBB Group. The scope of the Group-wide business strategy includes, in addition to the IBB, the investments in the area of bank-related promotional business: IBB Beteiligungsgesellschaft mbH, IBB Business Team GmbH and IBB Capital GmbH.

The Group-wide risk strategy forms the risk-related guidelines for the implementation of the business strategy. The framework set out therein defines the extent to which risks are to be taken and how they are to be managed. The aim of the Group-wide remuneration strategy is to maintain a stable remuneration policy within the IBB Group and to ensure that employees are remunerated in line with performance and the market.

Control system

The IBB Group manages its key companies based on performance indicators determined in accordance with national accounting standards and regulatory requirements.

Management is based on an annually recurring strategy and planning process. This is carried out in compliance with regulatory requirements and the risk strategy approved by the Executive Board. Management is therefore risk- and value-oriented and generally follows the process steps of planning, implementation, assessment and adjustment. Key management tools include, in particular, the financial statements, planning, financial and risk reports as well as liquidity, new business and portfolio reports prepared in accordance with commercial law and regulatory requirements. Any deviations and their causes are continuously analysed using plan/actual comparisons.

Financial performance indicators

The most important financial performance indicators and performance-oriented control parameters at group level are:

- the volume of new business
- the operating result (combined with a sustainable earnings trend to ensure the ability to service capital, the ability to distribute dividends and future capital measures in the subsidiaries)
- administrative expenses
- the core capital ratio.

In line with the public promotional mandate, the volume of new business in the subsidiaries is a key performance indicator. The IBB Group calculates the volume of new business at Group level in order to manage future strategic growth steps in the promotional business. The volume of new business primarily includes all new commitments made and is supplemented by follow-up and refinancing as well as supplementary financing in existing promotional commitments.

The operating result is calculated from interest income and commission income and the balance of other operating income and expenses.

Administrative expenses correspond to personnel expenses, operating expenses (other administrative expenses) and depreciation and impairment on intangible and tangible assets.

The core capital ratio (normative view of risk-bearing capacity), calculated in accordance with the Capital Requirements Regulation (CRR) as the ratio of core capital to total risk-weighted assets, serves as another key performance indicator for the Group.

Target values exist for all key performance indicators, which are regularly subjected to plan/actual comparisons as part of the management process, as well as scenario and forecast calculations to enable corresponding management impulses to be set.

The development of the most important financial performance indicators is discussed separately in the economic report.

Economic Report

General economic conditions

The year 2025 was characterised by persistent economic stagnation in Germany and an accumulation of geopolitical crises and uncertainties. As a result, the overarching economy provided little impetus for Berlin's economy, further slowing down the capital's economic development. Nevertheless, in the first half of 2025, the Berlin economy once again significantly outperformed the stagnating national average with price-adjusted GDP growth of +1.3% (0.0%). In comparison with other German federal states, the German capital achieved the third-highest growth rate after Bremen (+2.9%) and Mecklenburg-Vorpommern (+2.0%). In Brandenburg, economic output even declined by 1.0%. However, the gap between Berlin's GDP and the national average is now slightly below the long-term average of 1.8 percentage points.

Berlin's labour market came under increasing pressure in 2025. In September 2025, employment subject to social security contributions in the capital declined by 4,729 persons (-0.3%) compared to the same month of the previous year, a fall that was above the national average (Germany: +0.0%). This is already the sixth consecutive year-on-year decline; the level of employment in September stood at 1.688 million persons in employment subject to social security contributions. In part, however, this may be a statistical effect, as approximately 4,000 teachers in Berlin were granted civil servant status in 2025. Adjusted for this effect, the actual rate of change would be closer to the national average. The unemployment rate in November 2025 remained unchanged at 10.3%, with 217,967 unemployed persons recorded. Vacancies registered with the Federal Employment Agency stood at 20,521, a decline of 4.3% compared to the same month of the previous year.

At 143,300, the number of jobs in the information and communication (I&C) sector fell by 2,500 (-1.7%) compared to the same month of the previous year. This may already be the first signs of the AI revolution in what has been Berlin's most important growth area in recent years. Thanks to AI support, fewer programmers and web designers will be needed in the core area of the digital economy in the future. Despite the decline in employment, revenue growth in this sector has continued to increase significantly. Although the price-adjusted revenues of service companies grew by only 1.5% from January to August 2025 compared to the same period of the previous year, a strong increase of 12.8% was recorded in the I&C sector. By contrast, revenues in transport and storage (-8.9%) and in real estate and housing (-7.5%) declined. Employment in the service sectors is also increasingly falling at -0.9%, predominantly in the I&C sector at -2.7% compared to the same period of the previous year.

Berlin's highly specialised industry is suffering from the cyclical weakness in the domestic market. From January to September, industrial revenues fell by 0.4% compared to the same period of the previous year, which can be attributed primarily to weak earnings from intermediate goods producers (-3.5%). The export-oriented and highly specialised manufacturing companies in the capital, on the other hand, were able to achieve an increase in exports of 3.9% from January to September compared to the same period of the previous year. The balance of trading partners has shifted significantly. This development can be attributed on the one hand to the coronavirus pandemic and the subsequent supply chain difficulties, but most recently above all to the tariff uncertainties and trade restrictions triggered by the USA. In September 2019, 12.7% of Berlin's exports still went to the USA; in the comparable month of 2025, this figure was only 9.2%. At the same time, exports to the EU-27 states have expanded to 51% (2019: 48.1%).

The positive development in Berlin's main construction sector continued into the third quarter. From January to September 2025, building permits for residential construction rose by 34.5% compared to the same period of the previous year. The total volume of new orders in the construction sector also increased by 29.6% during this period. The order backlog in the main construction sector rose sharply in the third quarter by 64.5% compared to the previous quarter, reaching a record high of EUR 4.0 billion. With an increase of EUR 770.5 million (+80.2%), rising public investment is already being signalled in civil engineering.

Due to special regulations during the pandemic years, the number of insolvencies was kept artificially low in the subsequent years. The obligation for over-indebted companies to file for insolvency was temporarily suspended. Applications for insolvency proceedings, a lagging economic indicator, stood at 1,407 in the period from January to August 2025, up +1.7% from the previous year's level, which had already marked a 20-year high. The insolvency figures remain persistently high, particularly in the trade (199), construction and hospitality sectors (163 and 188), which have been under pressure in recent times. By July 2025, the estimated claims of creditors had amounted to approximately EUR 3.2 billion.

The continued high real interest rate level had a dampening effect on the economy. Although the ECB has cut the deposit rate – a key factor for banks – on eight occasions of 25 basis points each since June 2024, bringing it to 2%, the rate is no longer in restrictive monetary policy territory. The basis for this was the annual inflation rate, which eased to 1.9% in the euro area in December 2025, down from 2.4% in December 2024. This was driven primarily by price declines in energy, which amounted to 1.9% in December 2025 alone compared to the same month of the previous year. However, the interest rate cuts have mainly affected the short end of the money market. Long-term mortgage interest rates, by contrast, are driven by banks' market expectations and averaged 3.6% up to September 2025. The high construction interest rates continued to restrain residential construction, as the financing of many construction projects proved no longer viable and was discontinued by developers.

In addition, the continued high real interest rate level in the longer-term range is reducing investment activity in several areas that are important for Berlin. In addition to construction, this primarily affected industry and start-up financing, where VC investors withheld their funding and increasingly scrutinised business plans for their profitability. Although Berlin remained the leading location for start-up financing in the first half of 2025, ahead of Bavaria and North Rhine-Westphalia in terms of the number of start-up financing transactions, more venture capital flowed to Bavarian start-ups (EUR 2.1 billion) than to Berlin's young companies (EUR 1.5 billion) during the same period. At the same time, an important location for the defence industry is developing in the capital region, with a focus on so-called dual-use technologies. These are products that can be used both for civilian and military purposes, such as software or satellite technology. In 2025, there were already around 130 companies with 26,000 employees in Berlin and Brandenburg manufacturing military or security-relevant equipment. In addition, there are a further 430 companies focused on dual-use technologies.

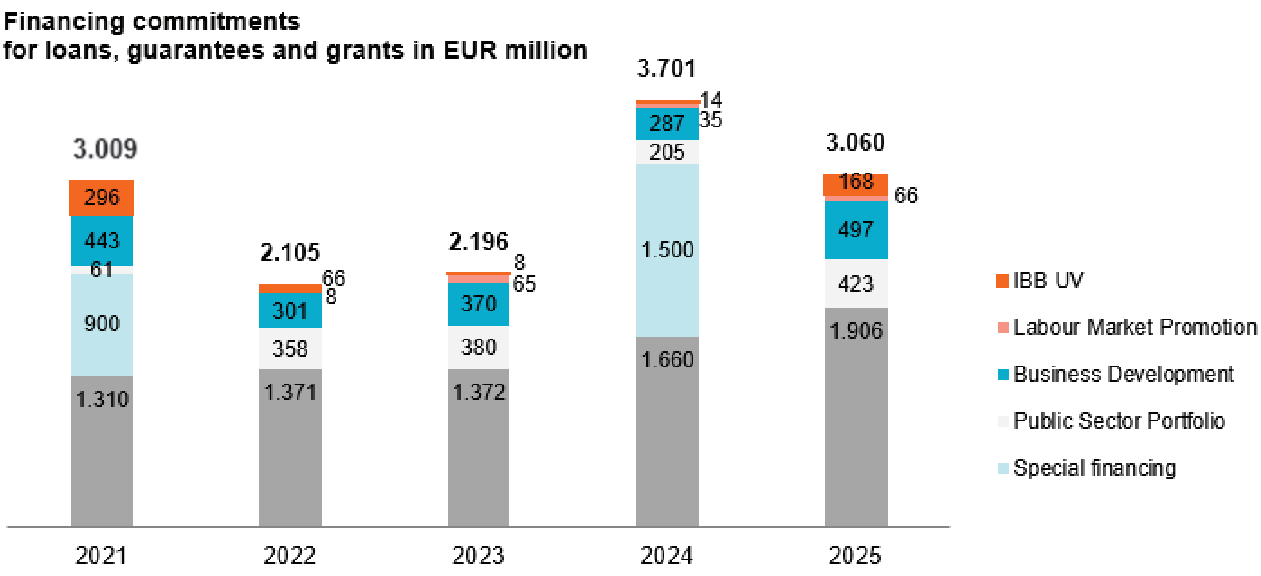
Business development

Against the backdrop of challenging financing conditions, growing requirements for sustainable development and structural transformation processes, the Group once again played a central role in the financing of investments in 2025. Total financing commitments of EUR 3,108.5 million were made. Despite the non-realisation of a large-volume follow-up financing transaction in the area of business development, the planned target was almost fully achieved through additional new business. As a result, the previous year's figure was also significantly exceeded, excluding special transactions.

As in the previous year, the economic and business development of the IBB Group is characterised by the Investitionsbank Berlin, IBB Capital GmbH, IBB Beteiligungsgesellschaft mbH and the IBB Businessteam GmbH. For this reason, key aspects of the business development of the four companies are taken from the management reports as of 31 December 2025 below.

Investitionsbank Berlin

Against the backdrop of challenging financing conditions, growing requirements for sustainable development and structural transformation processes, the Bank once again played a central role in the financing of investments in 2025. Total financing commitments of EUR 3,060 million were made. Despite the non-realisation of a large-volume follow-up financing transaction in the area of business development, the planned target was almost fully achieved through additional new business. As a result, the previous year's figure was also significantly exceeded, excluding special transactions.



Commitments for financing (including grants) in the area of real estate and urban development amounted to EUR 1,905.7 million, slightly above expectations (target achievement 103%) and significantly above the previous year's result (EUR 1,659.6 million).

In particular, the housing subsidy regulations (WFB 2023) again contributed to a significant increase in the area of new social housing construction subsidies. With financing commitments of EUR 701.4 million, both the previous year's result (EUR 629.9 million) and the target figure (target achievement 140%) were significantly exceeded. Overall, the construction of an estimated 5,175 social housing units (previous year: 5,188) will be made possible.

The supplementary funding area achieved a commitment volume of EUR 723.7 million, significantly exceeding both the previous year (EUR 591.9 million) and the plan (EUR 183.0 million). The largest share is attributable to the "Berlin Infra" programme, which supports public companies based in Berlin in which the State of Berlin holds a majority interest. EUR 579.6 million was committed here, of which EUR 419.5 million (previous year: EUR 505.8 million) supports the Berlin School Construction Initiative.

Financing commitments in the syndicated business amounted to EUR 143.7 million, slightly above the previous year (EUR 139.5 million) but significantly below the target figure (target achievement 52%).

The real estate and urban development division was thus once again able to contribute to the achievement of the State of Berlin's sustainability goals in the current year. The focus was in particular on investments for access to adequate and affordable housing as well as on the construction and expansion of educational facilities.

The business development division recorded financing commitments (including commitments to IBB UV) of EUR 665.3 million and fell significantly short of plan (target achievement 67%) and the previous year (EUR 1,800.1 million), which had been shaped by the special transaction for the remunicipalization of the Berlin district heating network (EUR 1,500.0 million), primarily due to the non-renewal of the latter (EUR 501.0 million).

Approvals for loans and guarantees developed positively at EUR 403.7 million (target achievement 187%), partially offsetting the absence of the special transaction and exceeding the previous year (EUR 196.9 million). The "IBB Wachstumsprogramm" was once again the highest-volume programme with commitments of EUR 210.9 million. It exceeded the previous year's result (EUR 73.9 million) and was significantly above forecasts. A further significant contribution was made by the "Berlin Infra" programme with EUR 140.0 million, also significantly exceeding the previous year's figure (EUR 65.0 million) and expectations (target achievement 233%).

The award of grants faced challenges due to the strained budget situation, particularly at the beginning of the financial year, although these eased in the course of the year. Overall, commitments of EUR 93.4 million (target achievement 81%) were made, significantly exceeding the previous year's figure (EUR 54.9 million). The largest promotional programme, the "Joint Task for the Improvement of Regional Economic Structures" (GRW), reached a volume of EUR 63.3 million (target achievement 79%; previous year: EUR 54.9 million).

Overall, the business development division made a significant contribution to the fulfilment of the State of Berlin's sustainability goals, in particular through transformation financing for sustainable and resilient infrastructure. In addition, funds were made available to support modernisation, innovation and access to financial services.

The public sector was again supported significantly in the realisation of infrastructure projects through the commitment of municipal loans amounting to EUR 422.9 million. Despite increasing limit restrictions and the growing capital market orientation of local authorities, new business developed very positively (target achievement 211%) and was also significantly above the previous year's volume (EUR 205.3 million).

Labour market promotion made financing commitments of EUR 65.6 million. Although the planned volume of EUR 75.1 million was not fully achieved, this figure was significantly above the previous year's level of EUR 34.7 million. The funds were allocated to 10 programmes, with "participation-oriented social space management" at EUR 17.0 million, "Bildungsbegleitung IBA" at EUR 11.2 million and the "Prevention of training dropouts" programme at EUR 8.5 million recording the highest volumes.

IBB Business Team GmbH

During the financial year, the IBT was merged into Immobiliengesellschaft Spreestadt-Wegelystraße mbH (IGSW) with effect from 04.08.2025, retroactively as of 01.01.2025, 0:00 hours. The merger became effective upon entry in the commercial register on 14.08.2025. It constituted a significant event in the financial year and had an impact on the asset structure of the company. Following the merger, the company name of IGSW was changed to IBB Business Team GmbH.

In the financial year 2025, the IBT implemented 15 funding programmes as well as the funding projects Business Plan Competition Berlin-Brandenburg (BPW), Deutsche Gründer- und Unternehmertage (deGUT) and Energy Consulting for Efficiency and Optimisation (ENEO). In addition, the IBT continued to provide the "IBB telephone exchange", "IBB post office" and "IBB reception" services.

At the beginning of the year, the GründachPLUS funding programme was launched with new, financially improved subsidy rates for the installation of green roofs. Furthermore, the Economic Electromobility (WELMO) programme was expanded to include funding for the charging infrastructure of housing companies (15.07.2025).

In 2025, the IBT was able to conclude one-year agency agreements with the Senate administrations at the beginning of the year. All invoices for the quarterly implementation of the funding programmes were settled on time by the Senate administrations. Furthermore, the IBT had funds available in all funding programmes for commitments and disbursements.

IBB Beteiligungsgesellschaft

IBB Bet held equity investments in the four VC Fonds GmbHs as of 31 December 2025 with a total carrying amount of EUR 193,229 thousand (previous year: EUR 186,362 thousand). The equity investment in Immobiliengesellschaft Spreestadt-Wegelystraße mbH was disposed of in 2025. The change in the carrying amounts of the VC Fonds GmbHs resulted from additions to the capital reserves of EUR 6,842 thousand made during the 2025 financial year.

IBB Capital GmbH

The company's original plans for the financial year 2025 envisaged commitments for follow-up and supplementary financing under the BIG programme totalling EUR 12.5 million. By the end of 2025, IBB Capital had made 13 commitments to 12 companies from the existing portfolio totalling EUR 10.78 million (previous year: EUR 9.99 million), of which EUR 6.45 million was drawn down in 2025. Together with the share of private co-investors, a total of EUR 14.71 million (previous year: EUR 14.28 million) was invested in the form of equity and equity-like funds to finance their growth during the 2025 financial year. As part of larger financing rounds, additional funds from other private investors flowed to the start-ups over and above the funds provided by IBB Capital and the co-investors. The total volume of financing rounds with the participation of IBB Capital amounted to approximately EUR 40 million, corresponding to a leverage ratio of 1 to 3 (public funds to private funds). Through these investments, up to 561 jobs, of which 388 in Berlin, were secured or newly created in IBB Capital's portfolio companies.

Despite the Group-internal restriction to follow-up financing in companies within the existing portfolio, the company succeeded in almost achieving the planned targets in the programme for the financial year. Compared to the annual plan of EUR 12.5 million, IBB Capital was able to make commitments of EUR 10.78 million over the course of the financial year, corresponding to approximately 86.2% of the annual plan. In addition to new business under the BIG programme, another key focus of business activities in the past financial year was the ongoing management of the existing coronavirus portfolio.

The (further) programme funds required for the interest-protecting management of the existing portfolio and the follow-up financing have been provided since 2024 and until initially 2027 by the shareholder with the involvement of KfW, IBB and the State of Berlin.

The corporate purpose of IBB Capital is the provision of equity or equity-like financing for Berlin-based start-ups and SMEs. The follow-up financing made by the company, i.e. the acquisition of equity investments or the provision of equity-like financing in companies within the existing portfolio, is the most significant financial performance indicator for IBB Capital. In addition, the company's business activities focus on the interest-protecting management and further development of the existing portfolio in the interests of KfW and the State of Berlin.

In October 2024, the Berlin Senate adopted a resolution amending the principles for investment management in the State of Berlin. On the basis of these new requirements of the State of Berlin, the shareholder IBB UV, as a direct investment of the State of Berlin, resolved amendments to the Articles of Association of IBB Capital in December 2025, which came into force on 01.01.2026. The new Articles of Association revised, amongst other things, the corporate object of the company. Future business activities are restricted to interest-protecting follow-up financing within the existing portfolio; new business outside the existing portfolio will be excluded in the future.

With the restraint of investors and the concentration of private investors on other priorities, the valuations of companies in financing rounds have often fallen significantly. The positive effects from the politically aspired sustainable and ecological restructuring of the economy, which have been anticipated for some time, have also not yet materialised to the extent hoped for. In particular with regard to international developments, there has even been a strong counter-reaction on the topics of "climate" and "sustainability". In addition, for some of the companies financed by IBB Capital, the business models and products were not yet sufficiently mature or marketable to attract the required fresh capital for further development. In some cases, operational management errors at the start-ups and internal disputes regarding the strategic direction of the companies were also factors. As a result, contrary to the planning assumptions, the financial year 2025 saw a significant increase in insolvencies and liquidations in the start-up market and corresponding defaults in IBB Capital's portfolio.

Earnings situation

The business performance of the IBB Group is largely shaped by the IBB. The 2025 financial year shows the following development:

in million euros	**2025**	**2024**	**Change**
Net interest income	161.3	151.1	10.3
Net commission income	28.3	25.3	3.0
Other operating income	69.9	56.1	13.8
Operating profit	**259.6**	**232.5**	**27.1**
Administrative burden	-193.1	-190.5	-2.6
Operating profit before loan loss provisioning/valuation gains	**66.5**	**42.0**	**24.5**
Allowance for credit losses/valuation result	-30.4	0.3	-30.6
Economic result	**36.1**	**42.3**	**-6.2**
Taxes	-0.3	-0.4	0.1
Net income	**35.8**	**41.9**	**-6.1**

The operating result (EUR 259.6 million) increased significantly compared to the previous year (EUR 232.5 million) and also exceeded expectations. The key drivers were the Bank's net interest and commission income as well as income from the reduction of loan liabilities at the Malaria Funds.

The IBB Group's administrative expenses, which consist of personnel and operating expenses as well as depreciation and impairment on intangible and tangible assets, increased slightly once more compared to the previous year (-EUR 190.5 million) to -EUR 193.1 million, remaining however significantly below forecasts.

Personnel expenses increased compared to the previous year by -EUR 1.3 million, which was significantly below plan, to -EUR 93.7 million. The year-on-year development was largely due to new hires in the context of regulatory and transformation-related issues as well as the increased service business. Additions to provisions for pension obligations were lower than expected.

Operating expenses also increased only marginally compared to the previous year by -EUR 0.8 million to -EUR 90.4 million and are significantly below the planned level. The increase is attributable primarily to higher IT costs, in particular in the course of regulatory and infrastructure-related transformation developments. These include above all the processing of the special audit in accordance with Section 44 KWG in connection with the implementation of the requirements of the Digital Operational Resilience Act (DORA) as well as the modernisation of the IT infrastructure. This was partially offset by significantly lower expenditure on advisory services.

In the reporting year, the risk provisioning/valuation result including contingency reserves in accordance with Sections 340f and 340g HGB amounted to -EUR 30.4 million (previous year: EUR 0.3 million).

The significant increase compared to the previous year is attributable to the following effects.

The Malaria Funds burdened the risk provisioning in the lending business through additions of EUR 15.9 million (previous year: EUR 4.9 million). The venture loans extended by the Malaria Funds are mainly refinanced by the European Investment Bank.

The IBB Group's investment business shows a positive disposal result of EUR 1.9 million (previous year: EUR 4.3 million) and a valuation result of -EUR 9.2 million (previous year: -EUR 6.2 million). Proceeds from disposals fell well short of expectations due to exits that cannot currently be realised.

The IBB's contingency reserves are characterised by high additions to the Section 340f HGB reserves and constant reversals from the fund for general banking risks in accordance with Section 340g HGB (Berlin-Förder-Fonds).

The securities valuation result was significantly positive (EUR 3.8 million), above the previous year's figure of -EUR 0.5 million.

With a profit for the year of EUR 35.8 million (previous year: EUR 41.9 million), the IBB Group reports a lower business result for 2025, which is significantly below expectations.

The development of the IBB Group's results of operations is largely shaped by the Investitionsbank Berlin, IBB Capital GmbH, IBB Beteiligungsgesellschaft mbH and the IBB Business Team GmbH. For this reason, key aspects of the business development of the four companies are taken from the management reports as of 31 December 2025 below.

Investitionsbank Berlin

Despite the ongoing economic and geopolitical challenges, the Bank can once again look back on a solid financial year with a satisfactory earnings situation that was above plan. The result is supported by income from the reversal of the Berlin-Förder-Fonds (EUR 16.5 million, in line with the previous year). In addition, income was recognised from ERDF grants (EUR 7.1 million; previous year: EUR 8.9 million) and from repayment portions due to the IBB from the basic agreement (EUR 15.0 million, in line with the previous year), which have collectively strengthened the Bank's equity.

The earnings situation of the Bank is illustrated in the income statement prepared from a business management perspective below. This deviates for the last time from the HGB presentation with regard to the disclosure of the components of the Berlin contribution.

The expenses from promotional activities as part of the Berlin contribution are divided into margin waivers (EUR 1.0 million; previous year: EUR 1.7 million) as well as services provided against payment (EUR 0.3 million; previous year: EUR 0.3 million) and services provided free of charge (EUR 12.9 million; previous year: EUR 12.8 million). The latter are only included in the income statement on an imputed basis. As in the previous year, there is no longer an allocation to reduce the Berlin-Förder-Fonds, but only a reversal of EUR 16.5 million. The allocation to the Berlin-Förder-Fonds is reflected in the fund for general banking risks (Section 340g HGB) in the balance sheet.

in million euros	2025	2024	Change
Net interest income	156.2	146.1	10.1
Net commission income	28.3	25.3	3.0
Other operating income1	69.1	69.5	-0.5
Operating profit	**253.5**	**240.9**	**12.6**
Administrative burden	-179.7	-178.1	-1.6
Operating profit before loan loss provisioning/valuation gains	**73.9**	**62.9**	**11.0**
Allowance for credit losses/valuation gain1	-19.8	-3.6	-16.1
Economic result	**54.1**	**59.2**	**-5.1**
Berlin contribution (incl. dissolution of the Berlin Funding Fund)	2.3	1.7	0.6
Net income	**56.4**	**60.9**	**-4.5**

[1] Consideration of the described reclassification effects of the Berlin contribution

Net interest income increased to EUR 156.2 million compared to the previous year (EUR 146.1 million), once again developing very positively and at a slightly higher level than the planning assumption. Developments in the individual segments were very heterogeneous.

Pricing contributions the loan book remained at the level of the previous year and were unable to fully achieve the target values. We had expected a consistent earnings contribution from the investment of non-interest-bearing portfolios compared to the previous year; however, at year-end we fell significantly short of the planned value due to the declining trend in short-term interest rates.

Net maturity transformation provided a significantly lower earnings contribution than in the previous year, as expected. In 2025, dispositive measures to ease the burden on future results were implemented to a lesser extent than planned and significantly below the previous year's level. To ease the burden on future years, the IBB prematurely terminated several interest rate hedges in the form of swaps with high ongoing payment obligations.

At EUR 28.3 million, net commission income was above the previous year's level (EUR 25.3 million) but fell slightly short of the budget. The year-on-year increase is once again primarily attributable to higher cost reimbursements from the State of Berlin for services rendered. This continued to include the processing and handling of coronavirus emergency aid as well as the implementation of labour market promotion, which is co-financed with EU funds from the "European Social Fund Plus". Cost reimbursements from the programmes already transferred to the budget of the Berlin contribution are also included. Income also comprises fees for the processing of guarantees and grants from real estate promotion.

The other operating result (EUR 69.1 million) continues to include the scheduled repayment portions from Section 2 of the basic agreement in the amount of EUR 15.0 million as well as the ERDF grants of EUR 7.1 million, received as expected.

Adjusted for these two special effects, the other operating result (EUR 46.9 million) was above the previous year (EUR 45.6 million) and above plan. The result was significantly influenced by services provided free of charge as part of the Berlin contribution and reimbursement of costs for the provision of services for the State of Berlin (EUR 24.9 million). The main contribution continued to result from the reimbursement of the continued high expenses for the processing of coronavirus emergency aid, which was largely handled by external service providers.

Administrative expenses, which consist of personnel and operating expenses as well as depreciation and amortisation of intangible assets and depreciation of property, plant and equipment, increased slightly once more compared to the previous year (-EUR 178.1 million) to -EUR 179.7 million, remaining however significantly below the Bank's forecasts.

Personnel expenses of -EUR 87.2 million increased slightly by EUR 0.8 million compared to the previous year but fell significantly short of expectations by EUR 2.4 million. The year-on-year development was largely due to new hires in the context of regulatory and transformation-related is-sues as well as the increased service business. Additions to provisions for pensions and partial retirement agreements were lower than expected.

Operating expenses also increased only slightly compared to the previous year to -EUR 88.4 million and were EUR 2.0 million below the planned level. This is attributable primarily to higher IT costs, in particular in the course of regulatory and infrastructure-related transformation developments. These include above all the processing of the special audit in accordance with Section 44 KWG in connection with the implementation of the requirements of the Digital Operational Resilience Act (DORA) as well as the modernisation of the IT infrastructure. This was partially offset by significantly lower expenditure on advisory services.

The development in net interest and commission income and in administrative expenses adjusted for the Bank's promotional activity had a positive impact on the cost-income ratio before promotional activity in the reporting year. At 75%, the value calculated for this key performance indicator for the 2025 reporting year is significantly below the previous year's level (79%) and forecasts (78%).

In the reporting year, there was a risk provisioning/valuation result including the allocation to the general contingency reserves in accordance with Section 340f HGB of -EUR 19.8 million (previous year: -EUR 3.6 million). The increase compared to the previous year is primarily attributable to the expense for additions to the Section 340f HGB reserves of -EUR 25.1 million.

Risk provisioning in the lending business shows a stable development (unchanged at EUR 0.6 million). Valuation allowances were reversed on a net basis (EUR 2.0 million).

The securities valuation result is significantly positive (EUR 4.7 million) due to realised capital gains on securities in the liquidity portfolio and thus above the previous year's figure of -EUR 0.5 million.

After deducting the Berlin contribution, the financial year 2025 closes with a profit for the year of EUR 56.4 million (previous year: EUR 60.9 million). After taking into account the repayment portion from Section 2 of the basic agreement to be retained (EUR 15.0 million; previous year: EUR 15.0 million) and the ERDF grants also to be retained (EUR 7.1 million; previous year: no retention), the adjusted profit for the year, which is slightly above expectations, amounts to EUR 34.3 million (previous year: EUR 45.9 million) and will be distributed in full to IBB Unternehmensverwaltung AöR.

The return on investment calculated in accordance with the provisions of Section 26a (1) sentence 4 KWG, the ratio of net income to total assets, is 0.23% (previous year: 0.26%).

IBB Business Team GmbH

Due to the merger, two prior-year figures are stated in each of the following paragraphs; the first figure relates to the IGSW and the second to the prior-year figure for the IBT.

In 2025, the IBT primarily covered its expenses through revenue totalling EUR 7,550 thousand (*0/6,678) and grants amounting to EUR 69 thousand (0/121). By continuing the existing funding programmes and services and expanding an existing funding programme, the IBT closes the 2025 financial year with a profit for the year of approximately EUR 471 thousand (-8/285). The profit for the year is above the forecast result for the IBT. Including the profit carried forward of EUR 52 thousand (*0/2,807), the net retained profit in 2025 amounts to EUR 523 thousand (*0/3,092).

Income was primarily offset by the following expenses: purchased services of EUR 528 thousand (*0/466), depreciation and amortisation of EUR 435 thousand (*0/448), personnel expenses of EUR 3,316 thousand (*0/3,056) and other operating expenses of EUR 3,233 thousand (*9/2,699). The cost of materials is significantly below plan, as the funds for expert opinions under the GBPLUS programme were only released in June, meaning that orders could only be placed late. No orders for expert opinions were placed for the ProNTI and ProValid programmes in 2025. Personnel expenses are also significantly below plan, as a very cautious approach was taken to filling vacant positions. The increase compared to the previous year is mainly attributable to the collective wage increase of 5.5% at the beginning of the year. The increase in other operating expenses compared to the previous year results from the additional capacity at Protiviti to support the processing of funding programmes, which was approved by the Senate administration and commissioned by the IBT.

IBB Beteiligungsgesellschaft

The most important income item was revenue from agency agreements with the VC Fonds GmbHs managed by IBB Bet (EUR 5,011 thousand; previous year: EUR 4,902 thousand).

The primary expenses included personnel expenses (EUR 2,340 thousand; previous year: EUR 2,128 thousand), agency service expenses related to the secondment of one member of the management of Investitionsbank Berlin of EUR 104 thousand (previous year: EUR 347 thousand) and rent and operating costs totalling EUR 135 thousand (previous year: EUR 126 thousand).

Overall, the profit for the year amounted to EUR 2,262 thousand (previous year: profit for the year of EUR 2,168 thousand). The result in the 2025 financial year was better than planned. Taxes on income amounted to EUR 140 thousand (previous year: EUR 6 thousand).

IBB Capital GmbH

Revenue comprises the fee from the agency agreement concluded with the IBB ("GBV IBB") and amounted to EUR 1.29 million (previous year: EUR 1.26 million). GBV IBB fully covers the company's ongoing operating and personnel expenses.

Direct personnel expenses in the 2025 financial year increased slightly from EUR 0.80 million (2024) to EUR 0.84 million due to inflation. In addition, there were expenses for the managing director seconded by the IBB, which were settled via the agency agreement for the secondment of personnel concluded with the IBB on 8 December 2022. Non-portfolio-related operating costs of EUR 0.48 million are below the expenditure in 2024 (EUR 0.52 million) and reflect a cost-conscious approach on the part of the management.

From the start-up portfolio, the financial year generated total income of approximately EUR 3.0 million, primarily interest from loans of financial assets of EUR 1.7 million (previous year: EUR 2.0 million) and from reversals of depreciation of financial assets of EUR 1.1 million (previous year: EUR 2.8 million). In accordance with the financing agreements with the start-ups, the interest is due on maturity and has therefore not yet been paid – except in the case of early repayments or repayments on maturity. In the 13 conversions carried out during the financial year (previous year: 15), the interest was also converted in accordance with the contractual provisions in twelve cases (previous year: 7). In one portfolio commitment, the conversion took place contractually without the accrued and capitalised interest, resulting in a revenue-reducing write-off of this interest.

The company generated interest income of EUR 181 thousand (previous year: EUR 393 thousand) from liquidity management through financial investments in the reporting year. The lower interest income compared to the previous year is due to the general development of the interest rate level. The interest generated from the interim investment of funds from the BIG programme is due to KfW and must be paid out to it every six months. The interest generated from the interim investment of TA funds increases the available programme funds and, following the reallocation of the TA funds that has since taken place, must be earmarked for the BIG programme.

IBB Capital checks the plausibility of the information and assessments provided by the intermediaries based on the documents submitted and, if necessary, further findings and information on the portfolio companies, and carries out its own risk assessment. As of 1 October 2025, the management introduced a revised process for the ongoing valuation of portfolio companies and in this context also adjusted the underlying valuation methodology.

In the 2025 financial year, IBB Capital recognised impairment losses and valuation allowances totalling EUR 21.6 million (2024: EUR 22.4 million) for 23 companies (previous year: 27) in the portfolio. These are thus significantly above the company's planning of September 2024 (EUR 15.0 million) and the original assumptions when the Corona Aid Programme was launched. The key driver for the impairments made is the historically high cost of acquisition and production in the Corona programme from the years 2020–2022. A not insignificant portion of the impairments can also be attributed to the revised valuation methodology.

For 17 of these companies (previous year: 15), a 100% impairment loss was recognised. In the case of six companies (previous year: ten), a 100% specific valuation allowance was recognised due to insolvency, liquidation resolutions or the discontinuation of operating activities. This was offset by reversals of impairment losses (income from write-ups of financial assets) of EUR 1.1 million. In the previous year, the reversals of impairment losses amounted to EUR 2.8 million.

Other operating expenses declined slightly in the 2025 financial year to EUR 2.1 million (previous year: EUR 2.3 million). The main components of these expenses included value adjustments and write-offs on interest receivables (EUR 1.6 million; previous year: EUR 1.6 million) as well as purchased third-party services and external work of EUR 294.4 thousand (previous year: EUR 292.5 thousand), including costs for the secondment of personnel totalling EUR 180 thousand (previous year: EUR 180 thousand). Disposals of financial assets at residual carrying amount were not recorded in the reporting year; these amounted to EUR 75 thousand in 2024. Other operating expenses also include legal and consulting costs of EUR 10.1 thousand (previous year: EUR 25.7 thousand).

The company ended the financial year with a net loss of EUR 20.0 million (previous year: EUR 18.8 million). As in previous years, the main drivers of the net loss for the year were defaults and impairments.

Assets

The IBB Group's assets remain stable. As of 31 December 2025, total assets had increased significantly by EUR 0.6 billion compared to the previous year to EUR 24.2 billion.

in million euros	**31.12.2025**	**31.12.2024**	**Change**
Receivables from credit institutions	1,329.9	1,916.2	-586.3
Receivables from customers	14,229.3	14,757.8	-528.5
Debt securities and other fixed-income securities	5,807.1	5,201.2	605.9
Shares and other non-fixed-income securities	2.5	3.1	-0.5
Shareholdings/Shares in Affiliates	171.8	168.2	3.6
Other assets	2,613.2	1,501.8	1,111.4
Total assets	**24,153.8**	**23,548.3**	**605.5**
Financial guarantees	181.5	139.9	41.5

in million euros	31.12.2025	31.12.2024	Change
Irrevocable loan commitments	646.1	890.2	-244.1
Business volume	**24,981.4**	**24,578.4**	**403.0**

As of 31 December 2025, equity on the balance sheet including net retained profits amounted to EUR 1,243.5 million (previous year: EUR 1,209.6 million).

The core capital ratio of the IBB Group declined slightly in 2025 to 21.3%. Following the conversion of EUR 125.0 million from the Section 340f HGB reserve to the fund for general banking risks in accordance with Section 340g HGB at the IBB, the core capital ratio finally reported for 31 December 2024 (21.6%) was significantly above the provisional figure (19.3%).

in EUR million / in %	31.12.2025*	31.12.2024
Total risk weighted assets (RWA)	6,798.9	6,858.9
Own funds	1,451.1	1,478.2
Total capital ratio	21.3%	21.6%
Core capital ratio	21.3%	21.6%

* Preliminary figures prior to the final reporting and the implementation of the resolution on the appropriation of profits

The net assets of the IBB Group are largely shaped by the Investitionsbank Berlin, IBB Capital GmbH, IBB Beteiligungsgesellschaft mbH and the IBB Business Team GmbH. For this reason, key aspects of the business development of the four companies are taken from the management reports below.

Investitionsbank Berlin

IBB's financial position is in order and is as follows as of 31.12.2025:

in million euros	31.12.2025	31.12.2024	Change
Receivables from credit institutions	1,329.9	1,916.2	-586.3
Receivables from customers	14,441.4	14,962.1	-520.7
Debt securities and other fixed-income securities	5,807.1	5,201.2	605.9
Other assets	2,573.2	1,451.4	1,121.8
Total assets	**24,151.6**	**23,530.9**	**620.7**
Contingent liabilities	181.5	139.9	41.5
Irrevocable loan commitments	642.5	894.2	-251.7
Business volume	**24,975.6**	**24,565.0**	**410.6**

In the reporting year, total assets increased as expected to EUR 24.2 billion, significantly above the previous year's level (EUR 23.5 billion). The drivers of the increase are the expansion of the portfolio of fixed-income securities by EUR 0.6 billion and the increase in fiduciary loans in social housing construction by EUR 0.7 billion.

Receivables from banks include, amongst other things, the deposit facility with the Deutsche Bundesbank. As of the reporting date, the volume declined significantly to EUR 1.3 billion. This decline is offset by an increase in cash reserves of EUR 0.4 billion to EUR 0.5 billion. This increase in cash reserves over the turn of the year results primarily from the investment of free liquidity reserves.

Receivables from customers declined slightly by EUR 0.5 billion compared to the previous year and stand at EUR 14.4 billion as of the reporting date. The decline is predominantly attributable to the absence of follow-up financing for the special transaction for the remunicipalisation of district heating (EUR 0.5 billion).

As of 31.12.2025, equity on the balance sheet amounted to EUR 1,221.0 million (previous year: EUR 1,210.5 million). In addition to the current profit for the year, the main reason for the change is the distribution of EUR 45.9 million to IBB UV.

The core capital ratio increased further in 2025 to 22.0% and remains at an elevated level following the conversion of EUR 125.0 million from the Section 340f HGB reserve to the fund for general banking risks in accordance with Section 340g HGB in the context of the adoption of the annual financial statements as of 31 December 2024. Overall, the Bank has a solid capital base that is significantly above expectations.

Total amount at risk and capital ratios

in EUR million / in %	31.12.2025*	31.12.2024**
Total risk weighted assets (RWA)	6,692.9	6,789.0
Own funds	1,470.1	1,481.4
Total capital ratio	22.0%	21.8%
Core capital ratio	22.0%	21.8%

* Preliminary figures prior to the final reporting and the implementation of the resolution on the appropriation of profits

** as per final notification

The company consistently complied with the requirements for maintaining adequate capital resources and liquidity under the German Banking Act throughout the reporting year.

IBB Business Team GmbH

Due to the merger, two prior-year figures are stated in each of the following paragraphs; the first figure relates to the IGSW and the second to the prior-year figure for the IBT.

IBT's financial position is in order. The balance sheet total is approximately EUR 9,951 thousand (*85/14,069). The assets side of the balance sheet is primarily composed of bank balances totalling EUR 8,891 thousand (*85/13,139), licences to industrial property rights valued at EUR 191 thousand (*0/417), trade receivables amounting to EUR 457 thousand (*0/144) and other assets totalling EUR 349 thousand (*0/318).

The liabilities side is mainly composed of other liabilities totalling EUR 4,897 thousand (*0/9,523), trade payables of EUR 183 thousand (*1/168), provisions amounting to EUR 440 thousand (*8/244), advance payments received of EUR 96 thousand (*0/104), special items for investment grants of approximately EUR 95 thousand (*0/338) and equity of EUR 4,240 thousand (*77/3,692). The other liabilities consist predominantly of liabilities from advance payments of subsidies of EUR 4,296 thousand (*0/8,658), liabilities from BPW grants of EUR 399 thousand (*0/399) and unused grants from the IBB from 2025 of approximately EUR 178 thousand (*0/126).

IBB Beteiligungsgesellschaft

As of 31 December 2025, cash and cash equivalents amounted to EUR 14,693 thousand (previous year: EUR 3,525 thousand). The increase in cash and cash equivalents results from the addition to the capital reserves of IBB Bet by IBB UV. Liabilities amounted to EUR 44 thousand (previous year: EUR 61 thousand) and result primarily from wage and church taxes and purchased goods and services. There is an undrawn credit line with the Berliner Sparkasse in the amount of EUR 500 thousand.

The equity ratio was approximately 100% as of 31 December 2025 (previous year: 100%). The capital reserves of IBB Bet increased in the 2025 financial year through the addition by IBB UV.

The managed portfolio of investments (in the divestment phase: fund inflows minus investment sales and insolvencies, excluding new fund generation in the investment phase), which serves as the main variable basis for calculating management fees, amounted to EUR 85,747 thousand as of 31 December 2025 (previous year: EUR 85,637 thousand). The investment portfolio in the divestment phase will be gradually reduced over the next few years. This will be offset by increasing income from fees related to the new fund generation.

IBB Capital GmbH

The existing coronavirus portfolio was managed in the interest of the company as part of portfolio management in the past financial year.

During the financial year, 13 convertible loans (2024: 15) at eight companies with a nominal volume of EUR 9.1 million and a total volume of approximately EUR 10.0 million (2024: EUR 11.1 million) were converted into equity investments. Net value adjustments in the financial year amount to approximately EUR 21.6 million and are thus significantly above the original assumptions when the Corona Aid Programme 2020 was launched as well as the company's operational planning for the 2025 financial year from autumn 2024 (EUR 15.0 million). However, the level of impairments of the previous year of EUR 22.4 million was slightly undercut. In contrast, there are hidden reserves in selected commitments from the BIG portfolio, which underline the positive value development of this positively selected portion of start-ups in the IBC total portfolio.

Financial assets decreased due to disposals (repayments of convertible loans and exits) as well as defaults and impairments in the portfolio to EUR 71.7 million (previous year: EUR 85.7 million). Other assets, primarily capitalised interest on loans (convertible loans), have increased slightly to EUR 3.7 million (previous year: EUR 3.3 million) as a result of BIG new business. Despite the investments made in the BIG programme during the financial year, bank balances increased compared to the previous year from EUR 6.4 million to EUR 7.0 million, as not all commitments had yet been drawn down. As in previous years, the company remained fully equity-financed. The company's liquidity was maintained at all times.

As shareholder, IBB UV contributed a total of EUR 8.25 million in two tranches to IBB Capital's capital reserves in the 2025 financial year for the implementation of the BIG programme. Due to write-offs and capital withdrawals by the shareholder totalling approximately EUR 1.48 million, total assets decreased from EUR 95.6 million to EUR 82.3 million.

Financial position

Despite a market environment that remains very difficult and challenging, the IBB Group's liquidity and refinancing situation was well structured.

The IBB Group's liquidity was always guaranteed by the IBB in the reporting year. The refinancing guarantee from the State of Berlin enables the IBB to obtain sufficient liquidity on the money and capital markets at all times. The necessary liquidity is procured primarily through overnight and term money transactions, securities repurchase agreements and the issuance of bonds. IBB also maintains a portfolio of highly liquid ECB-eligible bonds and promissory notes.

Investitionsbank Berlin

The IBB was also able to achieve its refinancing targets in terms of volume, maturity and structure in the 2025 financial year through the diversified use of its refinancing options. Both the refinancing guarantee of the State of Berlin and the role of the State of Berlin as the sole owner of IBB Unternehmensverwaltung and thus indirectly also of the IBB were supporting factors in ensuring that the IBB was always able to obtain sufficient liquidity on the money and capital markets at a reasonable price.

In the current year, a fourth Social Bond – again highly sought after by investors – was issued with a volume of EUR 500.0 million and a maturity of 5 years. Furthermore, the IBB successfully issued its first bond with a volume of EUR 1 billion and a maturity of five years.

There were only slight shifts in the structure of the refinancing side compared to the previous year. At EUR 3.8 billion, the share of liabilities to banks is now 16% (previous year: 17%). Securitised liabilities increased nominally from EUR 12.2 billion to EUR 13.2 billion. This corresponds to a slightly increased share from 52% in the previous year to 55% as of the reporting date.

The refinancing funds received from customers, which also include the funds provided by the State of Berlin for housing construction subsidies, stand at EUR 3.3 billion or a share of 14%, significantly below the previous year (EUR 4.1 billion or 17%).

In order to procure liquidity, funds were raised in the reporting year by issuing short-term and long-term capital market instruments with a volume of EUR 2.9 billion (of which EUR 0.1 billion short-term; previous year: EUR 3.1 billion, of which EUR 0.4 billion short-term), in addition to activities on the money market.

Both the business performance and the earnings, net assets and financial position of the IBB were satisfactory in the 2025 financial year.

IBB Business Team GmbH

The IBT's economic situation is primarily characterised by its function as a provider of promotional measures for IBB and the State of Berlin. The IBT only operates on the basis of agency agreements. It receives the planned expenses for the implementation of the measures either from IBB grants (Berlin-Beitrag IBB), which are made available in advance according to the requirements of the following two months, or against invoice directly from the commissioning Senate administrations. There are no risks from project funding where the costs are reimbursed retrospectively.

The economic objective is to at least cover costs plus a targeted return on sales of 3–5% (in perspective). The key performance indicators (financial performance indicators) are the expense coverage ratio (revenue including other operating income/expenses divided by expenses) and the return on sales (percentage of revenue including other operating income after deduction of all costs – but before income taxes).

In addition to the improved result compared to the planned profit for the year, the expense coverage ratio and the pre-tax return on sales were also above the IBT's planned figures of 105% and 5% at 106% and 6% respectively.

Year	Expense coverage ratio	Return on sales before taxes
2023	TEUR 8,773 / TEUR 7,469 = 117%	TEUR 1,304 / TEUR 8,773 = 15%
2024	TEUR 7,058 / TEUR 6,669 = 106%	TEUR 411 / TEUR 6,678 = 6%
2025	TEUR 7,930 / TEUR 7,512 = 106%	TEUR 471 / TEUR 7,550 = 6%

Furthermore, the company's liquidity must be ensured at all times. This is based on absolute liquidity (bank balances) with a minimum base amount of EUR 500 thousand. The company had sufficient liquidity at all times during the financial year to meet its contractual obligations. Liquidity was ensured at all times. Due to its membership in the IBB Group, no liquidity risks are discernible.

Non-financial performance indicators are not included as they are not important for understanding the course of business and assessing the company's position.

IBB Beteiligungsgesellschaft

The company met all its payment obligations in the financial year. The company’s situation is good overall.

IBB Capital GmbH

IBB Capital is fully financed by equity, whereby two payments were made into the company's capital reserves by the shareholder in the reporting year. In addition, the IBB bears the ongoing personnel and operating costs of the company via the agency agreement for programme processing concluded with IBB Capital. As a result, the company had sufficient liquidity to meet its liabilities at all times during the financial year. Due to the resolutions passed by the IBB and IBB UV on the allocation of funds to IBB Capital and the agency agreement for programme processing (GBV) concluded with the IBB, the company's required liquidity will continue to be secured in the future.

Forecast and opportunities Report

The report contains forward-looking statements regarding economic developments, the performance of the promotional business and the Group's financial position, net assets and results of operations. The statements are based on expectations and assumptions derived from information available at the time of preparation. In addition to potential opportunities, they also contain risks and uncertainties that lie beyond the Group's control. These include, in particular, the development of energy and consumer prices, general economic conditions and financial market trends. Demand for the individual promotional programmes is heavily influenced by the economic situation, interest rate movements and housing policy, which are discussed below. Naturally, future events may differ from the statements, expectations and assumptions presented here.

General economic conditions

After harmonised consumer prices in the euro area averaged 2.4% against the previous year in 2024, the average rate of price increases slowed to 2.1% in 2025. Against the backdrop of this development, the ECB has lowered its key interest rates in several steps since June 2024. After a total of eight interest rate steps, the deposit rate – a key factor for banks – reached the 2% threshold in November 2025. This is likely to have marked the end of the ECB's interest rate cycle.

In 2026, the inflation rate could fall slightly below the ECB's target, particularly as producer and energy prices continue to decline. In October 2025 alone, producer prices in the Eurozone fell by 0.5% overall compared to the same month of the previous year, and in Germany even by 1.6%. In this environment of low interest rates, Berlin's economy and in particular construction and real estate investments could slowly recover in 2026. Although the number of building permits has been falling continuously since 2016, a trend reversal has recently occurred at a low level. For the first nine months of 2025, a total of 10,253 residential units received planning permission, representing an increase of 34.5% compared to the same period of the previous year. As the demand for skilled workers in many Berlin industries cannot be met by the domestic labour market alone, Berlin will continue to attract well-educated people from all over the world. The pent-up demand for housing and pressure on the housing market will therefore remain high overall in 2026.

The ECB's normalised and no longer restrictive interest rate level could slowly revive investment activity in further areas in 2026. In addition to investments in the construction industry, this primarily affects industry and start-up financing, where VC investors are withholding their funding and increasingly scrutinising business plans for their profitability. As a result of falling interest rates, this area could also have bottomed out. A slight increase in VC funding for the German capital can therefore be expected in 2026.

Although Berlin's economy faces enormous challenges in many areas from the upcoming budget cuts, which harbour risks for economic growth and the future viability of the location, the State of Berlin has succeeded in raising the volume of public investment in 2026 to approximately EUR 5.8 billion. The federal government's special funds for the federal states are also making a significant contribution to supporting the high level of investment activity in Berlin. The investment ratio will reach approximately 13.3% in each of the years 2026 and 2027. Priority is given above all to public investments in the areas of transport infrastructure, residential construction, security and education. In terms of transport infrastructure, the focus is on investments in public transport as well as bridge and road construction. With regard to residential construction, the intention is to double the available funding. At the same time, significant investment in digitalisation is being made to modernise and accelerate processes and procedures. This should then also gradually stimulate the innovative strength and competitiveness of Berlin companies.

However, there are some factors that could slow economic development in 2026. The upcoming budget cuts, which would particularly affect socially disadvantaged sections of the population, could lead to weak consumer spending. A negative economic climate and limited development prospects could also result in fewer skilled workers coming to Berlin than needed, particularly in the construction and healthcare sectors. In addition, technological disruptions such as automation, digitalisation and the introduction of AI could put existing business models under pressure before new jobs are created. This would prolong the transition phase and increase structural unemployment in some areas. Trade restrictions affecting German industry are likely to have a below-average impact on Berlin, as the share of industry amounts to only 6.4% of total gross value added in Berlin (Germany: 19.7%).

Overall, however, Berlin continues to be well positioned with the joint cross-state innovation strategy. In particular, the five innovative clusters jointly defined with Brandenburg – ICT, media and creative industries; healthcare industry; energy technology; transport, mobility and logistics; and optics and photonics – are opening up opportunities in new markets in the medium term. For example, the energy price crisis has opened a window for established companies to invest in a new, future-proof and green energy supply. Berlin already has an established and well-established start-up ecosystem that can find answers to the current challenges. The development of a defence technology ecosystem in Berlin is one of the future opportunities at this location. This is intended to strengthen Berlin as a technology and innovation hub and to promote the development of security and defence technologies.

The IBB Group has anchored sustainability issues in its corporate strategy and will support the promotion in this area in 2026 in the same way as companies from the defence-tech sector and the traditional financing of SMEs. The challenges of climate change, demographic trends and the growing inequality between rich and poor will continue to be important issues in the coming years. These aspects will play an increasingly important role in the product portfolio of the development bank of the State of Berlin. For the IBB and its sister companies, despite certain challenges, many starting points and opportunities will therefore arise in the coming years to accompany and drive forward the necessary social and economic transformations.

Development of the Group

In the 2026 financial year, the IBB Group will continue to focus on optimising its product portfolio as well ason growth through new business and the assumption of additional promotional offerings. Furthermore, the further development of the investment portfolio will be driven forward in a targeted manner – also through the Pre-Seed Fund established in 2025.

In addition to the ongoing digitalisation, the transformation to an "Impact" Group in particular remains a central focus. This will be substantially supported by the further development of the sustainability and climate strategy.

Based on current planning, the IBB Group expects a significant increase in the volume of new business. The majority of financing commitments will continue to be attributable to the Investitionsbank Berlin.

In the further course of business, a significant decline in the operating result is expected. Howev-er, due to the also significantly reduced administrative expenses and a declining risk provisioning, the economic result is nevertheless expected to be significantly higher. The aforementioned earn-ings components are primarily generated by the Investitionsbank Berlin.

The core capital ratio is forecast to decline slightly to 21.2% in 2026.

The development is largely characterised by the Investitionsbank Berlin, IBB Capital GmbH, IBB Beteiligungsgesellschaft mbH and the IBB Business Team GmbH. For this reason, key aspects of the future business development of the four companies are taken from the management reports below.

Investitionsbank Berlin

In line with its specific promotional mandate, the Bank will continue to play a central role in Berlin's development in the future – even amid increasingly restrictive budgetary resources. The focus is in particular on the promotion of economic activity, infrastructure and housing.

Support for transformation projects will continue to be a central focus of the promotional business in the coming year. The Bank is continuously reviewing how existing and new promotional products can be optimised in order to support sustainable projects even more effectively. For the year 2026, enhanced support continues to be planned for companies that are actively implementing measures to reduce their CO_2 emissions.

In the real estate and urban development business segment, we expect a slight expansion of new business in the coming year. The main driver is school financing, which covers both new construction and extension and refurbishment measures at existing sites. Here we expect more than a doubling of volumes.

In view of the persistently difficult situation on the housing market and the unbroken demand for affordable housing, the financing of new residential construction will continue to be a central focus of the IBB's business activities in the coming financial year. The focus is in particular on supporting municipal housing companies, cooperatives and private investors in the creation of affordable rental housing through funds from the housing construction fund.

In the business development including public sector segment, we also expect development significantly above the previous year's level, driven by the Transition Finance portfolio newly created in 2025. This portfolio stands for the targeted financing of the transition to a sustainable, resilient and future-proof economy in Berlin. In addition to significant new business in the "Berlin Kredit Transformation" programme, we expect particularly large-volume transformation financing in this area.

The largest share of financing commitments will continue to be attributable to loans and guarantees for replacement and expansion investments by Berlin companies. The highest volumes of new business are again expected in the "IBB Wachstumsprogramm", "Berlin Infra" and "Pro FIT" programmes. In the coming year, the IBB will continue to be a central point of contact for start-up and microfinancing for small and innovative companies as part of the SME fund.

We also expect demand for the grant programmes to remain stable and expect to be able to nearly match the figures from previous years. The "Joint Task for the Improvement of Regional Economic Structures" (GRW) grant programme remains the most important regional policy instrument for creating and securing permanent jobs through company investments. At the same time, the "Pro FIT" grant programme will continue to play a central role in the financing of research, development and innovation projects.

Our expectations for the municipal lending business with local authorities are very positive, as the development of the past year is likely to continue and even gain momentum.

In the labour market promotion business segment, we expect a decline in financing commitments in the coming year. A significant increase in the area of securing skilled workers is likely to be offset by considerably lower commitments in the areas of education and social inclusion.

Due to the projected development of financing commitments, the volume of new business in 2026 will continue to increase significantly overall.

In the context of economic policy developments, the IBB expects a stable economic result for 2026 compared to the previous year, developing at a slightly higher level.

Net interest income will continue to be significantly influenced by the most recent interest rate cuts and the interest rate trends expected by the economy. In particular, the low interest rate level at the short end of the yield curve and the continued margin pressure in the real estate and urban development segment are likely to lead to a slightly declining net interest income. Stabilising effects come from the investment of equity capital, which is generally more profitable again after the interest rate turnaround, as well as positive earnings contributions from interest rate change effects in the pension area.

Net commission income is likely to be significantly above the previous year's level, primarily due to the changeover to cost-covering billing of the Berlin contribution programmes.

Following the peak in administrative expenses in 2025, a significant trend reversal is expected in the following year, driven primarily by a significantly declining operating expenditure from 2026 onwards. The key factors here are lower expenditure in the service business, declining spending on major projects and consistent cost discipline in the specialist departments.

Personnel expenses continue to show a slightly increasing trend due to collective wage increases and rising social security contributions. In the medium term, a dampening effect is expected from the completion of the filling of vacant positions and the demographically driven decline in the number of employees.

Despite the expected relief in administrative expenses, the cost-income ratio before promotional activities is expected to increase moderately again in the coming year. This development is essentially attributable to the decline in the operating result.

The core capital ratio is forecast to decline slightly to 21.5% in 2026.

As part of its operational planning, the IBB assumes that the risk provisioning and valuation result including provision reserves will improve significantly in the coming year.

Total assets will continue to increase significantly in the coming year, primarily due to new lending business. Thanks to a consistently very good IBB rating, the Bank assumes that it will continue to be able to obtain the necessary refinancing funds on the capital market without any problems.

Contrary to the planned results for the 2026 financial year, further opportunities and risks could arise for the IBB's business development due to changes in economic conditions, in particular interest rate trends.

One risk is a significant rise in interest rates. This could lead to an increase in loan defaults in business development as well as in real estate and urban development. Furthermore, interest rate increases could have a negative impact on the valuation result in the short term. In the long term, however, the IBB would benefit from a further rise in interest rates. Interest rate cuts would potentially have a negative impact on net interest income.

A worsening economic and political environment could result in lower-than-planned new business volumes and increased value adjustments. In Berlin in particular, a persistently strained or worsening budget situation could jeopardise planned school financing. This would have a negative impact on the Bank's earnings situation.

Opportunities exist in particular in the event of improvements in the creditworthiness of the exposures, which would lead to an overall lower utilisation of economic capital for counterparty de-fault risks. This could lead to improved business opportunities with additional earnings potential.

In this context, opportunities also arise as part of the calculation of expected losses already factored into planning, taking into account the probability of default and loss ratios. It is possible that the defaults that actually occur are lower than expected. In such cases, higher additions could be made to the reserves, thereby strengthening the cover funds and risk-bearing capacity.

The expansion of the Bank's technical infrastructure opens up additional opportunities. The implementation of a new core banking system will lead to increased standardisation, which will optimise and improve processes. For example, proof of use checks are to be mapped digitally in the future. Overall, this will make customer interaction more targeted, increase customer satisfaction and boost efficiency.

Additional opportunities also arise from the various funding programmes. School construction financing will ensure improved school infrastructure and high-quality education. The SME funds also support start-up and microfinancing. This helps to strengthen the economy. By continuously adapting its promotional products to the needs of companies, the IBB is participating in the transformation of Berlin's economy in terms of digitalisation, innovation and sustainability.

Taking on unscheduled commissions from the State of Berlin could lead to additional earnings potential and thus strengthen the expected economic result.

In conclusion, the Executive Board continues to expect a solid business performance, a stable economic result and a stable net assets and financial position for the 2026 financial year.

IBB Business Team GmbH

The performance of the IBT's function as a provider of promotional measures and its economic viability are assessed as assured.

For service activities for the IBB, the IBT operates on the basis of agency agreements. The prices for the services are calculated in advance for up to three years and invoiced to the IBB on a quarterly basis.

Operational risks are assessed as low due to the many years of experience in the implementation of promotional measures and services. In individual cases, friction could arise due to the un-planned departure of experienced employees.

There are no significant counterparty risks. There are no market price risks due to the IBT's business model.

A risk management system has been implemented to identify risks, which includes the preparation of business plans in consultation with the Supervisory Board, qualitative and quantitative monthly reporting including plan/actual comparisons to the shareholder and quarterly qualitative assessments of selected operational risks based on defined criteria in a standardised form.

The IBT has established itself as a flexible service provider for the IBB and the State of Berlin. In particular, the IBT has developed a unique selling point through its internet-based and fully digital mapping of the application and processing of funding programmes. Due to the strained budget situation, the IBT expects to be commissioned with the implementation of one new funding programme and to secure funding from the IBB and the State of Berlin in 2026.

In addition, the IBT continues to have the opportunity to take on the implementation of further promotional measures in subsequent years on an identical basis and with secured funding from the IBB or the State of Berlin. The opportunities are based on the pressure on the State of Berlin to provide funding programmes despite the demographic trend and also to develop and offer digital processes.

In the next financial year, the IBT will continue the existing funding programmes, projects and measures as well as the existing services in the same way and essentially to the same extent as in the reporting year.

This excludes the EnergiespeicherPLUS and ProNTI funding programmes, which were wound up at the end of the year.

In the funding programmes, the agency agreements and the fee calculations are to be renegotiated as of 1 January 2026. The SPD and CDU coalition partners must save further budgetary funds next year in order to consolidate the State of Berlin's budget. A direct consequence of this is that the State of Berlin can only continue to conclude one-year contracts. This meant that the responsible Senate administrations had no basis for negotiating and signing the agency agreements with us.

According to our cautious forecast, the IBT will therefore generate a positive operating result of approximately EUR 647 thousand in the next financial year.

Against this backdrop, the following key performance indicators emerge:

Year	Expense coverage ratio	Return on sales before taxes
2026	TEUR 7,560 / TEUR 6,914 = 109%	TEUR 647 / TEUR 7,474 = 9%

IBB Beteiligungsgesellschaft

The activities of IBB Bet. continue to focus on the management of the VC Fonds GmbHs.

The development of the investment portfolios of the four VC Fonds GmbHs may in future affect the carrying amounts of the four VC Fonds GmbHs in the financial statements of IBB Bet. The opportunities and risks of the investment portfolios of the VC Fonds GmbHs may therefore also influence the future development of IBB Bet.

Income will be generated almost exclusively through remuneration from agency services. Impairment losses on financial assets are not planned for 2026. Other income and expense items are subject to only minor planning uncertainty. Significant deviations are not expected here.

In 2026, income from agency services will be slightly lower due to the scheduled reduction of the investment portfolio of the fund generations in the divestment phase. A slight overall decline in income is also expected in subsequent years. With a slight increase in expenses, positive results are nevertheless expected. From today's perspective, the result for 2026 will be clearly positive, albeit below the previous year's result.

The performance of the investment portfolios held by the VC Fonds GmbHs plays a key role in determining whether their value can be recovered. This performance is heavily influenced by the broader financing environment for start-ups and market conditions for company sales. Despite a slight recovery in exit transactions, exit proceeds are only slowly picking up. The trend observed in the previous year – the concentration of available venture capital on fewer start-ups – continued in 2025. Despite increased investment volumes, the number of companies financed declined compared to the previous year. As a positive signal, a decline in start-up insolvencies was recorded in 2025. The further revival of the exit market will be decisive for the course of the 2026 financial year, as this represents the basis for opportunities for value increases and higher exit income. In a negative market development in these areas, there are simultaneously moderate external risks and uncertainties in assessing the recoverability of the investments held by the VC funds. This uncertainty may mean that our forecast regarding the development of impairments for the 2026 financial year does not materialise and that risk provisioning on a larger scale becomes necessary.

IBB Capital GmbH

The investment phase of the "Corona Aid for Start-ups" programme was already completed in 2022. As part of portfolio management, IBB Capital's investment and financing portfolio from this programme will continue to be processed by the company in the coming year.

The State of Berlin participated in the programme launched by KfW under the name "BerlinInnoGrowth" (BIG) via the IBB Group. The programme was launched in the IBB Group in May 2024; IBB Capital has been commissioned with the operational implementation of the programme in the IBB Group. For the term of the programme, now extended until 2027, a total of EUR 35 million will be available from publicly refinanced funds for equity investments, of which EUR 30 million will come from KfW and EUR 5 million from the State of Berlin / the IBB Group from the reallocated TA funds. In addition, at least EUR 15 million will come from private sources via the private co-investors.

In the 2025 financial year, IBB Capital, together with its private co-investors, selectively invested a total of approximately EUR 10.8 million in follow-up financing from the aforementioned funds in high-growth and high-potential companies from the existing portfolio and leveraged further funds from private investors of approximately EUR 42.0 million. Through the extension of the BIG programme until 2027 decided by KfW, additional opportunities arise for IBB Capital for interest-protecting follow-up financing in selected companies from the existing portfolio.

For the 2026 financial year, IBB Capital is planning follow-up financing in selected portfolio companies of approximately EUR 8.3 million. It is planned that the shareholder will contribute approximately EUR 7.0 million to the capital reserves in 2026. Part of these funds (EUR 3.25 million) was already provided by IBB UV at the beginning of 2026. As in previous years, the available BIG funds are to be invested in full for follow-up financing in the form of equity or equity-like financing in companies within the company's existing portfolio. The planned financing volume of up to EUR 8.3 million (including the required state share) takes appropriate account of the current situation of Berlin's start-up ecosystem, the selective business approach in the BIG programme, the financing situation of IBB Capital's portfolio companies and the financial possibilities of private co-investors.

The TA programme was suspended in the 2024 financial year. The EUR 5 million in equity already made available by the State of Berlin at the end of 2022 are, following the reallocation of the investment purpose by the State of Berlin, fully available to secure the regional (state) share of the BIG programme. Due to the current budget situation in the State of Berlin, the company does not initially expect to receive any further funds from the State of Berlin for the TA programme. No investments in this programme are therefore planned for the 2026 financial year.

Due to IBB Capital's business model focused on providing equity financing for start-ups and SMEs in the growth phase, as well as the still strained overall economic situation, continued strong demand for programme funds from start-ups and SMEs can be expected. However, the company's business will not generate any annual surpluses in 2026 either. These would only arise if significantly successful exits of several start-ups from the Corona Aid Programme and the BIG Programme were completed and these exceeded the volume of defaults and impairments. At present, it is assumed that this income will only partially compensate for the losses already realised, in particular from the coronavirus commitments, and those still expected. With regard to the coronavirus portfolio, the company also expects a significantly negative result over the entire term. With regard to the BIG sub-portfolio, however, due to the positive selection of these investments, we expect a positive overall result over the assumed portfolio term of approximately 15 years, even if experience shows that there will also be some defaults in this sub-portfolio. Due to the provisions of the new Articles of Association, which only provide for follow-up investments in the existing portfolio, the company's economic opportunities are limited beyond 2027 even without new programme funds.

Due to global uncertainties and the continued restraint in investment in Germany, further losses on disposal and value adjustments as well as defaults in the portfolio and an associated need for write-downs must also be expected for 2026. Management assumes that the level of impairments in the coming year will be slightly below the previous year's level. A net loss for 2026 that is below the previous year's level is therefore expected.

For the coming year, downside risks remain high, as Berlin – despite developing contrary to the national trend – cannot fully escape the overall deteriorating economic conditions. The ongoing crises and uncertainties and the limited economic growth momentum in Germany continue to weigh on German businesses and will also slow economic activity in 2026. The desired effects from the sustainable ecological restructuring of the economy will continue to be delayed. Berlin's start-up landscape will likewise not be entirely immune to these developments.

In conclusion, the Executive Board continues to expect a solid business performance, a stable economic result and a stable net assets and financial position for the IBB Group in the 2026 financial year.

Risk Report

Organisation of risk management

The IBB Group is subject to regulatory risk management standards.

The Executive Board of the IBB UV, which is the parent institution of the financial holding group, defines the Group's risk strategy based on the Group's business strategy. The risk strategy includes, in particular, sub-strategies for all material risk types as well as the derivation of limits and the allocation of economic capital. Uniform risk management principles are intended to ensure that the risks assumed do not endanger the IBB Group's assets and can be monitored and managed at all times.

The materiality of the risk types in the financial holding group is determined in a risk inventory, which is carried out at least annually or on an event-driven basis, taking into account the overall bank risk profile of the IBB Group. Whilst the risk strategy and regular risk reporting primarily address the risks arising from business operations, the business strategy also includes the associated opportunities. Opportunities are reported as part of the regular management information.

The functional separation of risk-taking and risk-monitoring units has been fully implemented from Management Board level to the operating departments. The Executive Board has delegated important functions to a Risk Controlling unit that is independent of the risk-taking units. Risk management at the subsidiary IBB Bank lies within the responsibility of the Risk Management and Risk Controlling department, whose employees work for the parent company for this purpose on a temporary basis.

The core tasks and responsibilities of the IBB UV's Risk Controlling department are as follows:

- the identification, measurement, limitation, monitoring and reporting of risks material to the IBB Group,
- the derivation of proposals for action to manage the material risks,
- the realisation of a process for ongoing monitoring,
- the ongoing further development of the models, methods and processes used to quantify, monitor and manage risk, and
- the implementation of uniform risk controlling standards in accordance with legal and regulatory requirements.

Risk control is carried out by the Executive Board and the operating units within the approved limits and competence levels.

The overall bank risk situation is presented to the Executive Board and the supervisory body of the IBB Group on a quarterly basis in the form of a risk report, which provides an overview of the material risks of the Group. In particular, statements are made on the current risk-bearing capacity and the utilisation of the respective risk limits.

The risk strategy is reviewed at least once a year and updated and aligned with the business strategy and the operational and medium-term planning of the IBB Group.

Types of risk

The material risks to which the Group is exposed include typical banking risks and risks arising from general entrepreneurial activity:

- Credit risk,
- Market risk, including interest rate and spread risk,
- Operational risk,
- Liquidity risk and
- Investment risk.

The risks assumed are centrally recorded at the IBB Group level, irrespective of the organisational unit in which the risks were caused, and limited by a coordinated system of risk limits and organisational measures, taking into account the risk-bearing capacity. The assessment includes all risks, regardless of whether they are recognised as balance sheet assets or not.

ICAAP framework

According to the **Federal Financial Supervisory Authority** (Bafin) guidelines "Supervisory assessment of bank-internal capital adequacy concepts and their integration into firm-wide performance and risk management processes ('ICAAP')", the supervisory authority expects institutions to have two interlinked perspectives in the ICAAP framework:

- Normative perspective (protection objective: continuation of the institution) – implementation takes place as part of capital
- Economic perspective (creditor protection with high confidence level)

The economic risk-bearing capacity is calculated quarterly and on an event-driven basis. For this purpose, the risk of loss of the material risk types is generally measured at a uniform confidence level of 99.9% with a risk horizon of one year and compared with the risk coverage potential. Risk-reducing diversification effects between the risk types are not taken into account.

No significant changes were made to the risk management system in the 2025 reporting year.

As of 31.12.2025, the utilisation of the economic risk coverage potential was 46.6%, a decrease of 6.9 percentage points compared to the previous year. The exact change in the risk metrics is due to various, partly opposing market-induced effects, changes in portfolio positions and parameter up-dates.

Economic risk-bearing capacity of the IBB Group in million euros

	31.12.2025		31.12.2024	
Risk limit	**1,677.4**	100.0%	**1,476.5**	100.0%
Credit risk	234.3		337.1	
of which promotional loan portfolio	193.3		308.7	
of which bank management and treasury	41.0		28.4	
Investment risk	88.1		78.6	
Market price risks	417.3		328.0	
of which spread risk	119.9		104.7	
of which interest rate risk	297.4		223.3	
Operational risk	25.7		24.8	
Liquidity risk	16.4		21.5	
Overall bank risk	**781.8**	**46.6%**	**790.1**	**53.5%**

To assess the Group's risk profile in stress situations, a wide range of stress tests are regularly carried out for all material risks. Among other things, extraordinary but plausibly possible events are mapped into historical, hypothetical and inverse scenarios. The results of the stress tests are presented on a quarterly basis as part of the risk report. Stress tests are also carried out on an ad hoc basis if required. The existing limits were adhered to for all stress scenarios carried out.

Risk limits for loss risks have been set in accordance with the intended capital allocation in order to ensure the economic risk-bearing capacity on an ongoing basis. The limits for the normative perspective are derived from the regulatory capital requirements.

Credit risk

The IBB Group defines credit risk as the risk of losses due to unexpected defaults or unexpected deterioration in the creditworthiness of business partners.

As part of the annual validation, the appropriateness of the risk model, the portfolio data, the parameters and the calculation settings are reviewed. The validation procedures confirm the suitability of the modelling.

In addition to tracking the credit portfolio quality throughout the year, the operational framework for credit portfolio management also includes monitoring the key individual borrowers and risk drivers related to the portfolio's structure. Credit loss potential is quantified and monitored using the credit value at risk (CVaR) metric, applying a 99.9% confidence level over a one-year risk horizon.

A central component of credit risk management within the IBB Group is a limit system designed to prevent an unintentional or uncontrolled increase in the risk of loss. Risk Controlling centrally monitors limits at the portfolio level. In addition, the Executive Board sets limits for global and individual transactions, whilst compliance is overseen by the Credit Management department.

The IBB Group has set up a risk committee to deal with central issues relating to the loan portfolio, which deals with risk issues in the promotional loan business and with institutional customer segments. In addition, all operational risks relating to loan processing are discussed therein.

The IBB Group makes significant use of collateral, in particular public guarantees and real collateral, to mitigate its credit risks.

Credit risk

The lending segment of the IBB Bank focuses on the Berlin region in accordance with its promotional mandate. The Bank's credit risks result primarily from the business areas of real estate promotion and business development.

Only insignificant credit risk arises for the IBB Bank from publicly guaranteed promotional loans and loans not at the IBB's risk (e.g. state funds) due to commission or fee payments. These are nevertheless subject to the credit risk management process.

Default probabilities according to the DSGV master scale in %

Rating class	1–5	6–11	12–15	16–18	unguessed
Probability of default	< 0.4	0.6 to 4.4	6.7 to 45.0	Default	6.1

Loans at risk of IBB Bank by segment and rating class in EUR million

Segment / Rating	1–5	6–11	12–15	16–18	unadvised	Total	mCVaR [1]
Business development	5,686.8	65.7	4.7	11.5	15.7	5,784.52	83.6
Rental housing construction	7,587.3	420.6	1.0	86.3	52.2	8,147.48	108.3
Owner-occupied housing	4.9	152.5	3.4	4.9	0.3	166.0	1.4
Utilization Total	**13,279.1**	**638.8**	**9.2**	**102.7**	**68.2**	**14,098.0**	**193.3**
in %	94.2	4.5	0.1	0.7	0.5	100.0	
(marginal) CVaR	**161.6**	**25.7**	**0.5**	**0.0**	**5.4**	**193.3**	
in %	83.6	13.3	0.3	0.0	2.8	100.0	

The credit risk, measured as marginal credit value at risk (mCVaR), decreased compared to the previous year from EUR 308.7 million to EUR 193.3 million. The reduction is attributable primarily to changes in portfolio positions and parameter adjustments.

Loans not at risk of IBB Bank by segment and rating class in EUR million

Segment / Rating	1–5	6–11	12–15	16–18	unadvised	Total
Business development	32.0	0.4	0.0	0.2	97.0	129.6
Rental housing construction	2,069.8	502.9	1.7	40.9	822.0	3,437.3
Owner-occupied housing	1.4	2.8	0.4	0.3	0.1	4.9
Utilisation Total	**2,103.3**	**506.2**	**2.0**	**41.3**	**919.1**	**3,571.9**
in %	**58.9**	**14.2**	**0.1**	**1.2**	**25.7**	**100**

The volume of loans not at risk to the IBB Group increased from EUR 3,111.2 million in the previous year to EUR 3,571.9 million.

Issuer and counterparty risk

Issuer and counterparty risks in the portfolio primarily arise from the money and capital market exposures of IBB Bank's bank management and treasury portfolio. These exposures are made exclusively through traditional instruments such as term deposits, bonds and promissory notes. Derivatives in the form of interest rate swaps are used to manage the interest rate risk. Bermudan swaptions are employed to manage risks arising from implicit prepayment options. Risk mitigation agreements (collateral management) are in place with all derivative counterparties.

Bank management and treasury portfolio by rating class in EUR million

Rating	1–5	6–11	12–15	Default	unadvised	Total	mCVaR
Exposure	**7,170.6**	**0**	**0**	**0**	**0**	**7,170.6**	**41.0**

Issuer and counterparty risk increased compared to the previous year from EUR 28.4 million to EUR 41.0 million. The increase is attributable in particular to the decline in credit spreads and portfolio effects from the promotional loan portfolio.

Exposures at risk and risk provisioning

The management of non-performing loans is handled by the Credit Management department. Credit risks are addressed through the recognition of impairments on receivables and provisions for off-balance sheet transactions. Specific valuation allowances are recognised for identifiable credit risks for significant receivables and general valuation allowances for non-significant receivables. The amount of the specific valuation allowance is determined by deducting the present value of all expected incoming payments from the carrying amount of the receivable. The amount of the general bad debt provision is determined by multiplying the carrying amount by an expected default rate (LGD = loss given default). For latent risks in the receivables portfolio, general bad debt allowances are recognised in accordance with the requirements of IDW RS BFA 7 in the amount of the expected default in accordance with the provisions of IFRS 9. The parameter-based model for determining expected defaults is regularly or on an ad hoc basis subject to validation and takes into account macroeconomic information and ESG aspects.

Total risk provisions (excluding Section 340f and Section 340g HGB) amounted to EUR 88.1 million in the reporting year.

Loan loss provisions in EUR million

	31.12.2025	31.12.2024
Specific loan loss allowance	74.5	59.8
Collective specific valuation allowances	1.2	2.1
Portfolio valuation allowances	9.1	10.3
Provisions in the lending business	3.3	4.8
Total risk provisioning	**88.1**	**77.0**

There are also provisions for general banking risks in accordance with Sections 340f and 340g HGB.

Spread risk

The IBB Group defines spread risks as risks of loss from systematic and borrower-specific, market-induced changes in credit spreads across all rating classes within the solvency area.

Spread risks arise for the IBB Group in particular from the transactions of the IBB Bank, specifically from positions in the bank management and treasury portfolio as well as the promissory note loans from the promotional loan portfolio. They are limited within the ICAAP framework. In addition, the need for action is regularly coordinated at the IBB Bank level as part of an Asset Liability Committee. Risk limits are monitored on a quarterly basis at portfolio level.

The IBB Group manages and monitors the spread risk using the Credit Spread Value at Risk (CSVaR) metric, calculated with a 99.9% confidence level and a risk horizon of one year.

Credit spread risk (CSVaR) by rating class and sector in EUR million

Rating	1			2– 3	4 – 7	8– 12	13– 15	Total
	AAAA/ AAA	AA+/AA-	A+/A/A-					
Banks / Insurance companies Germany	5.5	17.1	3.8	0.0	0.3	0.0	0.0	26.7
Banks / Insurance other countries	1.5	30.5	15.8	0.0	0.0	0.0	0.0	47.8
Public sector Germany	16.3	0.0	0.0	0.0	0.0	0.0	0.0	16.3
Public Sector other countries	2.6	10.7	4.4	0.4	0.0	0.0	0.0	18.0
Corporates	1.2	0.1	3.0	2.9	3.4	0.4	0.0	11.1
Total CSVaR	**27.1**	**58.3**	**26.9**	**3.3**	**3.7**	**0.4**	**0.0**	**119.9**

Investment risk

The investment risk is primarily determined by IBB Bet. The other investments of the IBB Group are structured in such a way that they contribute only marginally to the overall risks (e.g. the IBT) or their risks are fully publicly guaranteed throughout the Group (IBB Capital).

The venture capital investments of the VC funds managed by IBB Bet are subject to investment risk.

The investment risk takes into account not only the default of investees, but also loss events that may be caused by changes in market value. An adjusted credit risk model is used to determine and manage the risks of the venture capital portfolio. The model quantifies the risk as an unexpected loss with a 99.9% confidence level and a risk horizon of one year. The investment risk amounted to EUR 88.1 million as of 31.12.2025.

Interest rate risk

The IBB Group defines interest rate risk as the potential loss that can arise from changes in market prices affecting positions in the IBB Group's banking book. Interest rate risk arises from interest rate changes and interest rate options. The IBB Group does not assume currency, equity and commodity risk.

Interest rate risk is managed in the IBB Group's banking book. The IBB Group manages and monitors interest rate risk using a value-at-risk approach with a confidence level of 99.9% and a risk horizon of 250 days using historical simulation. Interest rate swaps are used as risk control instruments to reduce the interest rate risk and Bermudan swaptions as a hedging instrument for credit contracts with termination options in accordance with Section 489 of the German Civil Code (BGB). In the treasury portfolio, hedging takes the form of micro-hedging relationships. In the promotional loan portfolio, hedging takes place at portfolio level. As of the reporting date 31.12.2025, the risk-mitigating effects from the swap positions amounted to EUR 637 million. The value-at-risk calculations are supplemented by sensitivity analyses and regulatory interest rate shocks as well as stress scenarios.

Interest rate risks in the banking book are determined in accordance with regulatory requirements. In the risk strategy, an upper limit of 15% was defined for the regulatory limit in accordance with the Basel interest rate shock. This was not exceeded at any time in the 2025 financial year.

No limits were exceeded in the 2025 reporting year.

Interest rate risks by sub-risks in EUR million

Partial risk	31.12.2025	31.12.2024
Limit utilisation interest rate risk	78.3%	79.7%
Interest rate risk	297.4	223.3
Interest rate risk in the banking book	296.3	221.8
Interest rate option risk	1.1	1.5

Liquidity risk

Liquidity risk is the risk that current and future payment obligations cannot be met in full or on time (insolvency) or that refinancing funds can only be raised at higher market rates (refinancing risk).

Liquidity risk management ensures that the Bank is always in a position to meet its payment obligations on time and to guarantee an adequate refinancing base by maintaining a constant presence on the money and capital markets. In order to ensure a stable liquidity situation even in times of stress, the Bank has set itself the target of a one-month survival period without access to the money and capital markets. The IBB's Banking Book including Treasury department is responsible for liquidity management. It also has a liquidity contingency plan.

The IBB Bank is responsible for raising liquidity for the IBB Group. To this end, the IBB Bank raised funds in the reporting year, in addition to activities on the money market, by issuing capital market instruments with a volume of approximately EUR 2.8 billion. Supplemented by the strengthening of investor activities, the IBB Group was thus able to obtain sufficient and low-interest refinancing to support its promotional business at all times in 2025.

The refinancing guarantee from the State of Berlin and the fact that the State of Berlin is the sole owner enable the IBB Bank to enjoy preferential status in accordance with Article 116 (4) CRR (former Solva 0 status). As a result, the IBB Bank was always able to provide the IBB Group with sufficient liquidity at an appropriate price in the required maturities on the money and capital markets in 2025.

The IBB Bank's ECB-eligible asset portfolio ensures that no liquidity bottlenecks can arise within the IBB Group. The Liquidity Coverage Ratio (LCR), the Net Stable Funding Ratio (NSFR) and the fulfilment of the minimum reserve requirements are strict ancillary conditions for management. The principles for maintaining adequate capital resources and liquidity in accordance with the CRR and KWG were complied with at all times in the reporting year. No material liquidity risk was quantified.

The IBB Group also uses funds from the European Union, the German Federal Republic and the State of Berlin to refinance its promotional programmes.

Refinancing risk, as an aspect of liquidity risk, refers to the risk that a loss may occur due to changes in the Bank's own refinancing costs resulting from liquidity maturity transformation within a specified period at a certain confidence level. This risk of loss can be reflected in the liquidity risk measurement as part of the ICAAP framework and thus backed by risk coverage potential. The Bank manages and monitors the refinancing risk using the liquidity value at risk (LVaR) metric, calculated with a 99.9% confidence level over the total period.

Liquidity risk in EUR million

Liquidity risk	31.12.2025	31.12.2024
Limit utilisation Liquidity risk	43.2%	56.6%
Liquidity risk	16.4	21.5

Operational risk

The IBB UV defines operational risk in line with regulatory requirements as the risk of loss resulting from the inadequacy or failure of internal processes and systems, people or external events. This definition includes legal risks, but excludes strategic risks and reputational risks.

Operational risk includes the following sub-risks: legal risk, personnel risk, process risk, third-party risk, compliance risk, project risk, property damage risk, BCM risk, information security risk, IT risk and model risk.

The Bank's aim is to identify operational risks at an early stage and to avoid or reduce the resulting loss potential through appropriate measures.

Important instruments for identifying and assessing this type of risk are:

- the annual risk inventory for estimating risk potential in the form of a self-assessment, both qualitatively and quantitatively (in the form of hypothetical loss events), and
- the internal intranet-based loss event collection of the Operational Risk Centre (ORC).

Operational risk at the IBB UV is calculated using a model that takes into account both historical loss events and hypothetical loss events. The value of the risk metric as of 31.12.2025 was EUR 25.7 million. For stress scenarios, hypothetical loss events are used.

As part of a self-assessment, the Bank's organisational units use a bottom-up approach to quantitatively assess risk potential in the form of hypothetical loss events with the aim of a monetary valuation. In addition, qualitative risk indicators are recorded and monitored in the structure of the regulatory event categories, which provide information on the future development of operational risks as early warning indicators and point to potentially critical risk areas.

To mitigate the economic impact of losses resulting from the occurrence of certain operational risks, IBB UV insurance policies has been taken out.

Risk concentrations

The effects of existing risk concentrations are taken into account when designing the IBB Group’s risk management and risk control processes. Various methods are used to quantify the effects and the associated contagion risks.

For credit and spread risk, risk concentrations can arise if the share of individual borrowers or a group of borrowers is large in relation to the overall portfolio, or if individual borrowers or a group of borrowers belong to the same economic sector (industry) or the same geographical region (country) and are therefore dependent on the same systematic risk factors. Within the IBB Group, significant risk concentrations for credit and spread risk are identified on the basis of threshold values relating to the marginal shares of the gross loan amount and the marginal risks (credit and spread risks).

In the context of the counterparty risks assumed, there are concentrations with regard to borrowers in municipal housing companies in Berlin and in companies 100% owned by the State of Berlin. There is also a concentration in the real estate and housing sector and for Germany, in particular the Berlin region. These concentrations are primarily specific to the promotional mandate and reflect the regional banking character of the IBB Group and are in line with the IBB Group’s business and risk strategy.

Active management of the counterparty risk concentration in the loan portfolio, for example through the use of loan sales or the securitisation of loans, is hardly possible in the IBB Group, particularly due to promotional-specific restrictions. The management of the loan portfolio therefore focuses on exploiting the existing (promotional) new business potential and on intensive customer support for borrowers with an above-average risk share.

In the context of the spread risks assumed, concentrations exist in the financial and insurance services sector as well as for Germany and France. In each case, these are accepted concentrations resulting from the IBB Group’s business strategy.

For interest rate risk, risk concentrations – beyond the risk concentration in EUR interest rate curves inherent in the business model – can exist in maturity bands. This risk concentration is already implicitly taken into account in risk measurement using historical simulation.

Within the IBB Group, significant risk concentrations for operational risk are identified on the basis of threshold values for insurance policies, for risk events that have occurred in the form of losses recorded in the loss event database and for sub-risks. In addition, indications from the decentralised risk owners within the framework of the regularly conducted risk inventories are taken into account. For insurance policies, there is a concentration at one insurance institution resulting from high coverage amounts for building insurance, which does not require any action due to the assumption of these risks by a consortium. No further concentrations exist for operational risk.

For liquidity risk, risk concentrations can arise from the composition of the liquidity buffer as well as from the composition of the liabilities side. For the liquidity buffer, concentrations exist within the IBB Group with regard to industries, product types and countries. In each case, these are accepted concentrations resulting from the IBB Group's business strategy.

For investment risk, risk concentrations can arise if the share of individual portfolio companies is large in relation to the overall portfolio, or if individual portfolio companies belong to the same industry or the same geographical region (country) and are therefore dependent on the same systematic risk factors. Risk concentrations for investment risk are identified on the basis of threshold values relating to the marginal shares of the gross loan amount (fair value) and the marginal risks. The two identified address concentrations result from positive developments of VC investments and are therefore not a cause for concern; countermeasures aimed at reducing these risk concentrations would not be appropriate. In addition, there is a concentration in the information and communication industry sector as well as for Germany. The sector concentration in a cluster of particular importance for the structural transformation in Berlin and the regional/country concentration are deliberately accepted for reasons of business policy in the context of the promotional mandate.

As part of risk reporting, the Executive Board and the supervisory body of the IBB Group are informed about the development of risk concentrations on a quarterly basis.

Internal control system in relation to the accounting process

The establishment and effective maintenance of an internal control system (ICS) and risk management system (RMS) appropriate to the circumstances and risks of the Group in relation to the accounting process for the consolidated financial statements lies within the responsibility of the subsidiary IBB's Controlling and Finance department, whose employees work for the parent company for this purpose on a temporary basis.

The aim of an accounting-related ICS/RMS is to ensure compliance with existing accounting standards and regulations applicable to the consolidated financial statements and to guarantee the correctness of accounting.

The internal control system is designed to enhance the effectiveness and efficiency of operating activities, to ensure the reliability of financial reporting and to promote compliance with relevant legal regulations and internal management guidelines. It also serves to safeguard the company's assets.

The accounting process – including all activities from the account assignment and processing of a business transaction to the preparation of the individual and consolidated financial statements – is governed by a documented framework of manuals and work instructions. The matters relevant to Group reporting have been summarised in a separate Group accounting manual, which prescribes uniform accounting and valuation methods for all companies included in the scope of consolidation. In addition, the required processes for the preparation of documents relevant to the consolidated financial statements are described therein. Based on the individual financial statements of the companies included in the consolidated financial statements, "consolidation packages" are prepared, provided with an audit opinion by the respective auditors and made available to the Accounting department of subsidiary IBB for the preparation of the consolidated financial statements. The regular monitoring and adjustment of the accounting manual for the consolidated financial statements to legal and regulatory changes is carried out by the Controlling and Finance department of subsidiary IBB.

The accounting process and the consolidated financial statements are supported by standard software, which is protected against unauthorised access by assigning authorisations appropriate to the level of competence. All accounting-related processes are subject to the principle of dual control in accordance with Group-internal requirements, with ongoing further development taking place. Systematic plausibility checks, standardised reconciliation routines and target/actual comparisons serve both to check completeness and to prevent and detect errors. At the same time, these measures serve to ensure the correct recognition, disclosure and measurement of assets and liabilities. The correct accounting-related presentation of new products at subsidiary IBB is ensured through the involvement of the Controlling and Finance department in the new product process.

Standard software (IDL-Konsis) is used for the preparation of the consolidated financial statements. In this application, the "consolidation packages" are prepared automatically and completed by the companies included in the scope of consolidation. Consolidation entries are generated automatically. Additional Group entries are recorded on the basis of booking documents subject to the principle of dual control. As a result, all relevant evaluations for the preparation of the consolidated financial statements (in particular the balance sheet, income statement, cash flow statement and statement of changes in equity) are generated by the application.

The documentation of the accounting process for the preparation of the consolidated financial statements is structured in a way that is comprehensible to knowledgeable third parties. The relevant documents are stored in compliance with the statutory deadlines.

The functionality of the accounting-related ICS/RMS is monitored through regular process-independent audits by Internal Audit.

Timely, reliable and relevant reporting is provided to the management and divisional management as part of the management information system. The Supervisory Board and its committees are regularly informed of current business developments at the Group parent company and the included companies by the Executive Board.

The identification, analysis, assessment and reporting of risks associated with the accounting process is primarily carried out at the Group subsidiary IBB within the framework of operational risk management. Risk potentials assessed as significant are communicated to the Executive Board as part of the risk reporting of the Group parent company and subsidiary IBB; necessary measures are derived and their implementation is monitored.

Systemic and business risks

Systemic and business risks are assessed as part of the ICT risk management process, risk treatment measures are defined and regular reports are submitted to the risk owners as well as to the Executive Board and Supervisory Board.

Systemic and business risks are managed by monitoring compliance with service level agreements. Binding KPIs are defined and regularly reviewed by the IT department to derive recommendations for action. IT risks resulting from hardware and/or software failures are addressed through both organisational and technical measures (diversified on-call availability of IT specialists, hardware redundancies, data backups for business-critical applications, maintenance contracts with defined response times). In addition, all applications are assigned protection classes with respect to information security, which are reviewed annually as part of the comparison between protection requirements and the existing level of protection.

In the 2025 financial year as well, the resilience of the Bank's key applications and the associated infrastructure was confirmed through targeted tests and exercises. A back-up data centre, an emergency power supply and solutions for the high availability of software products are in place to ensure reliability.

The risk of unauthorised access to company data is minimised through appropriate access rights. Unauthorised external access is isolated from the company network via a highly available DMZ (demilitarised zone) and protected by multi-level firewalls. Extensive technical and organisational measures have been implemented to defend against viruses and other malware. If malware nevertheless reaches an internal IBB system, it is eliminated using various virus scanners as well as an Endpoint Detection and Response (EDR) solution. In 2025, there were no IT incidents that led to significant losses (OpRisk). IBB also proactively conducts regular vulnerability scans of its own systems as well as – via external specialists – penetration tests with attack simulations to test the robustness of the security precautions taken.

Orderly workflows are ensured by clear rules on authority, signatures and representation. As part of the continuous improvement process, a standard change of the information security management system (ISMS) took place. The basis for the regulations and procedures is the international standard ISO 27001, which is oriented, amongst other things, towards the requirements of the Federal Office for Information Security (BSI) and common IT standards. Regularity, efficiency as well as compliance with the relevant regulations are continuously developed and guaranteed.

Compliance with information security regulations (ISMS) at IBB is monitored by the ISB.

IBB addresses other potential business risks – such as prolonged power outages, serious IT disruptions or pandemic-related challenges – through a structured emergency and crisis management system.

IT security and operational risks are reported in the quarterly OpRisk report.

Legal risks

Legal risks are considered part of operational risks. They may be attributable to external factors or may have their cause in internal harmful misconduct. The legal risks typical for the company can be categorised primarily into risks arising from new legislation and case law, risks from contracts and administrative decisions and liability risks.

The management of these legal risks is the responsibility of the Legal department, which handles litigation, contract management and general legal advice for the company on the basis of internal work instructions. In order to minimise legal risks, the Executive Board and all subordinate departments are supported by the Legal department. Risks from known legal issues brought to the company's attention are covered by provisions.

If unforeseen developments arise (e.g. due to changes in case law) or errors occur, the Legal department assists in identifying, rectifying and preventing similar occurrences in the future. In doing so, it examines and evaluates incidents according to legally relevant facts and manages any litigation. This applies in particular to the defence against claims asserted against the company.

Personnel risks

Personnel risk management serves to identify and monitor personnel-related risks. These risks are to be prevented or minimised through appropriate measures and effective risk management.

In order to achieve this, both quantitative and qualitative staffing levels are aligned with regulatory and internal requirements, business activities and the risk situation.

Quantitative personnel requirements are determined at least once a year as part of the annual planning process and are therefore continuously updated.

At the same time, the employee training process, which is aligned with the company's objectives, secures and increases the level of qualification of employees. The proactive recruitment of specialists from the labour market, combined with internal training and the promotion of young talent, is intended to promote structured and needs-oriented development and to mitigate potential skills shortages caused by demographic trends. Clearly defined substitution and replacement processes help to effectively prevent the risk of losing knowledge.

As part of the risk inventory, qualitative personnel risk indicators for operational risks are assessed and reported to the Executive Board.

The design of the remuneration systems at the IBB is in line with the objectives set out in the IBB's strategies and complies with the requirements of the Ordinance on the Regulatory Requirements for Remuneration Systems of Institutions (InstitutsVergV), the Minimum Requirements for the Compliance Function (MaComp), the EBA Guidelines on Sound Remuneration Policies and the other conduct, organisation and transparency obligations under Sections 63 et seq. WpHG for investment services institutions. The structure of the remuneration system is intended to avoid harmful incentives that could encourage excessive risk-taking.

Defined personnel indicators help make potential personnel risks transparent and thus manageable.

To overcome the particular challenges and risks, the IBB Executive Board and the People & Culture department are continuing to work together with the interest groups on future-proof solutions.

Summarised presentation of the risk situation

The IBB Group has implemented measures to limit or minimise all material risks. Credit risks were addressed through the recognition of valuation allowances as part of risk provisioning. Adequate capital is held to cover all risks in accordance with the risk-bearing capacity calculation.

Due to the existing portfolio of highly liquid securities, the IBB Group’s liquidity position was ensured at all times during the 2025 financial year.

The IBB Group complied with the regulatory solvency requirements throughout the reporting period. The utilisation of the total capital ratio in accordance with CRR ranged between 21.2% and 21.4% and remained therefore well above the required value.

The utilisation of the overall risk limit fluctuated between 47% and 55% in the reporting year. The changes in utilisation were attributable primarily to changes in portfolio positions, rating changes or parameter adjustments as well as the changed market environment, for example through changes in credit spreads or risk-free interest rates.

Group Sustainability Statement

IBB Unternehmensverwaltung AöR

2025 Financial Year

IBB Gruppe

www.ibbgruppe.de

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Important note

Limited assurance on the Group Sustainability Statement has been conducted by the auditor. The examination covered only the German version of the report; the English version was not included in the scope of the assurance engagement. The official audit report (attestation) relates to the German-language Group Sustainability Statement (Konzern-Nachhaltigkeitserklärung) and should be consulted for the formal findings and limitations.

Group Sustainability Statement

This Group Sustainability Statement for the 2025 financial year of IBB Unternehmensverwaltung AöR (hereinafter referred to as "IBB UV") provides comprehensive information on sustainability topics related to the three main areas of environmental, social and governance issues.

Since the CSRD was not legally transposed into German law in 2025, non-financial reporting for the 2025 financial year will continue to be carried out in accordance with the CSR Directive Implementation Act of 11 April 2017 and sec. 340i (5) in conjunction with sec. 315b and c of the German Commercial Code (HGB, *Handesgesetzbuch*). According to sec. 315b (3) HGB, a “recognised standard may be used as long as it complies with the requirements of art. 19a of Directive 2014/95/EU and adequately addresses the key information regarding environmental, social and employee matters as well as governance matters”.

As in 2024, the non-financial information disclosed for the 2025 financial year is based on the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) in accordance with sec. 315b (3) HGB and will be integrated into the IBB UV Group management report in accordance with art. 19a(1) and art. 29a CSRD. This Group Sustainability Statement is prepared on a consolidated basis for IBB UV and simultaneously fulfils all requirements for the sustainability statement for IBB UV in accordance with ESRS pursuant to art. 29b(1) and (2) CSRD as well as the requirements for non-financial reporting obligations pursuant to sec. 289b et seqq. and sec. 315b and c HGB. A comparison of the requirements in accordance with the CSR Directive Implementation Act of 11 April 2017 and sec. 340i (5) in conjunction with sec. 315b and c HGB with the data points of this Group Sustainability Statement, in which the requirements are covered, can be found in the appendix.

The disclosure of information in accordance with the EU Taxonomy Regulation (Regulation (EU) 2020/852) pursuant to art. 8(1) of the CSRD are reported under “3. Disclosures pursuant to Art. 8 of Regulation (EU) 2020/852 (Taxonomy Regulation): in accordance with art. 7(9) of Delegated Regulation (EU) 2021/2178 as amended by the draft amendment of the European Commission dated 4 July 2025, use is made of the option to waive reporting in accordance with art. 8 of the EU Taxonomy Regulation (Regulation [EU] 2020/852 as amended) for the financial years 2025 and 2026 and to not report any taxonomy-compliant activities.

1. ESRS 2: General disclosures

1.1 Basis for preparation

1.1.1 BP-1: General basis for preparation of the sustainability statements

5. Scope of consolidation used for the sustainability statement

a) Scope of consolidation

According to ESRS 1.102, IBB UV, as the parent company preparing a consolidated sustainability statement, assesses the material impacts, risks and opportunities (IROs) for IBB UV as a whole, including all subsidiaries, regardless of the group legal structure. This means that all subsidiaries of IBB UV must be included in the materiality analysis regardless of their size, number of employees or financial materiality. The definition of “subsidiary” is based on the definition used in the financial statements. For a list of all subsidiaries, see “Investments and scope of consolidation” in the Group management report. The IBB Group’s main strategic holdings for implementing the public development mandate of the Federal State of Berlin include Investitionsbank Berlin AöR (IBB), IBB Business Team GmbH (IBT), IBB Beteiligungsgesellschaft mbH (IBB Bet) and IBB Capital GmbH (IBB Capital). For this reason, the Group Sustainability Statement relates exclusively to the companies mentioned. These are summarised under the term “IBB Group” in the following Group Sustainability Statement.

b) Further information on the scope of consolidation

As a business development and promotional bank, IBB is exempt from preparing the Group Sustainability Statement in accordance with art. 2(5) No 5 of Directive 2013/36/EU.

c) Consideration of the value chain

The sustainability statement takes into account information on the material IROs associated with the direct and indirect business relationships of IBB UV and its subsidiaries in the upstream and/or downstream value chain (see ESRS 2 SBM-1 para. 42).

d) Intellectual property, know-how or results of innovation

In preparing the sustainability statement, it was not necessary to omit information relating to intellectual property, know-how or the results of innovation.

e) Special exemptions

IBB UV has not made use of the special exemptions permitted according to art. 19a(3) and art. 29a(3) of Directive 2013/34/EU.

1.1.2 BP-2: Disclosures in relation to specific circumstances

6. Disclosures in relation to specific circumstances

The word “policy” is applied as “IBB UV Group policies” for content that affects IBB UV as a whole and as “individual policies of the subsidiary” for content that only affects individual subsidiaries. IBB UV understands this to mean binding guidelines that define the framework for internal and external actions, decisions and conduct. These include written regulations, various guidelines, work instructions and service agreements. The word “strategy” is applied as "strategy". There are no other specific circumstances.

9. Time horizons applied

As the same time horizons used in ESRS 1 sec. 6.4 were used in the preparation of the sustainability statement, a separate definition or justification is not required.

10. Value chain estimation

The respective para.for which indirect sources were used as estimates to determine the quantitative metrics are listed in the following. Precise descriptions regarding the measurements are listed in the specific para.: ESRS E1-1: Transition plan for climate change mitigation, ESRS E1-3: Actions and resources in relation to climate strategy, ESRS E1-4: Targets related to climate change mitigation and adaptation, ESRS E1-5: Energy consumption and mix, ESRS E1-6: Gross Scope 1, 2 and 3 GHG and total GHG emissions.

11. Sources of estimation and outcome uncertainty

The respective para. are listed below where indirect sources and/or assumptions were used to determine the quantitative metrics and/or monetary amounts and could result in outcome uncertainty. Detailed descriptions of the assumptions and judgements relevant to the measurement are provided in the relevant para.: ESRS S1-7: Characteristics of non-employee workers, ESRS E1-1: Transition plan for climate change mitigation, ESRS E1-3: Actions and resources in relation to climate change policies, ESRS E1-4: Targets related to climate change mitigation and adaptation, ESRS E1-5: Energy consumption and mix, ESRS E1-6: Gross Scope 1, 2 and 3 GHG and total GHG emissions.

13. Changes in preparation or presentation of sustainability information

Compared to the previous reporting period, there was a significant change in the preparation of sustainability information with regard to ESRS E1-6 para. 53 and ESRS S1-16 para. 97. These are adjustments to the calculation basis, for further information see ESRS E1-6 para. 53 and ESRS S1-16 para. 97, respectively. Furthermore, to take account of immaterial rounding differences,[1] prior-year figures have been adjusted to ensure consistent presentation in the report.

[1] There may be rounding differences in the first decimal place.

14. Reporting errors in prior periods

a) Nature of the prior period material error

Incorrect quantitative information[2] was disclosed in the following disclosure requirements in the Group Sustainability Statement for the 2024 financial year:

- E1-6 para. 53: Net revenue used to calculate GHG intensity and total net revenue (in the financial statements)
- S1-6 para. 50 a): Number of female employees at IBT
- S1-6 para. 50 b): Number of female temporary and male permanent employees at IBB Capital, including total figures
- S1-8 para. 60 c): Employees covered by collective agreements – EEA
- S1-9 para. 66 a): Number and percentage of male employees at top management level of IBB Capital and male and female employees at top management level of IBB Bet including total figures and Group figures
- S1-9 para. 66 b): Number and percentage of employees for the under-30 age group of IBB including Group figures
- S1-13 para. 83 a): Percentage of totals for IBB and IBB Bet
- S1-14 para. 88 d): Number of reportable work-related ill-health cases at the IBB Group
- S1-14 para. 88 e): Days lost due to work-related injuries and fatalities at the IBB Group
- S1-15 para. 93 b): of which men and of which women (as a percentage of all recipients) of IBB and of which women (as a percentage of all women) of IBT
- S1-16 para. 97 a): Gender pay gap IBB, IBT, IBB Capital, IBB Bet and IBB Group as a whole
- S1-16 para. 97 b): Remuneration ratio for IBT, IBB Capital and IBB Group as a whole

b) To the extent practicable, the correction for each prior period included in the sustainability statement

The information is corrected by publishing the corrected prior-year figures in the respective para. of this report.

15. Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements

IBB UV does not include any sustainability information in its sustainability statement based on other legislation or generally accepted standards or frameworks for sustainability reporting.

16. Incorporation by reference

Disclosure requirements incorporated by reference:

Requirement according to ESRS	Reference document
ESRS 2 BP-1 para. 5 a)	Group management report IBB UV 2025, “Investments and scope of consolidation”
ESRS 2 GOV-1 para. 21 b) and e)	Consolidated financial statements IBB UV 2025, “Other disclosures”,
ESRS 2 GOV-1 para. 22 a)	Consolidated financial statements IBB UV 2025, “Other disclosures”,
ESRS 2 IRO-1 para. 53	Consolidated financial statements IBB UV 2025, “Notes to the Consolidated Financial Statements”

[2] Overview contains disclosure requirements that deviate by >5% (internally defined materiality threshold) from the correct value.

17. Use of phase-in provisions in accordance with Appendix C of ESRS 1

As at 31 December 2025, the IBB Group employed a total of 1,072 people (1,047)[3] , therefore no information is omitted due to the number of employees.

1.2 Governance

1.2.1 GOV-1: The role of the administrative, management and supervisory bodies

21. Composition and diversity of the administrative, management and supervisory bodies

a) Number of executive and non-executive members

Executive and non-executive members of the administrative, management and supervisory bodies of IBB UV and IBB:

	Prior reporting year	*Current reporting year*
Executive members	3	3
Non-executive members	9	9

b) Representation of employees and other workers

The members appointed by the staff representatives (see sec. 9 of the IBB Ownership Act (*IBB-Trägergesetz*)) are listed under “Other disclosures” in the consolidated financial statements.

c) Relevant expertise and skills

Experience relevant to the undertaking’s sectors, products and geographical locations includes, among others: knowledge of banking business, business promotion, real estate business (lending and grant business), labour market promotion, treasury as well as legal and regulatory requirements, experience in the promotional banking landscape (especially the market environment), individual segments, customer needs and the strategic orientation of institutions (especially with regard to digitalisation), ESG risks and the impact of financial institutions/banks/development banks on people and the environment, as well as the identification and utilization of opportunities with regard to business sustainability. The activities of IBB UV, IBB and its sister companies are focussed on Berlin. Against this background, international experience is not essential for the members of the Executive Board and Supervisory Board.

d) Gender distribution in the administrative, management and supervisory bodies of IBB UV and IBB:

	Prior reporting year	*Current reporting year*
Percentage of men on the Supervisory Board	55.6	55.6
Percentage of women on the Supervisory Board	44.4	44.4
Ø woman/man	0.8	0.8

	Prior reporting year	*Current reporting year*
Percentage of men on the Executive Board	66.7	66.7
Percentage of women on the Executive Board	33.3	33.3

[3] The previous year’s figures are shown in brackets in the body text in the remainder of this document.

	Prior reporting year	*Current reporting year*
Ø woman/man	0.3	0.3

e) Independent board members

The members to be appointed to the Supervisory Board (see sec. 9 of the IBB Ownership Act (*IBB-Trägergesetz*)) are listed under “Other disclosures” in the consolidated financial statements. Of the members to be appointed by the Board of Owners, one member must be a member of the Senate department responsible for building and housing, one a member of the Senate department responsible for finance and one a member of the Senate department responsible for economic affairs. This puts the percentage of independent members at 66% (66%). The Chairman of the Supervisory Board is an independent member.

22. Roles and responsibilities of the administrative, management and supervisory bodies

a) Overview of members

The members of the Executive Board and the Supervisory Board are listed under “Other disclosures” in the consolidated financial statements.

b) Responsibilities in relation to IROs

Responsibility for the implementation of ESG matters generally lies with the respective members of the Executive Board of IBB UV and IBB in accordance with the allocation of responsibilities. To manage the further development of the Group-wide sustainability and climate strategy and to carry out the Group-wide materiality analysis, the Group Board has established an ESG Officer and an ESG Management unit in the Transition Finance division. The results of the materiality analysis, the risk inventory, risk strategy, Group-wide business strategy, sustainability and climate strategy and sustainability guidelines as well as other Group and individual policies of the subsidiary fall under the decision-making authority of the Group Board (see ESRS 2 IRO-1 para. 53 a)). In particular, the strategies and their implementation are discussed by the Supervisory Board together with the Executive Board.

c) Management’s role in monitoring, managing and oversee IROs

i. Committees have been formed from among the members of the Supervisory Board of IBB UV and IBB to monitor, manage and oversee IROs in accordance with the rules of procedure issued by the Supervisory Board. They prepare resolution recommendations for the Supervisory Board. The Supervisory Board oversees their activities through the reports by the Chairmen and the minutes. In accordance with sec. 25d (10) of the German Banking Act (KWG, *Gesetz über das Kreditwesen*), the Supervisory Board of IBB has so far utilised the option of appointing a joint Risk and Audit Committee. Based on the expansion of the Supervisory Board from nine to twelve members, the Supervisory Board decided to set up an independent Risk Committee and an independent Audit Committee as of 1 January 2026 in order to fulfil its duties in light of the growing number of tasks and the ongoing tightening of regulatory requirements. Among other things, the Risk Committee is responsible for providing risk-related advice on sustainability issues, for example as part of the discussion of the risk inventory and the risk strategy. It also has the highest level of authority to approve loan commitments decided by the Executive Board, which also take into account the opportunities presented by sustainability topics. The Audit Committee examines the annual and consolidated financial statements, discusses the audit reports with the auditor and prepares the Supervisory Board’ decisions on sustainability reporting. At its meetings, it also discusses the reports by the Internal Audit and Corporate Compliance functions which are presented by the corresponding, specific functions in accordance with MaRisk. IBB’s Remuneration Oversight Committee monitors the remuneration systems and assesses their impacts on risk, capital and liquidity management. It also prepares the resolutions of the Supervisory Board on the remuneration of the Executive Board, paying particular attention to the impacts on risk management. As part of the target agreements for the members of the Executive Board, it deals with the assessment of sustainability matters for the calculation of variable performance-related remuneration.

ii. The reporting obligations to the Supervisory Board and the Executive Board are set out in the IBB Ownership Act and the Investitionsbank Act, the art.s of Association and the rules of procedure of the executive bodies. The Group-wide business strategy including the sustainability and climate strategy as well as the risk inventory and strategy and the mission statement of the Federal State of Berlin for IBB UV are presented from a Group perspective to the Supervisory Board of IBB UV and IBB. The Supervisory Board of IBB UV also deals with the Group Sustainability Statement.

iii. The disclosure requirement is addressed in ESRS 2 IRO-1 para. 53 a).

d) Setting and monitoring targets in relation to IROs

In addition to fundamental oversight of the setting of targets via the strategy process, regular reporting and reporting from key projects, the employment contracts of the members of the Executive Board of IBB UV and IBB provide for variable performance-related remuneration based on an annual target agreement to be concluded in the financial year. The individual target agreements take into account, among other things, sustainability-related challenges, but also opportunities, the realisation of which is taken into account accordingly in the calculation of variable remuneration. The Executive Board establishes the targets in strategy documents, policies or reporting, for example, and breaks down the objectives in its departmental responsibility to the next management level and oversees their implementation.

23. Skills and expertise of the administrative, management and supervisory bodies to oversee sustainability matters

a) Sustainability-related expertise

The members of the bodies have experience in various areas (e.g. lending, risk management, ESG), as well as legal expertise and knowledge, particularly of Berlin's political objectives for urban development, the economy, energy, businesses and finance. Pursuant to sec. 25d (4) KWG, the undertaking is obliged to deploy appropriate human and financial resources to maintain the necessary expertise. In addition, IBB UV and IBB have adopted a suitability policy, including the policy for introducing and training for the Executive Board and the Supervisory Board. In connection with the evaluation of the Supervisory Board and Executive Board of IBB UV and IBB in accordance with sec. 25d (11) nos. 3, 4 KWG, needs are also identified and the entirety of the Board's knowledge is ascertained. Based on this, IBB organises annual training courses for the Supervisory Board and onboarding programmes for those taking up office, in addition to the independent training courses for board members, which always cover the latest regulatory requirements and other relevant topics.

b) Skills and expertise in relation to the IROs

In accordance with the IBB UV and IBB suitability policy, the Supervisory Board included the skills and expertise associated with the undertaking's material IROs, among other things, into the skills profile of the Executive Board and the Supervisory Board so that the IROs are sufficiently considered in suitability assessments. The existing skills and expertise of the administrative, management and supervisory bodies enable material IROs to be systematically identified, assessed and included in corporate decision-making processes. In particular, knowledge of promotional and banking business, regulatory requirements and the sustainability and ESG framework enable the bodies to recognise potential impacts on people and the environment at an early stage, to take appropriate account of material sustainability risks in business and risk management and to make use of sustainability-related opportunities in the strategic development of business activities. In addition, the bodies may consult experts or consultancies on specific topics. For example, the Supervisory Board has decided on audit services in conjunction with non-financial reporting.

1.2.2 G1.GOV-1: Role of the administrative, management and supervisory bodies

5. Role and expertise of the administrative, management and supervisory bodies related to business conduct

a) Role of the administrative, management and supervisory bodies in relation to business conduct

The bodies of IBB UV and IBB are the Executive Board, the Supervisory Board and the Owner Meeting. The duties and powers are derived from the IBB Ownership Act and the IBB Act, the Memorandum and Articles of Association adopted by the Owner Meetings and the rules of procedure issued by the Supervisory Boards. The Supervisory Board has formed committees and established a Risk, Audit, Nomination and Remuneration Oversight Committee (IBB only). The Supervisory Boards determine policies and principles for IBB UV and IBB. They oversee the management of business by the Executive Board. The Executive Board consists of the Chairman and two other members. The Executive Board manages the business of IBB UV and IBB. The Executive Board must ensure sustainable corporate governance. It represents IBB UV and IBB in and out of court. Sec. 11 (3) (IBB UV)/sec. 4 (3) (IBB) of the Memorandum and Articles of Association stipulate that the Executive Board and Supervisory Board must apply Berlin's Corporate Governance Code in the version published by the Senate Department of Finance. The declarations of compliance must be agreed between the Executive Board and the Supervisory Board and published.

b) Expertise of the administrative, management and supervisory bodies on business conduct matters

The members of the Executive Board of IBB UV and IBB each have many years of professional experience as well as experience in the management of credit institutions and fulfil the professional and personal requirements. The members of the Supervisory Board have many years of experience as board members of banks or in the management of large undertakings and associations (see ESRS 2 GOV-1, para. 23).

1.2.3 GOV-2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

26. Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory

a) Integration and communication

As part of the Group-wide strategy process, the sustainability and climate strategy was expanded to include ESG matters in terms of actions, metrics and targets and also addressed with corresponding opportunities in the other sub-strategies, while the risk inventory was expanded to include related impacts and risks and linked to the risk strategy. The Executive Board of IBB UV and IBB presents the risk strategy it has adopted each year to the Risk Committee of the Supervisory Board, which makes a recommendation to the Supervisory Board. The Group-wide business strategy, including the sustainability and climate strategy, is also presented annually by the Executive Board at a meeting of the Supervisory Board of IBB UV and IBB. The strategies are discussed with the Executive Board. The management-relevant key figures (also with an ESG reference) are included in the regular reporting of management information and risk reporting. In addition, the materiality analysis in accordance with the CSRD is discussed annually at a meeting of the Supervisory Board (see ESRS 2 GOV-5 para. 36 d) and e)).

b) Consideration of IROs in the context of corporate governance

The material IROs are developed with the experts from the relevant organisational units as part of stakeholder engagement in the materiality analysis and then discussed with all relevant committees. The results of the materiality analysis are taken up in the annual strategy process and are thus incorporated into the business strategy. The material risks identified by the risk inventory and materiality analysis are incorporated into the risk strategy, so that relevant actions can be identified. Accordingly, guidelines and restrictions from the risk strategy are taken into account in decisions on important transactions and in the risk management process.

c) Overview of material IROs

The materiality analysis for determining the relevant matters for sustainability reporting is discussed with the Supervisory Board at a meeting of the Supervisory Board of IBB UV and IBB (see ESRS 2 SBM-3 para. 48).

1.2.4 GOV-3: Integration of sustainability-related performance in incentive schemes

29. Sustainability-related performance in incentive schemes

In line with statutory provisions, the members of the Supervisory Board of IBB UV and of IBB are one and the same. Remuneration of both the members of the Supervisory Board and of the Executive Board of IBB UV is settled with remuneration for their activities as members of the Supervisory Board or Executive Board of IBB. In accordance with the Remuneration Ordinance for Institutions (InstitutsVergV, *Institutsvergütungsverordnung*), the Supervisory Board is responsible for arranging appropriate remuneration systems for the Executive Board. The Remuneration Oversight Committee and the Supervisory Board must be informed about the structure of the remuneration systems and the results of the review of the remuneration systems at least once a year. The Executive Board is responsible for arranging appropriate remuneration systems for non-managerial employees. The principles of shareholding management in the Federal State of Berlin provide for the linking of variable remuneration to target agreements for the management of direct and indirect shareholdings of the Federal State of Berlin, i.e. the undertakings of the IBB Group. The target agreement should also include at least one sustainability-related target that advances the company's sustainability strategy. The employment contracts of the members of the Executive Board of IBB UV and IBB foresee total remuneration consisting of a fixed annual salary and variable, performance-related remuneration based on a target agreement to be concluded in the financial year. The proportion of variable remuneration of the Executive Board members in the 2025 financial year that is dependent on sustainability and climate-related targets averages around 16.7% (25.0%) and was divided between two Executive Board members. The target agreements included, for instance, drawing up the climate strategy with the aim of achieving climate neutrality by 2045, analysing various climate scenarios and identifying scenario-specific changes in risk metrics. Remuneration of the Supervisory Board does not include any variable components.

1.2.5 E1.GOV-3: Integration of climate-related performance in incentive schemes

13. Climate-related performance in incentive schemes

There is no separate assessment of performance based on the GHG emission reduction targets reported under Disclosure Requirement E1-4 (see ESRS2 GOV-3 para. 29).

1.2.6 GOV-4: Statement on due diligence

30–32. Process for the fulfilment of due diligence

The IBB Group's due diligence process is an elementary part of the overarching business strategy and is established in particular as part of the sustainability guidelines, strategy and risk controlling. The main aspects and steps of the due diligence process are taken into account in the following para. of the Sustainability Statement:

Core elements of due diligence	Paragraph in the Sustainability Statement
a) Embedding due diligence in governance, strategy and business model	ESRS 2 GOV-2 para. 26, ESRS 2 GOV-3 para. 13 and 29, ESRS 2 SBM-3 para. 13-16, 18, 19 and 48
b) Engaging affected stakeholders in all important steps of due diligence	ESRS 2 GOV-2 para. 26, ESRS 2 SBM-2 para. 12 and 45, ESRS 2 IRO-1 para. 6, 8, 11, 17, 19-21 and 53
c) Identifying and assessing negative impacts	ESRS 2 IRO-1 para. 6, 8, 11, 17, 19-21 and 53, ESRS 2 SBM-3 para. 13-16, 18, 19 and 48
d) Taking action to address negative impacts	MDR-A (3.1, see ESRS E1-3 para. 29, ESRS S1-3 para. 32 and ESRS S1-4 para. 38)
e) Tracking the effectiveness of these efforts and communication	MDR-M (5.1, see ESRS E1-3 para. 29, ESRS S1-2 para. 27, S1-3 para. 32 and S1-4 para. 38)

1.2.7 GOV-5: Risk management and internal controls over sustainability reporting Strategy

36. Main features of the risk management and internal control system in relation to the sustainability reporting process

a) Scope, main features and components of the processes and systems

IBB is subject to the Minimum Requirements for Risk Management (MaRisk). The scope and structure of the risk management of material risks, taking ESG risks into account, follow the regulatory requirements. Risk Controlling is responsible for identifying, monitoring and communicating material risks, taking into account the impact of ESG risks. ESG risk drivers/risk factors associated with these risks are identified and assessed in the ESG risk inventory (see ESRS 2 IRO-1 para. 20 b)). For the ESG risk factors identified as material, qualitative and quantitative methods and procedures are then developed and implemented to assess the impact on the risk profile, e.g. using climate scenario analyses. Regular stress tests are carried out for material risks, taking into account the effects of climate and environmental risks, the configuration of which is derived from the climate scenario analysis. ESG risks are additionally taken into account when drawing up the risk strategy and deriving strategic sustainability targets and also in the form of an ESG buffer in the economic risk-bearing capacity. The instruments for recording and managing climate and environmental risks and their integration into risk management are being continuously developed.

b) Risk assessment approach followed

Risks are assessed and prioritised in the IBB Group as part of the risk inventory and the associated ESG risk inventory. Risks are prioritised by assessing and determining the materiality of identified risks or the materiality of identified ESG risk factors (see ESRS 2 IRO-1 para. 20 b)). In order to explain and assess the potential impact of climate and environmental factors in more detail, a climate-related scenario analysis was carried out in 2025 (see ESRS 2 IRO 1 para. 21).

c) Risks and mitigation strategies identified

The most important risks identified (material ESG risk factors) are listed in detail in ESRS 2 SBM 3 para. 18.

d) Integration of the risk assessment into internal processes and controls

The outcomes of the risk inventory are fed into control-relevant processes. Through the Group-wide strategy process, the results of the risk inventory are fed into the sustainability strategy, including the development of strategic ESG objectives, the due diligence process and the risk strategy development process. This is also an integral part of the materiality analysis. If new material ESG risk factors are identified, these are taken into account qualitatively or quantitatively in the risk management process. If new material items are identified in the materiality analysis, corresponding actions are initiated, such as the definition of segment-specific ESG targets, which are then incorporated into the Sustainability Statement. Relevant stakeholders, such as the Staff Council, Executive Board, Supervisory Board as well as the Risk and Audit Committee are informed of the corresponding results. The risk inventory and risk identification processes for the materiality analysis and the strategy process still run parallel. The dovetailing of processes was initially ensured through close exchange between the experts from the ESG team and Risk Controlling. Further development of the existing processes and further integration of sustainability reporting are already underway.

e) Reporting

As part of quarterly risk reporting by Risk Controlling, the Executive Board as well as the Supervisory Board and the Risk and Audit Committee are informed of risks classified as material, taking into account the impact of ESG risks, for instance, sustainability-related sectoral or geographical concentrations. The results of the ESG risk inventory are reported annually to the Executive Board and the Supervisory Board as part of the risk inventory (see ESRS 2 GOV-2 para. 26 a) to c)). In addition, the members of the Executive Board and the Supervisory Board of IBB and IBB UV are informed about the assessment of ESG risks in new business each quarter as part of the IBB Group's management information system on the basis of economic ESG reporting.

1.3 Strategy

1.3.1 SBM-1: Strategy, business model and value chain

40. Key elements of the general business strategy that relate to or affect sustainability matters

a) Overview of the most important key elements

According to the [Draft] European Sustainability Reporting Standard SEC1 Sector classification standard, the IBB Group's type of business activities can be categorised in the ESRS sector group "Financial Services/Banking" with the code FBM.

i. Significant groups of products and/or services

The IBB Group carries out the majority of its activities in the downstream value chain through its business development and promotion services. IBB implements business development and promotion measures in compliance with EU state aid regulations and acts in a competitively neutral manner in cooperation with commercial banks and venture capitalists. It offers a promotion portfolio that includes revolving financial instruments in the form of loans, mezzanine capital as well as grant programmes and advisory services. IBB operates in the business promotion, real estate and urban development and labour market promotion segments. The business promotion programmes offering support in the form of grants and loans promote investments in climate change mitigation as well as transformation financing and innovation. In the field of real estate and urban development, the business development and promotion programmes support various strategic objectives, such as energy-saving and renovation measures as well as investments in “green buildings” or the use of renewable energy. In terms of labour market promotion, the promotion programmes contribute in particular to the sustainability goals of promoting employment, education, diversity and inclusion. BB UV’s other major investments include IBB Capital as an equity financing undertaking that implements the funding programme initiated by IBB, KfW and the Federal State of Berlin as part of “Covid aid for start-ups”, IBB Bet that supports innovative start-ups in Berlin and IBT that promotes start-ups, real estate, science transfer and digitalisation as well as climate change mitigation in the Federal State of Berlin. Refinancing and funding for the IBB Group’s activities on the liabilities side in the upstream value chain are carried out, among other things, as part of treasury business on money and capital markets, through the issuance of bonds or public funds from the EU, the Federal Government and the Federal State of Berlin (e.g. co-financing of promotion programmes with funds from the European Social Fund Plus (ESF+) or the European Regional Development Fund (ERDF). In support of its promotional tasks, IBB conducts treasury and municipal lending business in accordance with the provisions of Agreement II. One sustainability objective relating to Treasury is the expansion of sustainable refinancing products, which is already reflected in the issuance of social bonds and is used to determine the impact on “social” SDGs.

ii. Significant markets and customer groups

Due to the IBB Group’s focus on business development and promotion, the important markets are concentrated in the Berlin metropolitan region. The IBB Group serves commercial and private customers. Business promotion: start-ups, small and medium-sized enterprises (SMEs), large undertakings as well as innovative and social enterprises; property and urban development: municipal and private housing associations, housing cooperatives, private property investors and companies, commercial banks as syndicate partners, cooperation and sales partners as well as private customers and tenants; labour market promotion: project sponsors. The IBB Group’s range of business development and promotion programmes has a positive impact on a variety of sustainability matters for the aforementioned customer groups and the region. This is supported both by offers in business promotion (e.g. creating and securing jobs, providing infrastructure for wastewater disposal) and in real estate and urban development (e.g. building affordable housing in Berlin, creating age-appropriate and accessible housing, promoting energy-saving properties and property refurbishment and modernisation) as well as labour market promotion (e.g. promoting measures for activation and professional integration).

iii. Number of employees by geographical areas

Geographical area	**Number of employees**	
	Prior reporting year	Current reporting year
Berlin	1,047	1,072

iv. Products and services that are banned in certain markets

There are currently no bans on any of the products and services offered by the IBB Group.

b) Breakdown of total revenue as included in the financial statements by significant ESRS sectors

IBB UV is not yet obliged to disclose this information as the European Commission has not issued a delegated act to define the list of ESRS sectors.

c) List of additional significant ESRS sectors beyond the ones reflected under paragraph 40(b)

See ESRS 2 SBM-1 para. 40 b).

d) Business activities

The IBB Group is not directly involved in the fossil fuel sector, chemicals production, controversial weapons or the cultivation and production of tobacco (see ESRS 2 SBM-1 para. 40 a)).

e) Sustainability-related goals in terms of significant groups of products and services, customer categories, geographical areas and relationships with stakeholders

The sustainability and climate strategy is part of the IBB Group's general business strategy and is updated annually for a term of five years. In accordance with its corporate purpose, the IBB Group's sustainability goals in relation to its geographical areas and relationships with stakeholders are focussed on the region and the people of Berlin. The Group-wide business objective is to support the transformation to a sustainable society through its core business. Priority is given to social housing and the qualification of employees in order to reduce social inequalities. The promotion of innovation and investment in the digitalisation of internal processes as well as energy-efficient products are also set as core strategic objectives. Specific objectives of the sustainability and climate strategy in relation to significant groups of products and services are the optimisation of the product portfolio with a specific focus on "sustainability and transformation" and the identification and presentation of the environmental and social impact of financing (e.g. various target groups in Berlin) in order to achieve net zero by 2045 and meet the 1.5°C target. Refinancing is focussed on expanding and further developing sustainable refinancing products. The strategy was updated at the end of the current reporting period, which is why changes will be published in the next reporting period.

f) Assessment of current significant products and/or services, and significant markets and customer groups, in relation to sustainability-related goals

The significant sustainability-related products and services in real estate promotion belong to the areas of infrastructure measures, the promotion of new social construction as well as refurbishment and modernisation. In the field of labour market promotion, the funding instruments related to sustainability can be assigned to the areas of securing skilled labour, education and social inclusion, whilst in business promotion, programmes relating to the transformation and innovation of SMEs are particularly significant.

g) Elements of the IBB Group's strategy that relate to or impact sustainability matters, including the main challenges ahead

ESG-related challenges and opportunities for the IBB Group are included in the sustainability and climate strategy. The most relevant challenges are data availability and quality, the technical infrastructure as part of the implementation of an ESG database and the optimisation of the product portfolio with a specific focus on sustainability and transformation.

42. Description of the business model and value chain

a) Inputs and approaches to gathering, developing and securing these inputs

The upstream value chain in the core business comprises direct suppliers and service providers, e.g. in the areas of energy supply, transport companies and water supply. Specific procurement processes, policies and specifications have been defined for suppliers and service providers for all types of procurement. As a public undertaking, IBB is subject to the requirements of the Berlin Tender and Public Procurement Act (BerlAVG, *Berliner Ausschreibungs- und Vergabegesetz*) and the Administrative Regulation on Procurement and the Environment (VwVBU, *Verwaltungsvorschrift Beschaffung und Umwelt*). Beyond the EU threshold, EU public procurement law must be followed. IBB also checks suppliers for compliance with obligations regarding compliance with collective bargaining agreements, minimum wages and social security contributions (from an estimated net order value of EUR 10,000 for supplies/services and from a net EUR 50,000 for construction services) as well as the requirements of the Ordinance on the Advancement of Women (*Frauenförderverordnung*) (from an estimated net order value of EUR 25,000 for supplies/services and from a net EUR 200,000 for construction services). The department also contacts service providers in order to achieve outputs that are voluntarily better than the specified standard. In the core business, all business partners, transactions and employees are part of the upstream value chain in terms of refinancing and source of funds. Procurement is carried out in the core business through public funding from the EU, the Federal Government and the Federal State of Berlin, as well as through refinancing on money and capital markets and the issuance of bonds. IBB's Treasury is responsible for refinancing on money and capital markets, it manages the maturities of issues, hedges interest rate risks and ensures the bank's regulatory indicators and solvency by holding liquid bonds. The actions include ESG rating management for bond investments and partners in capital market business, dedicated ESG investments (green, social and sustainable bonds), standards-based screening with the help of IBB's exclusion criteria, engagement calls as well as the issuance of IBB's own social bonds in accordance with the ICMA standard.

b) Outputs and outcomes in terms of current and expected benefits for customers, investors and other stakeholders

The downstream value chain of the core business includes direct suppliers and service providers, e.g. in the areas of water and waste disposal, communication services and mobility. The downstream value chain of the IBB Group's core business comprises in particular direct business relationships with customers in promotion and lending business. These include major customers, particularly from the real estate sector, energy and water supply and the transport sector, but also SMEs from other sectors of Berlin's economy, project sponsors and private individuals, customers' banks as well as state and municipal institutions.

c) Main features of the upstream and downstream value chain and the IBB Group's position in its value chain

ESRS 2 SBM-1, para. 42 c) is already integrated in para. 42 a) and b).

1.3.2 SBM-2: Interests and views of stakeholders

45. Stakeholder engagement

a) Summarised description of stakeholders

When the topic of sustainability for business development and promotional banks emerged, the IBB Group defined its stakeholder groups, and now regularly reviews this in the annual strategy process. In addition to the Federal State of Berlin, the relevant stakeholders are customers in labour market, real estate and business promotion, representatives from politics and policy-related organisations, chambers and associations as well as the IBB Group's employees. The stakeholder groups are represented in the committees of IBB UV and IBB (see ESRS 2 GOV-1 para. 21, 22 and 23). The Executive Board discusses strategic issues with the Supervisory Board and actively involves the members in the strategy process. This also includes the Supervisory Board meeting that focuses on strategy and product strategy workshops with the Berlin Senate departments to implement the plans laid down in the coalition agreement. For IBB-specific issues, IBB's Advisory Board supports the Executive Board and the Supervisory Board in general matters and advises the bank on its interests. IBB's Advisory Board has 20 members, who are appointed by the Supervisory Board, and represents other stakeholder groups. IBB consults its stakeholders every two years as part of a customer survey. The results are discussed in the strategy process, among other things. IBB is also organised within the scope of its operational memberships both in the associations that are important for business development and promotional banks (at national and EU level) and via regional associations. All stakeholder views are regularly evaluated as part of the strategy process for which the Executive Board is responsible.

b) Understanding of the interests and views of key stakeholders as they relate to the business strategy

The central element of customer contact is the biennial customer survey. In addition, the customer managers active in labour market and business promotion as well as in real estate and urban development foster regular contact with the various customer groups. Furthermore, the IBB Group in particular organises regular events to exchange ideas with customers and stakeholders or is represented with presentations at these events (e.g. at the Chamber of Industry and Commerce or partners such as the KEK (Coordination Office for Circular Economy, Energy Efficiency and Climate Protection in Operations)). Regular publications (e.g. the annual IBB Housing Market Report) or dialogue rounds with Berlin-based companies (for instance, the "Added Value Initiative") provide an opportunity to exchange views on key funding topics. In order to quantify the impact of financing on people and the environment even more precisely in the future as part of impact measurement, the aim is to further expand the internal control system for the centralised management and administration of ESG data. This goal is also set out in the sustainability and climate strategy for the period up to 2026. This involves optimising the product portfolio with a specific focus on sustainability and transformation. For further information, see ESRS 2 GOV-1 para. 22 and ESRS 2 IRO-1, para. 53.

c) Amendments to the business strategy in relation to stakeholders

The Executive Board of IBB has decided that the business strategy should be continued over a planning horizon of five years and only amended in selected points, particularly with regard to further digitalisation to improve the customer experience and increase efficiency, as well as the intensification of transformation financing to support climate neutrality in Berlin. A change in the relationship with stakeholders and their points of view is not to be expected as a result of the aforementioned amendments.

d) The role of the administrative, management and supervisory bodies

The involvement of the bodies is explained under ESRS 2 IRO-1 para. 53.

1.3.2.1 S1.SBM-2: Engaging the undertaking's own workforce

12. Engaging the undertaking's own workers

The human resources functional strategy is a key element of IBB's business strategy and forms part of the Group-wide business strategy. The PE department uses various channels and processes to consider the interests, views and rights of employees, including respect for their human rights (see ESRS S1-2 para. 27). IBB promotes an appreciative and non-discriminatory culture, which is regulated in the "Anti-discrimination" service agreement and the "Code of Conduct" work instruction and is valid for IBB employees. The employee representative bodies established in the IBB Group, the PE department and the managers combine diversity, gender equality and anti-discrimination and implement the topics with an integrative approach in the interests of all employees.

1.3.3 SBM-3: Material IROs and how they interact with the strategy and business model

48. Material IROs and how they interact with the strategy and business model

a) Description of the material IROs identified

The following table lists the IROs of the IBB Group that were identified in the CSRD materiality analysis for the 2025 reporting year. Material IROs exist both in core operations and in the core business. Due to the IBB Group's business activities, the IROs primarily occur in Germany. The exception is the positive impact on "Climate change mitigation through the application of exclusion criteria". IBB Treasury supports the bank's activities by refinancing promotional loans and fulfilling regulatory liquidity requirements. To this end, Treasury is active both nationally and internationally. There are no material risks from the IBB Group's business activities or from business relationships, products and services that are very likely to have a serious negative impact on the non-financial aspects in accordance with sec. 289c HGB.

Overview	Part of the value chain (core operations*/core business**)	Description of the IRO
E1: Climate change mitigation – material IROs were identified at subsidiary level for IBB, IBT, IBB Capital and IBB Bet. At Group level, the topic was identified as a material Group objective due to the CO2eq emissions in financing business as well as the Group-wide sustainability and climate strategy and the support of the state of Berlin in achieving its targets related to climate change mitigation.		
Financing of companies with (high) CO2eq emissions/intensities and/or (high) energy consumption	Core business	Negative effects result from financing companies and the associated CO2eq emissions (including CO2eq-intensive sectors). An ongoing time horizon for these negative effects can currently be assumed.
Climate change mitigation through the financing and funding of	Core business	Positive effects result from financing and funding climate-relevant projects geared to CO2eq

Overview	Part of the value chain (core operations*/core business**)	Description of the IRO
energy-efficient and low-carbon technologies		savings and energy-efficient management, as well as from the promotion of companies that develop energy-efficient or low-carbon technologies. An ongoing time horizon for these positive effects can currently be assumed.
Potential insolvency of financed companies due to transitory risks	Core business	As a result of climate change, changing framework conditions can lead to the potential risk that companies are no longer solvent. A long-term time horizon can currently be assumed.
Climate change mitigation through the application of treasury exclusion criteria	Core business	A medium-term opportunity of one to five years may result from the expansion of the treasury exclusion criteria in IBB's own Treasury Sustainability Guideline and the investment target value of the ESG sub-portfolio.
Energy consumption and associated CO2eq emissions by the office building as well as actions to reduce CO2eq emissions	Core operations	Negative effects result from CO2eq emissions due to the ongoing core operations of the IBB Group. (Electricity and heat purchased for office buildings, business trips, supplies). An ongoing time horizon for these negative effects can currently be assumed. There are actual positive effects on IBB's carbon footprint as a result of savings measures (e.g. job ticket for employees, mobile working).
E1: Climate change adaptation – material IROs were only identified for IBB at subsidiary level. The issue is not material at Group level.		
Adaptation to climate change at financed undertakings	Core business	Action is taken to make the infrastructure and services of financed undertakings more resilient to the effects of climate change. This results in positive effects.
S1: Recruiting, developing and retaining staff; equal opportunities and diversity; basic employee rights – material IROs were only identified for IBB at subsidiary level. The topic is material at Group level due to the assumption of Group-related, centralised activities by IBB employees and the general importance of employees for the business strategy.		
Positive effects from actions to promote IBB's own employees	Core operations	The positive effects include the planning and introduction of a certified health and safety management system over a medium-term horizon of one to five years, actions to prevent addiction and psychosocial crises, various

Overview	Part of the value chain (core operations*/core business**)	Description of the IRO
		actions in relation to equal opportunities, such as the establishment of a diversity officer and employee training in anti-discrimination, as well as strategic training management for various qualifications and the active promotion of co-determination rights, e.g. through the internal feedback system. An ongoing time horizon for these positive effects can currently be assumed.
Shortage in skilled labour and the associated higher workload	Core operations	The shortage in skilled labour and the associated increase in employees' workloads are actually having negative effects on their well-being. A medium-term horizon for these negative effects can currently be assumed. Unfilled posts due to the shortage in skilled labour can potentially have a negative financial effect and therefore represent a material risk with a long-term time horizon of five years or more.
G1: Corporate culture and corruption and bribery – material IROs were only classified as material for IBB at subsidiary level. The sustainability topics are not material at Group level or for other IBB UV subsidiaries.		
Positive effects on corporate culture due to a wide range of corporate activities	Core operations	IBB undertakes a variety of activities to promote a positive culture within the undertaking (e.g. internal trade fair and the production of magazines for IBB employees). An ongoing time horizon for these positive effects can currently be assumed.
Implemented whistleblower system available to all stakeholders	Core operations	IBB has a confidential whistleblower system that enables the receipt and forwarding of suspected compliance violations. An ongoing time horizon for these positive effects can currently be assumed.
Central office for the prevention of criminal offences	Core operations	The implementation of a central office responsible for preventing criminal offences that could jeopardise the institution's assets results in positive effects. An ongoing time horizon for these positive effects can currently be assumed.

Overview	Part of the value chain (core operations*/core business**)	Description of the IRO
*** Core operations = operation of the office location including employees ** Core business = business activities, including lending and promotional business, grant business, treasury**		

b) Current and anticipated effects of the material IROs on the business model and value chain

Various actions were derived from the materiality analysis for the 2025 financial year. Negative effects and risks were identified for climate change mitigation. In order to better assess the effects of the business model, the carbon footprint was updated with regard to financed emissions. The climate strategy was established in order to achieve the defined removal pathways and to curb CO2eq emissions through decarbonisation actions. The results of the materiality analysis are not expected to have any impact on the business model or the value chain in the 2025 reporting year. For further information, see ESRS 2 GOV-2 para. 26 b).

c) Material impacts

The description of material IROs in ESRS 2 SBM-3 para. 48 a) contains the disclosures required here.

d) Current financial effects of material risks and opportunities

It is currently not possible to provide specific quantitative data. No processes have been implemented to quantify the impact of sustainability-related risks in the individual material risk types. For this reason, the potential effects of climate and environmental changes on economic risk-bearing capacity is currently covered by an ESG buffer, the amount of which is determined from the anticipated and unanticipated risks based on the impact of ESG risk factors in a stress test (parameterised on the basis of the annual climate scenario analyses). The assessment of the financial effects of sustainability-related risks (in particular climate and environmental risks) as part of the ESG risk inventory is currently purely qualitative. The carrying amounts of assets and liabilities are adjusted in accordance with HGB accounting standards.

e) Anticipated short, medium and long-term financial effects of the material risks and opportunities

In the first three reporting years, the phase-in in accordance with ESRS 1 Appendix C is used (reporting of qualitative disclosures if the preparation of quantitative disclosures is impracticable). The explanations can be found in SBM-3 para. 48 d).

f) Resilience of the strategy and business model

For the purpose of a qualitative analysis of the resilience of the strategy and business model, a climate-related scenario analysis was again conducted in 2025 to better understand how the IBB Group and its business could develop, taking into account plausible future climate states/development paths (see ESRS 2 E1.IRO-1 para. 21). In the climate scenario analysis, the risk types categorised as material for the IBB Group in the risk inventory were considered. In this respect, business areas that exclusively induce risk types not classified as material were excluded from the analysis in terms of proportionality and relevance. The IBB Group's strategy and business model are determined by its promotional mandate. This is closely linked to the goal of supporting the transformation of Berlin's economy towards climate neutrality, promoting a more sustainable and socially just future and thus helping the Federal State of Berlin to achieve its climate policy goals. The associated short, medium and long-term effects of climate and environmental risks as well as transition risks are taken into account in the business strategy, which is updated annually. Furthermore, approval is given by the Supervisory Board.

g) Changes to the material IROs compared to the previous reporting period

Compared to the previous year, ESRS S3 – affected communities and S4 – Consumers and end-users as well as the sustainability topic of political influence and lobbying activities under ESRS G1 – Business conduct are no longer material.

h) Entity-specific IROs and resulting disclosure requirements

As no entity-specific IROs were identified as part of the materiality analysis, all IROs identified as material are subject to the disclosure requirements of the ESRS.

1.3.3.1 E1.SBM-3: Material IROs related to climate change

18. Disclosures on climate-related physical and transition risks

The following climate and environment-related risk factors were identified in the 2025 risk inventory which, if developments are unfavourable, could result in material transition and physical risks to the business activities of the IBB Group (material ESG risk factors). Greenhouse gas emissions and energy consumption/efficiency: Transition risks can arise due to changes in political and legal framework conditions, technological change or changes in consumer preferences; heat stress and heat waves, water shortages and droughts, heavy precipitation (rain, hail, snow/ice): Physical risks may emerge as temperature and water-related extremes intensify, along with the need for adaptation to prevent or mitigate these climate-related impacts.

19. Description of the resilience of the strategy and business model in relation to climate change

Information regarding this disclosure requirement is explained in more detail in ESRS 2 SBM-3 para. 48 f) and ESRS 2 E1.IRO-1 para. 21.

1.3.3.3 S1.SBM-3: Material IROs in relation to the undertaking's own workforce

13. Material IROs in relation to the undertaking's own workforce and their interaction with the strategy and business model

a) Relationship between the material impacts and the undertaking's business strategy

Human resources policy is an elementary part of the Group-wide business strategy 2025-2029, which is reflected in the two overarching strategic objectives on the subject of human resources and in IBB's independent HR functional strategy. The material positive impacts are directly attributable to the HR functional strategy and its corresponding actions. Particular attention is paid to qualification and further training as development measures as well as to work-life balance. IBB is thus actively taking action to strengthen employer branding and the perception of IBB as an employer and thus counteract the shortage in skilled labour. The negative impact identified results from the existing shortage in skilled labour, as an increased workload for existing employees is evident in some IBB departments due to the fact that advertised positions have not been filled. This negative impact therefore does not stem from the business strategy or the business model but has its origins in IBB's dependence on highly qualified specialists and experts. These developments have already been addressed in the HR functional strategy.

b) Relationship between the material risks and opportunities and the undertaking's business strategy

The potential risk identified, i.e. that vacancies cannot be filled due to the general shortage in skilled labour and that this may result in negative financial effects due to productivity losses, is directly related to the negative effects identified (see ESRS 2 SBM-3 para. 14 d) and ESRS S1-4 para. 38 a)). Securing qualitative and quantitative human resources is also part of the HR functional strategy and forms part of the Group-wide business strategy. No other material risks or opportunities were identified in connection with the undertaking's own workforce.

14. Description of the different types of employees in the undertaking's own workforce and the material IROs including dependencies

a) Types of employees and non-employees

IBB distinguishes between internal and external employees. Internal employees have a direct, permanent employment contract with IBB and account for the majority of those employed. These include permanent employees with fixed-term or permanent contracts, interns, trainees and dual students. External employees are employed by a third-party company but still work for IBB (e.g. external service providers for Covid emergency aid and IT services, security, see also ESRS S1-7 para. 55). In the following, the term "employees" refers exclusively to IBB's internal employees, since this is the only area where the shortage in skilled labour has been identified as having a material negative impact.

b) Material negative impacts

The negative impacts result from the structural shortage in skilled workers on the German labour market, which will become even more acute in the future due to demographic change. The negative impacts are therefore systemic in nature and not the result of an individual incident.

c) Material positive impacts

The actions that lead to the positive impacts on IBB's employees are explained in more detail under ESRS S1-1 para. 19. All direct, permanent employees benefit from these activities, including trainees, dual students, interns as well as employees with temporary and permanent contracts. The anti-discrimination service agreement and the regulations on occupational health and safety also apply to employees of service companies working at IBB.

d) Material risks and opportunities

No material opportunities were identified in connection with the undertaking's own workforce. The potential financial risk identified arises from the structural shortage in skilled labour (see ESRS 2 SBM-3 para. 48 a)).

e) Material impacts that may arise from transition plans for reducing negative impacts on the environment and achieving greener and climate-neutral operations

The transition plan to reduce the negative impact on the environment and to realise more environmentally friendly and climate-neutral activities has no negative impacts on IBB's employees.

f) Operations at significant risk of incidents of forced labour

The rejection of child and forced labour and the fundamental observance of internationally recognised labour and human rights are a matter of course for IBB. IBB has employees exclusively in Germany – a country in which the risk of child or forced labour, particularly in the financial sector, is considered negligible (see also ESRS S1-1 para. 20 a)). No activity within the core business was identified that has a higher risk of child or forced labour among internal or external employees.

g) Operations at significant risk of incidents of child labour

See ESRS 2 para. 14 f).

15. Identification of material IROs related to the undertaking's own workforce with particular characteristics and communities that may be particularly vulnerable

In order to determine which employees at IBB are affected or at risk due to negative effects, a risk assessment of mental stress is carried out (see ESRS S1-2 para. 28). A central responsibility for implementation lies with the managers. Actively practised regular communication between managers and employees also helps to ensure that employees can express their concerns directly and that managers get a feel for the current work situation, workload and mood of employees and can react directly if necessary. To this end, managers and confidential counsellors are trained accordingly so that they are sensitised to quickly recognise signs of overwork and employees who are confronted with work-related stress in their everyday work. BIALOG (staff dialogue), the exchange with employee representatives and company integration management (BEM) also contribute to prevention and to providing information on the extent to which employees are affected by negative effects (see ESRS S1-3 para. 32 a) to c)). The information provided is processed within IBB under strict confidentiality and thus also helps to ensure a better understanding of the workload and risks faced by IBB employees. In addition, IBB has a reporting system in which over and understaffing in the respective departments are reported and discussed. Changes in personnel (e.g. target/actual analysis) are also discussed in a monthly dialogue between the PE department and the Staff Council so that the Executive Board can be informed and appropriate action taken if necessary.

16. Material risks and opportunities relating to specific groups of people in the undertaking's own workforce

Both the negative impact and potential financial risk identified result from the existing shortage in skilled labour. In some cases, an increased workload for existing employees is recognisable due to positions not being filled, which in some cases has a real, negative impact on these employees.

1.4 IRO management

1.4.1 IRO-1: Description of the process to identify and assess material IROs

53. Description of the process to identify and assess material IROs

The IROs were identified and assessed in a multi-stage process: a bottom-up analysis at subsidiary level, followed by a consolidation phase of the individual results at Group level. Firstly, the sustainability topics to be assessed were defined on the basis of ESRS 1 AR 16. A longlist of IROs was drawn up for each sustainability topic. In addition to last year's analysis, this was based, for instance, on the IBB Group's portfolio analysis, the Group-wide business strategy, sustainability and climate strategy and internal expert assessments from various departments. The analysis covers the entire upstream and downstream value chain (see ESRS 2 SBM-3). Since IBB is the main subsidiary of IBB UV (see IBB UV consolidated financial statements, "Notes to the consolidated financial statements"), the reporting boundaries are primarily based on IBB's value chain. For IBB as a credit institution, the focus is on the downstream value chain, i.e. the promotional business and loan portfolio. Apart from refinancing, the IBB Group's primary business is located in Berlin. The various geographical conditions in Berlin were included in the analysis. Core operations were analysed using the undertaking's own consumption data, while the downstream value chain was covered by a portfolio analysis. By clustering the IBB Group's businesses according to their NACE codes, their exposure to potential IROs was analysed using publicly available databases and information. Stakeholder expertise was used to identify and assess the IROs. In-house experts from the specialist departments act as representatives for internal and external stakeholder groups. These experts have the required knowledge of the IBB Group as well as the views and interests of the identified stakeholder groups and are therefore particularly suitable as contact persons due to this interface function. External stakeholders and experts were not consulted. The IROs on the longlist were then assessed in terms of their materiality on a four point scale using the criteria set out in ESRS 1 para. 3.4 "Impact materiality" and ESRS 1 para. 3.5 "Financial materiality". The short, medium and long-term time horizons (in accordance with ESRS 1 6.4) were assessed separately for each IRO. If a material IRO exists, the sustainability topic was considered material. The materiality threshold for impacts as well as risks and opportunities was ≥ 3. The following assessment criteria were used to assess the positive and negative impacts: scale, scope, probability of occurrence and recoverability (negative effects)/scalability (positive effects). In the event of possible negative impacts on human rights, the severity of the respective impact takes precedence over its probability of occurrence and a case-by-case assessment with a separate quality assurance loop is carried out. For the calculation of materiality, "severity" counts twice in the case of negative impacts on human rights.

Risks and opportunities were identified in close consultation with the IBB Group's Risk Controlling (see ESRS 2 GOV-5 para. 36 a) to d)). The following assessment criteria were used to assess financial materiality: the extent of the potential financial impact and the probability of occurrence of the financial impact. Sustainability risks are not considered as a separate type of risk, but as ESG risk drivers that have an impact on existing risk types to which the institution is exposed. As part of the ESG risk inventory, the impact of ESG risk drivers on the most important segments (business activities by geographical area or economic sector) is analysed and assessed (see ESRS 2 IRO-1 para. 20 b)). At present, no processes have been implemented to quantify the impact of sustainability-related risks in the individual material risk types. Therefore, the potential effects of climate and environmental changes on the economic risk-bearing capacity is currently covered by an ESG buffer (see ESRS 2 SBM-3 para. 48 d)). As a rule, there are interactions and dependencies between the financial and non-financial IROs, which are taken into account in the analysis (see ESRS 1 para. 38). In these cases, each identified IRO is included in the analysis as an individual matter, regardless of the dependencies. The respective dependency is described accordingly in the IRO. The consolidation phase ensures that the content is consistent with the results of other analyses such as the risk inventory or the business strategy throughout the entire process.

The results of the materiality analysis are integrated into the general management procedures and due diligence. Risk Controlling is responsible for the proper integration of climate and environmental risks into the risk management cycle (see ESRS 2 GOV-5 para. 36 a)). The results of the materiality analysis, including the ESG risks, are reported annually to the Staff Council and the members of the Supervisory Board of IBB and IBB UV (see ESRS 2 GOV-4 para. 26 a) to c)), included in the strategy process and incorporated into the business strategy (including the sustainability strategy) and the risk strategy (see ESRS 2 GOV-2 para. 26 a) to c)). The materiality analysis is therefore integrated into the regular due diligence process. The main change in the materiality analysis for this financial year was the adjustment of the materiality threshold from ≥ 2.5 to ≥ 3 in order to sustainably improve the focus of the content on relevant topics and thus the readability and relevance of the report.

1.4.1.1 E1.IRO-1: Description of the process to identify and assess material climate-related IROs

20. Description of the process to identify and assess material climate-related IROs

a) Process to identify and assess the impacts of the undertaking's GHG emissions

Emissions were analysed as part of the determination and assessment of impacts. Negative effects from CO2eq emissions due to ongoing core operations of the IBB Group were identified. The business volume in CO2eq-intensive sectors, such as energy and housing, was analysed by clustering the IBB Group's businesses according to their NACE codes. The range of products and services offered as part of promotion and lending business was also analysed with regard to their impact on climate change, and corresponding effects were also identified in the context of refinancing. No other potential future sources of GHG emissions were identified (see ESRS 2 IRO-1 para. 53 and ESRS 2 SBM-3 para. 48 a)).

b) Process to identify and assess the impacts of climate-related physical risks

In the annual ESG risk inventory, short, medium and long-term climate risks relevant to the bank are assessed to determine whether they can contribute significantly to the materiality of a risk type (identification of climate and environmental risk drivers/risk factors and qualitative assessment of the extent to which assets and business activities may be susceptible to ESG factors). This includes climate-related physical risks and transition risks. The short, medium and long-term view also implicitly takes into account the expected useful life of assets, the strategic planning horizon (5 years) and the capital planning horizon (five years). The climate scenario analysis also takes into account the location of the IBB Group and its business activities, for example by analysing economic developments in Germany.

c) Process to identify and assess the impacts of climate-related transition risks

The annual ESG risk inventory described in para. 20 b) includes the identification and assessment of the impact of climate-related transition risks along the downstream value chain. In order to determine the sensitivity of assets to the identified transition events, the ESG risk inventory includes a qualitative assessment in the dimensions: "vulnerability" (consisting of exposure, sensitivity and adaptive capacity of the respective region or economic sector) and "financial impact" (potential impact of an ESG factor via its transmission channels on the material risk types). Both assessments have so far been carried out as an expert judgement using the qualitative categories of "Low", "Medium" and "High". The probability of occurrence, scope and time horizon are determined as part of the separate CSRD materiality analysis. In the "Refined petroleum products" sector, critical business activities were identified that are associated with transition risks and that result from the global movement towards more sustainable energy sources. In terms of holding period/residual maturity and GHG volume (0.8% of the total GHG balance), this sector is of minor importance. Target achievement is supported by the climate strategy and the associated continuous monitoring. The energy supply sector should also be mentioned, which supports the transition to a climate-neutral economy as part of targeted management by means of strategically implemented decarbonisation actions and anchoring in the climate strategy.

21. Description of the climate-related scenario analysis used to identify material risks

In order to analyse the short, medium and long-term effects of the climate and environmental risk drivers assessed as material for the main risk types, impact analyses are carried out taking into account long-term climate scenarios from the NGFS (as at November 2024). The NGFS scenarios used are selected taking into account the bank's ESG risk profile and are intended to ensure consistent and plausible coverage of the transition and physical risk drivers identified as material in the scenario analysis. Two climate scenarios are analysed as part of the climate scenario analyses for the year 2025. The effects on credit, spread, refinancing cost and operational risk are analysed. Investment risk is also analysed at IBB Group level. To this end, shifts in the risk metrics (default probabilities, credit spreads) are derived using macroeconomic satellite models on the basis of the macroeconomic developments assumed in the scenarios (driven by both transition and chronic physical ESG risk factors). In order to take into account individual differences in the transition risks of business partners within the same sector, a scaling procedure was developed and used to individually scale uniform shifts in default probabilities from the satellite models based on data from the carbon footprint. On the other hand, the CO2eq price developments assumed in the scenarios and the energy certificates of the real estate collateral are used to calculate discounts on property prices, which are used to calculate shifts in the loss ratios in the event of default. Relevant OpRisk events are triggered based on an expert opinion. The two scenarios analysed are the Net Zero Emissions by 2025 scenario (NZE scenario) and the NGFS Fragmented World scenario (Phase V). The NZE scenario is characterised by high transition risks in the short term, in particular due to a sharp rise in carbon prices. Acute and chronic physical risks can be effectively contained in the medium and long term. This scenario is designed to analyse the short-term effects of an immediate, strong transition on the IBB Group's business. The Fragmented World scenario also assumes physical risks in the medium and long term. The scenario is designed to highlight the effects of (chronic) physical risks in particular on the IBB Group's portfolio, as these are of secondary importance in the first scenario analysed. Overall, the results and findings from the climate scenario analysis can be summarised as follows: In the short term, the Net Zero Emissions by 2050 scenario would have a greater negative impact on IBB's assets and risks than the Fragmented World scenario. In the medium and long term, however, there would be positive effects from the transition in the Net Zero Emissions by 2050 scenario, from which IBB would also benefit. In the Fragmented World scenario, negative effects would continue to be expected for the same periods. From a one-year perspective, the start of the Net Zero Emissions by 2050 scenario would cause the greatest distortions within the risk-bearing capacity. While these effects would subside over the following years in the transition scenario and the impact on risk-bearing capacity would gradually decline, the distortions occurring later in the physical scenario would be of a longer-lasting nature. In both scenarios and across all periods analysed, the potential distortions resulting from the ESG risk factors do not pose a threat to ensuring IBB's risk-bearing capacity. The scenario data at national level is used as the most detailed level of granularity of the data provided by the NGFS. Information on sector-specific developments is not included. As described above, the IBB Group addresses this weakness in the scenario data when deriving deflections of certain risk parameters. Both NGFS scenarios use the assumptions of the Shared Socioeconomic Pathways SSP2 as a starting point for the most important socioeconomic drivers. In addition, the NGFS makes assumptions about developments, such as in climate policy measures, energy consumption and technological change, which may differ between the various climate scenarios. The long-term climate scenarios of the NGFS are subject to a number of limitations. For instance, they do not take into account feedback effects between physical and transition risks. The scenarios are not suitable for predicting or analysing extreme events. The fact that the NGFS scenarios are not provided with probabilities of occurrence or degrees of severity makes it difficult to assess the climate-related risks in the form of a classic value-at-risk view. Some climate-related assumptions are made in the annual financial statements that are consistent with the climate scenario analysis but are not considered critical in the context of the annual financial statements.

1.4.1.2 E2.IRO-1: Description of the process to identify and assess material pollution-related IROs

11. Description of the process to identify and assess material pollution-related IROs

a) Process to identify and screen IROs in relation to pollution

The topic of environmental pollution and the associated sub-topics of air, water and soil pollution, microplastics and substances of concern were considered as part of the materiality analysis in accordance with ESRS 1 AR 16. No dependencies on ecosystem service providers and material IROs were identified for this topic. For Information on the process, see ESRS 2 IRO-1 para. 53.

b) Consultations with affected communities

No consultations were conducted with affected communities. Instead, assessments by experts were used.

1.4.1.3 E3.IRO-1: Description of the process to identify and assess material water and marine sources-related IROs

8. Description of the process to identify and assess water and marine sources-related IROs

a) Process to identify and screen water and marine sources-related IROs

The topic of water and marine resources was considered as part of the materiality analysis in accordance with ESRS 1 AR 16. No material IROs were identified for this topic. For Information on the process, see ESRS 2 IRO-1 para. 53.

b) Consultations with affected communities

No consultations were held with affected communities. Instead, assessments by experts were used.

1.4.1.4 E4.IRO-1: Description of the process to identify and assess material biodiversity and ecosystem-related IROs

17. Description of the process to identify and assess material biodiversity and ecosystem-related IROs

a) *Process to identify biodiversity and ecosystem-related IROs*

The topic of biodiversity and ecosystems was considered as part of the materiality analysis in accordance with ESRS 1 AR 16. No material IROs were identified for this topic. For Information on the process, see ESRS 2 IRO-1 para. 53.

b) *Assessment of dependencies*

The information used for the analysis contains statements on dependencies on biodiversity and ecosystem services. These were included in the assessment of materiality along the value chain. For further information, see ESRS 2 E2.IRO-1 para. 11 a).

c) *Transition and physical risks and opportunities related to biodiversity and ecosystems*

IBB is subject to the Minimum Requirements for Risk Management (MaRisk). The scope and structure of the risk management of material risks, taking ESG risks into account, follow the regulatory requirements. The annual ESG risk inventory also includes the identification and assessment of material impacts and risks relating to the ESG risk factor of loss or decline in biodiversity and ecosystem services/regulatory services of the ecosystem and the associated transition risks. These were included in the assessment of materiality along the value chain. No significant financial risks or opportunities were identified. The process to determine risks is described in ESRS 2 GOV-5 para. 36.

d) *Systemic risks*

Systemic risks from the area of biodiversity have not yet been analysed individually, as no scientific models, e) g. from IPBES, are yet available for assessing systemic risks.

e) Consultations with affected communities

No consultations were held with affected communities. The materiality analysis (see IRO-1 para. 53) did not identify any negative impacts on affected communities. Therefore e) i to iii are not applicable.

19. Analysis of sites and potential mitigation actions

a) Sites located in or near biodiversity-sensitive areas

The IBB Group has one location in Berlin-Wilmersdorf. According to the map of nature conservation areas in Berlin from the Senate Department for Mobility, Transport, Climate Protection and the Environment, no nature conservation areas are located there. It can therefore be assumed that no biodiversity-sensitive areas are located near the site.

b) Biodiversity mitigation measures

After completion of the materiality analysis, it was not possible to determine that any biodiversity mitigation measures are required.

1.4.1.5 E5.IRO-1: Description of the process to identify and assess material resource use and circular economy-related IROs

11. Description of the process to identify and assess material resource use and circular economy-related IROs

a) Screening of assets and business activities

The topic of resource use and circular economy was considered in accordance with ESRS 1 AR 16. No material IROs were identified for this topic. For information on the process, see ESRS 2 IRO-1 para. 53.

b) Conducting consultations

No consultations were conducted with affected communities. Instead, assessments by experts were used.

1.4.1.6 G1.IRO-1: Description of the process to identify and assess material governance-related IROs

6. Description of the process to identify and assess material governance-related IROs

As the parent company of the group, IBB UV a financial holding company within the meaning of sec. 2f of the German Banking Act and for its part is wholly owned by the Federal State of Berlin. It is the superordinate company of the IBB Group under regulatory law. IBB UV is therefore subject to oversight by the German Federal Financial Supervisory Authority (BaFin) as well as European and national laws, particularly in the area of compliance. As a business development and promotional institution of the Federal State of Berlin, IBB is particularly responsible for legally compliant conduct and observes compliance with legal requirements, including the German Banking Act (KWG), the German Money Laundering Act, the German Securities Trading Act (WpHG, *Gesetz über den Wertpapierhandel*), MaRisk and the European Market Abuse Regulation (MAR). The topic of governance was considered as part of the materiality analysis in accordance with ESRS 1 AR 16. The IROs were analysed in relation to corporate culture and policy as part of the IBB Group’s own operations in close cooperation with Corporate Compliance (UC) staff. For Information on the process, see ESRS 2 IRO-1 para. 53.

1.4.2 IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement

56. Results of the materiality analysis and list of disclosure requirements covered

Disclosure requirements to be complied with in accordance with the CSRD and materiality analysis		Para. acc. to ESRS	Result of materiality analysis	Data points resulting from other EU legislation (in acc. with ESRS 2 Annex C)
ESRS 2 | General disclosures				
ESRS 2 – BP1	General basis for preparation of sustainability statements	Para. 3 to 5	Material	
ESRS 2 – BP2	Disclosures in relation to specific circumstances	Para. 6 to 17	Material	
ESRS 2 – GOV 1	The role of the administrative, management and supervisory bodies	Para. 19 to 23	Material	
.....ESRS 2 – GOV 1	Board's gender diversity	Para. 21 (d)	Material	X
.....ESRS 2 – GOV 1	Percentage of board members who are independent	Para. 21 (e)	Material	X
.....ESRS 2 – GOV 1 – G1	The role of the administrative, management and supervisory bodies	Para. 5	Material	
ESRS 2 – GOV 2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Para. 24 to 26	Material	
ESRS 2 – GOV 3	Integration of sustainability-related performance in incentive systems	Para. 27 to 29	Material	
.....ESRS 2 – GOV 3 – E1	Inclusion of climate-related considerations in the remuneration of members of the administrative, management and supervisory bodies	Para. 13 (E1)	Material	
ESRS 2 – GOV 4	Statement on due diligence	Para. 30 to 33	Material	
ESRS 2 – GOV 4	Main aspects and steps of the due diligence process	Para. 32	Material	X
ESRS 2 – GOV 5	Risk management and internal controls over sustainability reporting	Para. 34 to 37	Material	
ESRS 2 – SBM 1	Strategy, business model and value chain	Para. 38 to 42	Material	

Disclosure requirements to be complied with in accordance with the CSRD and materiality analysis		Para. acc. to ESRS	Result of materiality analysis	Data points resulting from other EU legislation (in acc. with ESRS 2 Annex C)
.....ESRS 2 – SBM 1	Involvement in activities related to fossil fuels	Para. 40 (d) i	Material	X
.....ESRS 2 – SBM 1	Involvement in activities related to the manufacture of chemicals	Para. 40 (d) ii	Material	X
.....ESRS 2 – SBM 1	Involvement in activities related to controversial weapons	Para. 40 (d) iii	Material	X
.....ESRS 2 – SBM 1	Involvement in activities related to the cultivation and production of tobacco	Para. 40 (d) iv	Material	X
ESRS 2 – SBM 2	Interests and views of stakeholders	Para. 43 to 45	Material	
.....ESRS 2 – SBM 2 – S1	Interests and views of the undertaking's own workforce	Para. 12 (S1)	Material	
.....ESRS 2 – SBM 2 – S3	Interests and views of the affected communities	Para. 7 (S3)	Not material	
ESRS 2 – SBM 3	Material IROs and how they interact with the strategy and business model	Para. 46 to 49	Material	
.....ESRS 2 – SBM 3 – E1	Climate-related risks	Para. 18 to 19 (E1)	Material	
.....ESRS 2 – SBM 3 – E4	List of sites with activities that have a negative impact on biodiversity-sensitive areas	Para. 16 (a) i (E4)	Not material	X
ESRS 2 – SBM 3 – E4	Material negative impacts in relation to land degradation, desertification or soil sealing	Para. 16 (b) (E4)	Not material	X
.....ESRS 2 – SBM 3 – E4	Activities that affect threatened species	Para. 16 (c) (E4)	Not material	X
.....ESRS 2 – SBM 3 – S1	Material IROs and how they interact with the strategy and business model	Para. 13 to 16 (S1)	Material	
.....ESRS 2 – SBM 3 – S1	Risk of forced labour	Para. 14 (f) (S1)	Material	X
.....ESRS 2 – SBM 3 – S1	Risk of child labour	Para. 14 (g) (S1)	Material	X
.....ESRS 2 – SBM 3 – S2	Significant risk of child labour or forced labour along the value chain	Para. 11 (b) (S2)	Not material	X
.....ESRS 2 – SBM 3 – S3	IROs and how they interact with the strategy and business model	Para. 8 to 11 (S3)	Not material	

Disclosure requirements to be complied with in accordance with the CSRD and materiality analysis		Para. acc. to ESRS	Result of materiality analysis	Data points resulting from other EU legislation (in acc. with ESRS 2 Annex C)
ESRS 2 – IRO 1	Description of the process to identify and assess material IROs	Para. 51 to 53	Material	
.....ESRS 2 – IRO 1 – E1	Description of the process to identify and assess climate-related material impacts, risks and opportunities	Para. 20 to 21 (E1)	Material	
.....ESRS 2 – IRO 1 – G1	Description of the process to identify and assess material IROs	Para. 6 (G1)	Material	
ESRS 2 – IRO 2	Disclosure requirements in ESRS that are covered by the undertaking's sustainability statement	Para. 54 to 59	Material	
ESRS E1 | Climate Change Reporting Standard				
ESRS E1-1	Transition plan for climate change mitigation	Para. 14 to 17	Material	
.....ESRS E1-1	Transition plan to reach climate neutrality by 2050	Para. 14	Material	X
.....ESRS E1-1	Undertakings excluded from Paris-aligned benchmarks	Para. 16 (g)	Material	X
ESRS E1-2	Policies related to climate change mitigation and adaptation	Para. 22 to 25	Material	
ESRS E1-3	Actions and resources in relation to climate change policies	Para. 29	Material	
ESRS E1-4	Targets related to climate change mitigation and adaptation	Para. 30 to 34	Material	
.....ESRS E1-4	GHG emission reduction targets	Para. 34	Material	X
ESRS E1-5	Energy consumption and mix	Para. 35 to 43	Material	
.....ESRS E1-5	Energy consumption from fossil fuels disaggregated by sources (only high climate impact sectors)	Para. 38	Material	X
.....ESRS E1-5	Energy consumption and mix	Para. 37	Material	X
.....ESRS E1-5	Energy intensity associated with activities in high climate impact sectors	Para. 40 to 43	Material	X
ESRS E1-6	Gross Scope 1, 2, 3 and total GHG emissions	Para. 44 to 55	Material	

Disclosure requirements to be complied with in accordance with the CSRD and materiality analysis		Para. acc. to ESRS	Result of materiality analysis	Data points resulting from other EU legislation (in acc. with ESRS 2 Annex C)
.....ESRS E1-6	Gross Scope 1, 2, 3 and total GHG emissions	Para. 44	Material	X
.....ESRS E1-6	Gross GHG emissions intensity	Para. 53 to 55	Material	X
ESRS E1-7	GHG removals and projects to reduce GHG emissions, financed via carbon credits	Para. 56 to 61	Material	
.....ESRS E1-7	GHG removals and carbon credits	Para. 56	Material	X
ESRS E1-8	Internal carbon pricing	Para. 62 to 63	Material	
ESRS E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Para. 64 to 70	Material	
.....ESRS E1-9	Exposure of the benchmark portfolio to climate-related physical risks	Para. 66	Material	X
.....ESRS E1-9	Disaggregation of monetary amounts by acute and chronic physical risk	Para. 66	Material	X
.....ESRS E1-9	Location of significant assets at material physical risk	Para. 66	Material	X
.....ESRS E1-9	Breakdown of the carrying value of own real estate assets by energy-efficiency classes	Para. 67	Material	X
.....ESRS E1-9	Degree of exposure of the portfolio to climate-related opportunities	Para. 69	Material	X
ESRS E2	**| Environmental pollution**			
ESRS E2-4	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	Para. 28	Not material	X
ESRS E3	**| Water and marine resources**			
ESRS E3-1	Policies on water and marine resources	Para. 9	Not material	X

Disclosure requirements to be complied with in accordance with the CSRD and materiality analysis		Para. acc. to ESRS	Result of materiality analysis	Data points resulting from other EU legislation (in acc. with ESRS 2 Annex C)
ESRS E3-1	No policies on the topic of water resources	Para. 13	Not material	X
ESRS E3-1	Policies on the topic of sustainable oceans and seas	Para. 14	Not material	X
ESRS E3-4	Total water recycled and reused	Para. 28 (c)	Not material	X
ESRS E3-4	Total water consumption in m³ per net revenue on own operations	Para. 29	Not material	X
ESRS E4	**| Biodiversity and ecosystems**			
ESRS E4-2	Sustainable land/agriculture practices or policies	Para. 24 (b)	Not material	X
ESRS E4-2	Sustainable oceans/seas practices or policies	Para. 24 (c)	Not material	X
ESRS E4-2	Policies to address deforestation	Para. 24 (d)	Not material	X
ESRS E5	**| Resource Utilisation and Circular Economy**			
ESRS E5-5	Non-recycled waste	Para. 37 (d)	Not material	X
ESRS E5-5	Hazardous waste and radioactive waste	Para. 39	Not material	X
ESRS S1	**| Undertaking's own workforce**			
ESRS S1-1	Policies in connection with the undertaking's own workforce	Para. 17 to 24	Material	
.....ESRS S1-1	Human rights policy commitments	Para. 20	Material	X
.....ESRS S1-1	Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8	Para. 21	Material	X
.....ESRS S1-1	Processes and measures for preventing trafficking in human beings	Para. 22	Material	X
.....ESRS S1-1	Workplace accident prevention policy or management system	Para. 23	Material	X
.....ESRS S1-2	Processes for engaging with own workforce and workers' representatives about impacts	Para. 25 to 29	Material	
ESRS S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Para. 30 to 34	Material	
.....ESRS S1-3	Grievance/complaints handling	Para. 32 (c)	Material	X

Disclosure requirements to be complied with in accordance with the CSRD and materiality analysis		Para. acc. to ESRS	Result of materiality analysis	Data points resulting from other EU legislation (in acc. with ESRS 2 Annex C)
ESRS S1-4	Taking action on material impacts and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of these actions and approaches	Para. 35 to 43	Material	
ESRS S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Para. 44 to 47	Material	
ESRS S1-6	Characteristics of the undertaking's employees	Para. 48 to 52	Material	
ESRS S1-7	Characteristics of non-employees in the undertaking's own workforce	Para. 53 to 57	Material	
ESRS S1-8	Collective bargain coverage and social dialogue	Para. 58 to 63	Material	
ESRS S1-9	Diversity metrics	Para. 64 to 66	Material	
ESRS S1-10	Adequate wages	Para. 67 to 71	Material	
ESRS S1-11	Social protection	Para. 72 to 76	Material	
ESRS S1-12	Persons with disabilities	Para. 77 to 80	Material	
ESRS S1-13	Training and skills development metrics	Para. 81 to 85	Material	
ESRS S1-14	Health and safety metrics	Para. 86 to 90	Material	
.....ESRS S1-14	Number of fatalities and number and rate of work-related accidents	Para. 88 (b) and (c)	Material	X
.....ESRS S1-14	Number of days lost due to injuries, accidents, fatalities or illness	Para. 88 (e)	Material	X
ESRS S1-15	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Para. 91 to 94	Material	
ESRS S1-16	Remuneration metrics (pay gap and total remuneration)	Para. 95 to 99	Material	

Disclosure requirements to be complied with in accordance with the CSRD and materiality analysis		Para. acc. to ESRS	Result of materiality analysis	Data points resulting from other EU legislation (in acc. with ESRS 2 Annex C)
.....ESRS S1-16	Unadjusted gender pay gap	Para. 97 (a)	Material	X
.....ESRS S1-16	Excessive remuneration of members of the management bodies	Para. 97 (b)	Material	X
ESRS S1-17	Incidents, complaints and severe human rights impacts	Para. 100 to 104	Material	
.....ESRS S1-17	Incidents of discrimination	Para. 103 (a)	Material	X
.....ESRS S1-17	Non-respect of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines	Para. 104 (a)	Material	X
ESRS S2	**| Workforce in the value chain**			
ESRS S2-1	Human rights policy commitments	Para. 17	Not material	X
.....ESRS S2-1	Policies in relation to labour in the value chain	Para. 18	Not material	X
.....ESRS S2-1	Non-respect of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines	Para. 19	Not material	X
.....ESRS S2-1	Due diligence policies on issues addressed by the fundamental International Labour Organisation Conventions 1 to 8	Para. 19	Not material	X
ESRS S2-4	Human rights issues and incidents connected to the upstream and downstream value chain	Para. 36	Not material	X
ESRS S3	**| Affected communities**			
ESRS S3-1	Policies related to affected communities	Para. 12 to 18	Not material	
.....ESRS S3-1	Human rights policy commitments	Para. 16	Not material	X
.....ESRS S3-1	Non-respect of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines	Para. 17	Not material	X
ESRS S3-2	Processes for engaging affected communities about impacts	Para. 19 to 24	Not material	

Disclosure requirements to be complied with in accordance with the CSRD and materiality analysis		Para. acc. to ESRS	Result of materiality analysis	Data points resulting from other EU legislation (in acc. with ESRS 2 Annex C)
ESRS S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	Para. 25 to 29	Not material	
ESRS S3-4	Taking action to address material impacts on affected communities, and approaches to manage material risks and pursue material opportunities related to affected communities and the effectiveness of these actions	Para. 30 to 38	Not material	
.....ESRS S3-4	Human rights issues and incidents	Para. 36	Not material	X
ESRS S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Para. 39 to 42	Not material	
ESRS S4 | Consumers and end-users				
.....ESRS S4-1	Policies related to consumers and end-users	Para. 16	Not material	X
.....ESRS S4-1	Non-respect of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines	Para. 17	Not material	X
.....ESRS S4-4	Human rights issues and incidents	Para. 35	Not material	X
ESRS G1 | Business conduct				
ESRS G1-1	Business conduct policies and corporate culture	Para. 7 to 11	Material	
.....ESRS G1-1	United Nations Convention against Corruption	Para. 10 (b)	Material	X
.....ESRS G1-1	Protection of whistleblowers	Para. 10 (d)	Material	X
ESRS G1-2	Management of relationships with suppliers	Para. 12 to 15	Not material	
ESRS G1-3	Prevention and detection of corruption and bribery	Para. 16 to 21	Material	
ESRS G1-4	Incidents of corruption or bribery	Para. 22 to 26	Material	
.....ESRS G1-4	Fines for violations of anti-corruption and anti-bribery laws	Para. 24 (a)	Material	X

Disclosure requirements to be complied with in accordance with the CSRD and materiality analysis		Para. acc. to ESRS	Result of materiality analysis	Data points resulting from other EU legislation (in acc. with ESRS 2 Annex C)
.....ESRS G1-4	Standards to prevent and detect of corruption and bribery	Para. 24 (b)	Material	X
ESRS G1-5	Political influence and lobbying activities	Para. 27 bis 30	Not material	
ESRS G1-6	Payment practices	Para. 31 bis 33	Not material	

57. Statement on the materiality of the topic "climate change"

The sustainability topic of climate change was identified as material in the materiality analysis for the 2025 reporting year.

59. Statement on the identification of material information in connection with material IROs

In order to identify material information, the sustainability topics were initially assigned to the corresponding disclosure requirements in accordance with ESRS 1 AR16. The IROs identified as material are covered by the ESRS with sufficient granularity. For Information on the process, see ESRS 2 IRO-1 para. 53.

2. ESRS E1: Climate change

2.1 ESRS E1-1: Transition plan for climate change mitigation

16. Information on the transition plan

a) Targets of the undertaking in line with the Paris Agreement

The IBB Group is pursuing a 1.5°C target for its core business and is aiming to achieve net zero emissions by 2045. The climate-related targets (see ESRS E1-4) were drawn up on the basis of the International Energy Agency (IEA) scenarios for the energy supply sector and the Carbon Risk Real Estate Monitor (CRREM) pathway for the property sector. The IEA Net Zero scenario and the CRREM 1.5°C pathway are considered to be the industry standard, they are scientifically sound and in line with the Paris Agreement. The measurement of the key figures of E1-3, E1-4, E1-5 and E1-6 is not validated by an external body other than the one responsible for quality assurance.

b) Decarbonisation levers and climate change mitigation actions

As part of efforts to reduce GHG emissions, four decarbonisation levers were identified for the two sectors of energy supply and real estate, which make a significant contribution to achieving the GHG emission reduction targets that have been set. They are also the most important climate change mitigation actions. The following levers were identified:

Focus on new business (energy supply sector):

1. Incentivising climate-friendly financing: Improved interest rate offers/loan conditions including a commitment to ongoing GHG removals. Attractive loan conditions and interest rate offers are intended to incentivise climate-friendly financing. By utilising this funding, customers also commit to ongoing GHG removals in their projects.

2. Policy for CO2eq emissions in the business area: Introduction of a policy that includes CO2eq intensity in the assessment for new business. The policy sets out clear requirements and standards that must be met for new business activities in order to avoid irreversible negative impacts on compliance with the 1.5°C target.

3. Project financing focussed on renewable energy: The action comprises the targeted promotion of project financing for renewable energy in new business. CO2eq emissions are to be reduced by supporting projects that rely on sustainable energy sources such as solar, wind and hydroelectric power.

Focus on existing business (energy supply sector):

1. Dialogue and support for customers in the implementation of their transition plans: This action aims to accompany customers in the existing portfolio through targeted dialogue and support in the implementation of transition plans. For example, this support can include the provision of project financing with a view to decarbonising customers.

Real estate – existing properties:

1. Financial incentives via existing business development and promotion programmes for the refurbishment of existing properties through improved accessibility and monetary incentives: The action includes financial incentives through the use of business development and promotion programmes to facilitate the energy-efficient refurbishment of existing properties. This is to be achieved through improved access to funding and monetary incentives such as interest subsidies and amortisation grants. The aim is to increase the use of business development and promotion programmes in existing business and in the existing portfolio and thus reduce the CO2eq emissions of existing buildings.

2. Development and introduction of new projects and offers to further GHG reductions: New products are designed to expand the existing product portfolio in order to offer innovative solutions for improving energy efficiency and reducing CO2eq emissions in existing buildings.

3. Active engagement with existing customers and joint development of financing models and/or grants for refurbishment activities: By actively approaching existing customers, the action aims to jointly develop possible financing models and grants for refurbishment activities. This collaboration in the property sector's existing portfolio aims to improve energy efficiency in existing buildings and reduce their CO2eq emissions.

Real estate – new buildings:

1. Promotion of sustainable and energy-efficient new buildings: Special loans for new buildings with additional interest subsidies and repayment grants are offered for energy-efficient new building projects in order to promote sustainable and energy-efficient new construction. This action aims to support new construction activity in the property sector and thus contribute to a reduction in CO2eq emissions.

d) Information on locked-in GHG emissions

There are no cumulative locked-in GHG emissions (Scope 1 or Scope 2) related to significant assets or products sold.

g) Information on the EU Paris-aligned benchmarks

The IBB Group is not exempt from the EU Paris-aligned benchmarks. This disclosure requirement is in line with the requirements of Commission Implementing Regulation (EU) 2022/2453 (Template I climate change transition risk) and with art. 12(1)(d) to (g) and art. 12(2) of Commission Delegated Regulation (EU) 2020/1818 (regulation on climate transition benchmarks).

h) Disclosures on how the transition plan is embedded in the overall business strategy and financial planning

The IBB Group has embedded the transition plan in its climate strategy, which is integrated into the Group-wide business strategy. The climate strategy was prepared for the first time for the 2025 financial year as an upstream measure and as part of the strategy process to enable it to be linked with other sub-strategies. The climate strategy is reviewed as part of the annual strategy process to ensure that it is up to date and adjusted if necessary. It is based on the carbon footprint which is calculated every six months. It also serves to identify the main sectors that require management. The carbon footprint can be used to check compliance with the climate targets and removal pathways that were drawn up for the main sectors for the base year 2023. In the event of deviations from these, the decarbonisation actions within the transition plan must be adjusted. This ensures that the removal pathways are achieved. Compliance with the corresponding sector-specific removal pathways ensures that the 1.5 °C target is met.

i) Information on the authorisation of the administrative, management and supervisory body

The transition plan was adopted by the Executive Board in 2024 and presented to the Supervisory Board.

j) Explanation on progress implementing the transition plan

Several key actions to reduce GHG emissions were planned in the transition plan as part of the climate strategy. Progress in implementing the actions is reviewed and documented annually. As the climate strategy was initially established for the 2025 financial year, no progress can yet be measured.

2.2 ESRS E1-2: Policies related to climate change mitigation and adaptation

25. Climate change mitigation and adaptation in policies

The ESG risks considered in the following policies generally include both physical and transition risks.

Policy: Sustainability and Climate Strategy of the IBB Group	
Main contents including general objectives	Regulates the strategic direction, the establishment of impact measurement and the integration of sustainability topics identified as material for the IBB Group, including climate change mitigation and adaptation to climate change. Aim: to identify and present the environmental impacts of financing, disclose the sustainable refinancing share as well as create and comply with a transition plan.
Reference to material IROs	IROs are considered on the basis of CO2eq emissions in core operations, for instance, through the financing CO2eq-intensive sectors as well as in refinancing.
Scope of application	Applies to the IBB Group.
Monitoring process	The current status is reviewed as part of the annual strategy process and the implementation status is reviewed every six months by ESG Management in the internal reporting system.
Responsibility	ESG Management is responsible for implementation and control.
Documentation/availability	Published on the IBB intranet under “Sustainability”.

Policy: Sustainability Guidelines of the IBB Group	
Main contents including general objectives	Basis for promotional, lending and capital market business, taking into account ESG criteria, definition of exclusion criteria, aim: to avoid negative effects on the sustainability topics of climate change mitigation and adaptation and to strengthen positive influences.
Reference to material IROs	Processes (e.g. assessment of ESG matters in the promotion and lending process) and exclusion criteria have a positive impact on the sustainability topic of “climate change mitigation”, since financing geared towards CO2eq reductions and energy-efficient management is promoted while financing with potentially Co2eq emissions (e.g. in the controversial field of “fossil energy generation”) is considered in individual case reviews.
Scope of application	Applies to the IBB Group.
Monitoring process	Reviewed and adjusted annually by ESG Management in coordination with other organisational units and representatives of the Berlin Senate administrations.
Responsibility	The organisational units of the IBB Group are responsible for implementation.
Documentation/availability	Published on the IBB website.

Policy: IBB Treasury Sustair ability Guidelines	
Main contents including general objectives	The Treasury Sustainability Guidelines provide a framework for treasury portfolios and trading activities. IBB Treasury's sustainability approach consists of four elements that are based on the ESG investment styles of Norms Based Screening, Best in Class, Active Ownership by Engagement and Thematic Investment. Aim: sustainable organisation of IBB's capital market business.
Reference to material IROs	Application of the Treasury ESG criteria based on the Group-wide sustainability guidelines to the capital market business. IBB Treasury also invests in an ESG sub-portfolio of its liquidity reserves with a target volume. This presents a potential opportunity for IBB.
Scope of application	This policy applies to all counterparties with a credit line and to all investments in IBB's treasury portfolios (subset of the former); it also applies to derivative counterparties and DCM partners (Debt Capital Markets stands for the service of issuing public bonds).
Monitoring process	Review and further-development both annually and on an ad hoc basis. The review process is carried out in close consultation with ESG Management and based on a decision by the Executive Board.
Responsibility	The Treasury division is responsible for implementation.
Documentation/availability	Published on the IBB website.

Work instruction: Basic Prin ciples Regarding Sustainability	
Main contents including general objectives	Requirements for implementing sustainability-related topics at IBB. For example, operationalisation, areas of application, responsibilities and update processes are defined for non-financial reporting, the sustainability guidelines and SDG mapping. Aim: to implement ESG processes followed by documentation, monitoring and control.
Reference to material IROs	Operationalising the exclusion criteria and defining processes for reporting lead to positive effects on the sustainability topic of “climate change mitigation”, since financing geared towards CO2eq reductions and energy-efficient management is promoted while financing with potentially CO2eq emissions (e.g. in the controversial field of “fossil energy generation”) are considered in individual case reviews. Increased transparency promotes this development.
Scope of application	Applies to departments with relevant sustainability processes (e.g. risk management and controlling, credit management, real estate and urban development).
Monitoring process	Annual review and update by ESG Management in coordination with other organisational units. Compliance is monitored by central ESG Management via the internal reporting system.
Responsibility	ESG Management is responsible for implementation and control.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Policy: Sustainability in Lending Business – ESG Scores	
Main contents including general objectives	Describes the ESG lending process and the processes used at IBB to assess sustainability risks in lending business. Aim: to integrate ESG matters into the credit processes in order to measure the categorisation of transactions into an S-ESG score.
Reference to material IROs	Operationalising the S-ESG score and processes to assess ESG risks have positive effects on the sustainability topic of “climate change mitigation”, since financing geared towards CO_2eq reductions and energy-efficient management is promoted while financing with potentially high CO_2eq emissions is considered in individual case reviews.
Scope of application	Applies to all credit exposures in all IBB organisational units involved in lending business for new and existing business (except for the real estate private customer segment, workout exposures and municipal lending business).
Monitoring process	The Credit Management Policy department is responsible for regularly adapting the work instructions.
Responsibility	The Credit Management Policy department is responsible.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Policy: Loan Agreements and Conditions	
Main contents including general objectives	Describes the rules to be observed when drafting contracts in IBB’s promotion and lending business. Sustainability documentation can be requested from borrowers throughout the term of the loan in order to assess the current and future credit risk in relation to ESG criteria; aim: knowledge of all relevant ESG information for the assessment of the current and future credit risk.
Reference to material IROs	Increased transparency due to knowledge of all relevant ESG information improves the process for assessing ESG risks and therefore has a positive impact on the sustainability topic of “climate change mitigation”.
Scope of application	This cross-process work instruction is valid for bank divisions 1 and 2 in their entirety. The provisions of the work instruction must be observed when drafting contracts in IBB’s lending business.
Monitoring process	The Legal department is responsible for updating and monitoring the work instruction.
Responsibility	The Legal department is responsible for the work instruction and reports directly to the Chairman of the Executive Board.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Policy: Guideline for Sustainable Lending	
Main contents including general objectives	Regulates the integration and consideration of sustainability matters in lending.
Reference to material IROs	Summarises the existing framework for identifying, assessing and managing potential ESG risks in lending decisions; aim: transparent description of the IBB Group's claim regarding the integration of ESG criteria and managing ESG risks in lending business.
Scope of application	Applies to the IBB Group.
Monitoring process	The policy is reviewed annually to ensure that it is up to date and adapted in consultation with relevant stakeholders.
Responsibility	Central ESG Management is responsible for updating. The Executive Board of IBB and IBB UV approves the policy including publication.
Documentation/availability	Published on the IBB Group's Sustainability portal.

2.3 ESRS E1-3: Actions and resources in relation to climate change policies

29. Information on climate change mitigation actions

Decarbonisation lever	No.	Action	Time horizon	Scope of actions	Expected outcomes/GHG reduction of the actions in tCO2eq
Energy supply – focus on new business	1	Incentivising climate-friendly financing: improved interest rate offers/loan conditions including a commitment to ongoing GHG removals	2025–2045	New business in the energy supply sector	748,203
Energy supply – focus on new business	2	Policy for CO2eq emissions in new business:	2025–2045	New business in the energy supply sector	187,051
Energy supply – focus on new business	3	Project financing focussed on renewable energy	2025–2045	New business in the energy supply sector	187,051
Energy supply – focus on existing business	1	Dialogue and support in implementing customer transition plans	2025–2045	Existing business in the energy supply sector	2,618,711
Total energy supply					3,741,015
Real estate – existing properties	1	Financial incentives via existing business development and promotion programmes for refurbishment of existing properties through improved accessibility and monetary incentives	2025–2045	Accessibility of existing business development and promotion programmes in existing	55,834

Decarbonisation lever	No.	Action	Time horizon	Scope of actions	Expected outcomes/GHG reduction of the actions in tCO2eq
				real estate business	
Real estate – existing properties	2	Development and introduction of new products and offers to further savings	2025–2045	Product expansion in existing business	55,834
Real estate – existing properties	3	Active engagement with existing customers and joint development of financing models and/or grants for refurbishment activities	2025–2045	Existing business in the real estate sector	41,876
Real estate – new construction	1	Promotion of sustainable and energy-efficient new construction	2025–2045	New business in the real estate sector	97,710
Total properties					251,253

Implementation and/or achievement of the decarbonisation levers depends on customer behaviour, the market and actions taken by the Federal State of Berlin. This includes the availability of financial resources provided by the Federal State of Berlin. As the decarbonisation levers are designed for the period up to 2045, the results achieved are not yet measurable. For further information on climate change mitigation actions, see ESRS 2 ESRS E1-1 para. 16 b).

2.4 ESRS E1-4: Targets related to climate change mitigation and adaptation

34. Information on GHG emission reduction targets

The requirements in accordance with ESRS E1-4 para. 34 a) to c) are subsumed and explained in more detail under para. 34 a). A transformation policy was drawn up for core operations, which identifies potential decarbonisation actions. Due to the lower climate-related impact compared to financed emissions (Scope 3.15), climate management is currently focussed on the financing portfolio. The relevance of operational targets is reviewed annually.

Promotion and lending business accounts for more than 99% of the IBB Group’s CO2eq emissions. Scope 3.15 emissions are calculated in accordance with PCAF. The data quality score according to PCAF for the 2025 financial year was better than in the previous year. This is due to more up-to-date data and the partial availability of primary data points in 13.1% of the contracts and 45.8% of the residual debt in the “business promotion” segment. Among other things, this made it possible to use the calculation methodology for Score 4 in accordance with the “Business loans and unlisted equities” asset class. This means that comparability with the previous year is limited due to the improved data quality, but at the same time the PCAF requirements, which demand use of the highest available data quality, are taken into account.

a) Presentation of reduction targets for Scope 3.15-financed emissions

In the base year 2023, the reference value in the energy sector was 3,740,903 tCO2eq and 279,170 tCO2eq in the real estate sector. The reference value is based on the initial carbon footprint from 2023. The chosen reference year is considered representative, as there were no external circumstances in the bank’s business activities that would have had a significant impact on the carbon footprint.

Sectors	Base year		Reduction targets for financed GHG emissions – Scope 3.15 (in tCO2eq/in intensities)					
	Values	2023	2025	2030	2035	2040	2045	2050
Real estate (residential property only)	Absolute values	279,170 tCO2eq	231,008 tCO2eq	130,096 tCO2eq	61,815 tCO2eq	19,216 tCO2eq	8,419 tCO2eq	8,419 tCO2eq
Real estate (residential property only)	Intensities	27.5 kgCO2eq/m²	22.8 kgCO2eq/m²	12.8 kgCO2eq/m²	6.1 kgCO2eq/m²	1.9 kgCO2eq/m²	0.8 kgCO2eq/m²	0.8 kgCO2eq/m²
Energy	Absolute values	3,740,903 tCO2eq	3,139,104 tCO2eq	1,634,608 tCO2eq	422,840 tCO2eq	29,519 tCO2eq	0 tCO2eq	0 tCO2eq
Energy	Intensities	289 gCO2eq/kWh	242 gCO2eq/kWh	126 gCO2eq/kWh	33 gCO2eq/kWh	2 gCO2eq/kWh	0 gCO2eq/kWh	0 gCO2eq/kWh

In the 2025 financial year, the target value of 242 gCO2eq/kWh for emissions intensity in the “Energy” sector was undercut by 111.5 gCO2eq/kWh (130.5 gCO2eq/kWh). At 1,690,442.9 tCO2eq/kWh, absolute financed emissions were also below the target value of 3,139,104 tCO2eq/kWh. In the “Real estate” sector, both the emissions intensity of 28.3 kgCO2eq/m^2 and absolute financed emissions of 273,683.1 tCO2eq exceeded the target value of 22.8 kgCO2eq/m^2 and 231,008 tCO2eq, respectively. As a result, the establishment of control processes for the “Real estate” sector began in 2025 and will be established in 2026. In addition, more customer data is required in order to focus on better data quality in future and thus enable more targeted control. The objectives encompass the main sub-portfolios of the business promotion as well as real estate and urban development segments. The baseline and targets for the real estate sector reflect residential property and are consistent with 92% of the financed emissions in the real estate and urban development portfolio. The baseline and targets for the energy supply sector are consistent with 83% of the financed emissions in the “business promotion” portfolio. The stated targets in the real estate and energy supply sectors account for around 78% of the IBB Group’s total emissions. All targets are based on scientific scenarios for achieving the 1.5°C target and thus support the IBB’s climate-related goals of achieving net zero by 2045 and meeting the 1.5°C target in accordance with the climate strategy targets. In addition to the Federal State of Berlin, the IBB Group’s stakeholders include customers in business and real estate promotion, representatives from politics and policy-related organisations, chambers and associations as well as the IBB Group’s workforce. The requirements and interests of the political organisations were taken into account in the preparation process. Stakeholders were engaged via the Supervisory Board, which comprises representatives of relevant stakeholder groups. They act as a proxy for the stakeholders and incorporate their perspectives into the strategic objectives. Target achievement is continuously measured and reviewed as part of annual CSRD reporting. A description of the process for reviewing the climate goals is further detailed in E1-1 para. 16 h). For the 2025 financial year, higher quality data was used in the “business promotion” segment compared to the base year.

e) Background information on GHG emission reduction targets

The starting point for the removal pathways in the “Energy” and “Real estate” sectors is the calculated financed emissions in the 2023 carbon footprint. For the energy sector, the target pathway was developed by adapting the relative emission reductions of the International Energy Agency’s (IEA) net-zero emissions removal pathway. The sources referenced are the “Net Zero Roadmap: A Global Pathway to Keep the 1.5 °C Goal in Reach” and “World Energy Outlook 2023”. In real estate, the relative emissions reduction was adapted in accordance with the CRREM (Carbon Risk Real Estate Monitor). In this case, the CRREM -1.5°C scenario was used for Germany and an average of 50% DE.RMF.CO2-Int (residential multi-family) and 50% DE.RSF.CO2-Int (residential single-family) was applied. The source for this is "CRREM Global Pathways: Summary of Pathways, Version: v2.03 – 6 March 2024". In order to comply with the 1.5°C target, existing exposures in the sectors were included in terms of their remaining term. In addition, future sector-specific business was taken into account for compliance with the 1.5°C target on the basis of medium-term planning. The removal pathways result from the procedure described above.

f) Description of anticipated decarbonisation levers

Decarbonisation lever	Estimated contribution in per cent (between 2025 and 2045) Scope 3.15
Energy supply – focus on new business	28%
Energy supply – focus on existing business	66%
Real estate – existing properties	4%
Real estate – new construction	2%

Four central decarbonisation levers were identified for Scope 3.15 (see ESRS E1-1 para. 16.b)), which contribute significantly to achieving the reduction targets for CO2eq emissions. The IBB Group plans to offset remaining emissions that persist from 2045 onwards. The necessary use of new technologies is planned from 2030. It is assumed that it will then be possible to better assess the technologies available for planning the use of these technologies.

2.5 ESRS E1-5: Energy consumption and mix

37. Information on total energy consumption

Due to its business activities, the IBB Group is not categorised as belonging to a high climate impact sector. Emissions from core operations are calculated using the VfU tool. A more detailed description is provided under ESRS E1-6 para. 44.

Energy consumption and mix	2024	2025
(1) Fuel consumption from coal and coal products (MWh)	0	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	9	40
(3) Fuel consumption from natural gas (MWh)	1,136	1,120
(4) Fuel consumption from other fossil sources (MWh)	0	0
(5) Consumption from purchased or received electricity, heat, steam and cooling and from fossil sources (MWh)	3,408	3,474
(6) Total consumption of fossil energy (MWh) (sum of lines 1 to 5)	4,553	4,634
Share of fossil fuels in total energy consumption (in %)	55	56
(7) Consumption from nuclear power sources (MWh)	0	0
Share of consumption from nuclear sources in total energy consumption (in %)	0	0
(8) Fuel consumption for renewable sources, including biomass (also industrial and municipal waste of biological origin, biogas, hydrogen from renewable sources, etc.) (MWh)	0	0

Energy consumption and mix	2024	2025
(9) Consumption from purchased or received electricity, heat, steam and cooling and from sources (MWh)	3,744	3,621
(10) Consumption of self-generated renewable energy other than fuels (MWh)	0	0
(11) Total consumption of renewable energy (MWh) (sum of lines 8 to 10)	3,744	3,621
Share of renewable sources in total energy consumption (in %)	45	44
C1 Total energy consumption (MWh) (sum of lines 6, 7 and 11)	8,297	8,254

Heating energy is obtained through district heating from combined heat and power plants. All of the electricity generated for power consumption is entirely sourced from renewable energy and is nuclear-free. No renewable energy was self-generated in 2025. Total energy consumption is made up of electricity consumption from renewable energy and district heating consumption for heating energy (combined heat and power plants).

40. Information on energy intensity based on net revenue

The IBB Group is not active in high climate impact sectors and has no financial exposure in this regard.

2.6 ESRS E1-6: Gross Scopes 1, 2, 3 and Total GHG emissions

The requirements of para. 44 to 52 of ESRS E1-6 are subsumed under the table in ESRS E1-6 para. 44 and explained accordingly. The undertakings described in accordance with ESRS 2 BP-1 para. 5 were included in the calculation. As all IBB Group employees' workplaces are located in the same building, the subsidiaries are not recognised separately.

44. Information on total GHG emissions

	Retrospective				Milestones and target years			
	Base year 2023	Comparison 2024	2025	% 2025/ 2025-1	2025	2030	2050	Annual % target/ base year
Scope 1 GHG emissions (tCO2eq)								
Scope 1 GHG gross emissions (tCO2eq)	2.9	15	201	1,240	-	-	-	-
Percentage of Scope 1 GHG emissions from regulated emissions trading systems (in %)	0	0	0	0	-		-	-

Scope 2 GHG er issions (tCO 2eq)								
Location-related gross Scope 2 GHG emissions	300.4	1,731	1,680	-2.9	-	-	-	-
Market-related gross Scope 2 GHG emissions	0	308	304	-1.3	-	-	-	
Significant Scope 3 GHG emissions (tCO2eq)								
Total indirect gross (Scope 3) GHG emissions	5,144,874.8	5,034,335.3	2,933,749.8	-41.7	-	-	-	-
1 Purchased goods and services	-	3	10	233.3	-	-	-	-
[Optional subcategory; cloud computing and data centre services]	-	-	-	-	-	-	-	-
2 Capital goods	-	-	-	-	-	-	-	-
3 Activities related to fuels and energy (not included in Scope 1 or Scope 2)	0.1	655	641	-2.1	-	-	-	-
4 Upstream transport and distribution	1.6	0	0	-	-	-	-	-
5 Waste generation in companies	-	55	1	-98.2	-	-	-	-
6 Business travel	3.3	15	17	13.3	-	-	-	-
7 Commuting employees	-	2,096	1,060	-49.4	-	-	-	-
8 Upstream leased assets	-	-	-	-	-	-	-	-
9 Downstream transport	-	-	-	-	-	-	-	-

Scope 2 GHG er issions (tCO 2eq)								
10 Processing of products sold	-	-	-	-	-	-	-	-
11 Use of products sold	-	-	-	-	-	-	-	-
12 Treatment of products at the end of their service life	-	-	-	-	-	-	-	-
13 Downstream leased assets	-	-	-	-	-	-	-	-
14 Franchises	-	-	-	-	-	-	-	-
15 Investments	5,144,869.8	5,031,511.3	2,932,020.8	-41.7	*4,891,862*	3,316,369	0	-
Total GHG emissions (tCO2eq)								
Total GHG emissions (location-related)	5,145,178.0	5,036,081.3	2,935,630.8	-41.7	-	-	-	-
Total GHG emissions (market-related)	5,144,877.7	5,034,658.3	2,934,254.8	-41.7	-	-	-	-

The IBB Group uses the standard industry tool from VfU (Verein für Umweltmanagement und Nachhaltigkeit in Finanzinstituten e. V.) to determine Scope 1, 2 and 3 (categories 1 to 14) emissions. The emissions data used by the tool is checked and validated externally. The VfU KPI tool calculates emissions using the "Ecoinvent" database. The GHG conversion factors are provided by Greendelta. The selection of Ecoinvent processes and GHG factors was revised by Öko-Institut. The IBB Group does not participate in regulated emissions trading systems.

2.6.1 Information on financed Scope 3 emissions in accordance with PCAF

Activity	Total outstanding amount of financing/residual debt (EUR)	Financed GHG emissions (tCO2eq)	Emission intensity (tCO2eq/EUR)	PCAF score
Significant Scope 3 – GHG emissions				
15. Investments	21,728,493,021.8	2,932,020.7	0.000135	3.9
IBB	21,499,001,889.4	2,900,616.8	0.000135	3.9
Treasury	6,421,249,000	229,763.1	0.000036	4.4
Real estate and urban development	9,283,958,846.3	383,556.9	0.000041	4.4

Activity	Total outstanding amount of financing/residual debt (EUR)	Financed GHG emissions (tCO2eq)	Emission intensity (tCO2eq/EUR)	PCAF score
Business promotion/development	5,793,794,043.1	2,287,296.8	0.000395	2.5
IBB Bet	136,910,386.1	18,656.2	0.000136	5
IBB Capital	92,580,746.2	12,747.8	0.000138	5

The GHG emissions for Scope 3.15 were calculated in accordance with the guidelines of the Partnership for Carbon Accounting Financials (PCAF). A standardised PCAF framework was used to calculate financed emissions, which is based on scientifically sound methods and specific emission factors. The emission factors determined as part of the carbon footprint come from primary counterparty data or were derived using sector-specific average values. The GHG emissions of government bonds were determined on the basis of total GHG emissions excluding LULUCF. The percentage of emissions calculated on the basis of primary data is 51.5% at IBB, 58.7% in the business promotion segment, 66.6% in the treasury segment and 0% in the real estate and urban development segment, IBB Bet and IBB Capital. In its climate strategy, the IBB Group has committed to improving data quality, utilising more primary data from counterparties and thereby improving the PCAF score.

2.6 ESRS E1-6: Gross Scope 1, 2, 3 and total GHG emissions

53. Information on GHG intensity based on net revenue

GHG intensity per net revenue (tCO2eq/currency unit)	Comparison 2024	2025 (tCO2eq/EUR)	% 2025/ 2024
Total GHG emissions (location-related) per net revenue	0.008	0.005	-42.4 %
Total GHG emissions (market-related) per net revenue	0.008	0.005	-42.4 %
Net revenue used to calculate GHG intensity	626,400,371.6	633,221,441.5	
Net revenue (other)	0	0	
Total net revenue (in the financial statements)	626,400,371.6	633,221,441.5	

Total GHG emissions (location and market-related) are explained in more detail under ESRS E1-6 para. 44. Net revenue is identical to total net revenue.[4]

2.7 ESRS E1-8: Internal carbon pricing

62. Internal carbon pricing

The IBB Group does not use an internal carbon pricing system.

[4] Net revenue now includes all income items of the IBB Group (interest income, commission income as well as other income). In the prior reporting year, on the other hand, the calculation was based on allocated earnings items (net interest income, net commission income).

3. Disclosures pursuant to art. 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

IBB UV does not claim that its business activities are associated with environmentally sustainable activities within the meaning of the EU Taxonomy Regulation. There is no explicit reference to taxonomy conformity in accordance with art. 3 of the EU Taxonomy Regulation. Furthermore, the EU taxonomy has so far had no relevance for the design of the products offered by IBB UV. Consequently, IBB UV and IBB do not claim any activities in connection with economic activities that are considered environmentally sustainable within the meaning of art.s 3 and 9 of Regulation (EU) 2020/852 (Taxonomy Regulation). In accordance with art. 7(9) of Delegated Regulation (EU) 2021/2178 as amended by the draft amendment of the European Commission dated 4 July 2025, use is made of the option to waive reporting in accordance with art. 8 of the EU Taxonomy Regulation (Regulation [EU] 2020/852 as amended) for the financial years 2025 and 2026 and not to report any taxonomy-compliant activities. Accordingly, the reporting forms and associated qualitative data are not disclosed.

4. ESRS S1: Own workforce

In accordance with the material IROs presented in ESRS 2 SBM-3 para. 48 a), the qualitative disclosure requirements of ESRS S1-1 to S1-5 are only disclosed for IBB. All other subsidiaries of IBB UV are excluded from disclosure of the qualitative disclosure requirements and only provide the metrics for ESRS S1-6 to S1-17. The metrics relate to the four main strategic undertakings. The other subsidiaries have no reporting capability due to their company-specific circumstances (see ESRS 2 BP-1 para. 5 a)). Due to the Group perspective, topics and issues that affect the IBB Group are described at Group level. The term “employee” is used in disclosure requirements ESRS S1-1 to S1-5 exclusively in connection with IBB’s internal employees. Reference points and information on external employees will be reported separately if required. The employees of the IBB Group are analysed in metrics S1-6 to S1-17. The measurement of the key figures of S1-6 to S1-17 is not validated by an external body other than the one responsible for quality assurance.

4.1 ESRS S1-1: Policies related to own workforce

19. Policies related to managing identified IROs in connection with the undertaking’s own workforce in accordance with ESRS 2-MDR-P

IBB has a number of internal policies that address the management of the IROs described in para. 13 to 15. In addition, there are overarching IBB UV policies that also apply to the subsidiaries and are implemented by them. The principles for using the Written Rules of Procedure (SFO), which are digitally accessible on the intranet, such as the scope of application, obligation to take note, responsibilities and tasks of the units involved and ensuring that they are up to date, are regulated centrally in the work instruction “Documentation Rules – Written Rules of Procedure (SFO)”, so that all work instructions must always be read with these in mind. The work instructions and service agreements relevant to the management of the identified IROs are described below:

Work instruction: Labour contract matters	
Main contents including general objectives	Rights and obligations, also in relation to time off work, holiday leave and regulations on overtime and employment on Sundays and public holidays, including compensation; aim: to specify rights and obligations in the employment relationship.
Reference to material IROs	Limitation of workload through regulations on rest and compensation for overtime; has a mitigating effect on the higher workload due to the shortage of skilled labour.
Scope of application	Applies to all IBB employees, including trainees, interns, apprentices and dual students.
Monitoring process	The monitoring process is the responsibility of the respective manager or department.
Responsibility	The People & Culture (PE) department is responsible for recording personnel-related processes and the necessary data.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Work instruction: Employer Obligations and Accident Prevention	
Main contents including general objectives	Employer obligations regarding accident prevention, the establishment of occupational health and safety actions and the provision of health information, e.g. regarding ergonomics and accident prevention; are implemented under the Occupational Health and Safety Act (ArbSchG, *Arbeitsschutzgesetz*); aim: to specify the employer's obligations, including the laws, provisions and regulations that govern operational responsibility in the context of the transfer of employer obligations in relation to accident prevention.
Reference to material IROs	The Occupational Safety Committee (ASA) established in accordance with the Occupational Safety Act (ASiG, *Arbeitssicherheitsgesetz*) advises on the topics of occupational safety, health protection, accident prevention and fire protection; the safety and health of employees are ensured and continuously monitored; has a positive impact on IBB's employees.
Scope of application	The work instruction applies to all business divisions of IBB.
Monitoring process	The monitoring process is the responsibility of the respective manager or department.
Responsibility	Operational responsibility for compliance with the policy in the form of regular instructions lies with the respective managers and department heads. The Organisational Management department is responsible for impact measurement and regular reports to the Executive Board. The SE department is responsible for the content of the work instruction.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Work instruction: Rules of C nduct

Main contents including general objectives	Regulations regarding cooperation, conduct towards each other and loyal behaviour (respect/implementation/compliance with the actions and regulations introduced by IBB) towards IBB; aim: to specify rules of conduct.
Reference to material IROs	Rules of conduct and event-related support services promote IBB's corporate culture and have a positive impact on employees.
Scope of application	The work instruction applies to all business divisions of IBB.
Monitoring process	The monitoring process is the responsibility of the respective manager or department.
Responsibility	The PE department is responsible for these work instructions, while the respective managers and department heads are responsible for monitoring compliance with the regulations.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Work instruction: Training

Main contents including general objectives	Development of expertise as well as management of professional development and the training process; aim: to specify training measures and describe the process.
Reference to material IROs	The training process and the offer of future-oriented transformation topics within training management improve employees' qualifications and their employability, resulting in a positive impact on employees.
Scope of application	The work instruction applies to all employees and their managers at IBB.
Monitoring process	The monitoring process is the responsibility of the respective manager or department.
Responsibility	The work instruction is implemented by the managers in cooperation with the PE department. The PE department manages the training process centrally and throughout the undertaking, it designs training measures and pools training requirements.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Service agreement: Prevention and Intervention in the Event of Anomalies Caused by Addiction, Substance Abuse and Psychosocial Crises

Main contents including general objectives	Managing employees at risk of addiction and those suffering from addiction within IBB; aim: prevention and intervention in the case of employees at risk of addiction and those suffering from addiction as well as employees with mental health issues.
Reference to material IROs	The service agreement and the support services included contribute to the health and well-being of IBB's employees, which is why it was identified as a positive impact in the materiality analysis.
Scope of application	The work instruction applies to all IBB employees and supplements the Occupational Health Management service agreement and Rules of Conduct work instruction.

Service agreement: Prevention and Intervention in the Event of Anomalies Caused by Addiction, Substance Abuse and Psychosocial Crises	
Monitoring process	The monitoring process is the responsibility of the respective manager or department.
Responsibility	The work instruction is implemented by the managers in cooperation with the PE department.
Documentation/availability	The service agreement is documented in the Written Rules of Procedure (SFO).

Work instruction: Ideas Management	
Main contents including general objectives	Process that enables employees to contribute their ideas to the company; aim: to record employees' suggestions for improvement on various topics in a structured manner and to encourage employees to submit them.
Reference to material IROs	Ideas management increases employee participation and self-efficacy, which has a positive impact on employees.
Scope of application	The work instruction applies to all business divisions of IBB.
Monitoring process	The monitoring process is the responsibility of the respective manager or department.
Responsibility	Managers are called upon to motivate their employees to come up with ideas, while ideas management is administered and monitored by the established Ideas Manager.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Service agreement: Anti-discrimination	
Main contents including general objectives	IBB's anti-discrimination principles, the various forms of discrimination and how to address complaints; aim: to establish and enforce equal opportunities, raise awareness for the prevention and elimination of all forms of discrimination and ensure a non-discriminatory corporate culture.
Reference to material IROs	This service agreement and the associated anti-discrimination guidelines form the basic framework for a non-discriminatory corporate culture and therefore have a positive impact on the well-being of employees.
Scope of application	The work instruction applies to all IBB employees and all members of service companies working at IBB.
Monitoring process	The monitoring process is the responsibility of the respective manager or department.
Responsibility	The implementation of the service agreement is based on prevention through training and communication, counselling and the establishment of a complaints office consisting of representatives of the PE department and the employee representatives.
Documentation/availability	The service agreement is documented in the Written Rules of Procedure (SFO).

Service agreement: Occupational Health Management	
Main contents including general objectives	Offers, organisation, roles, tools and actions within the framework of occupational health management and how these are planned, financed and managed; aim: to maintain and promote the health of employees in the form of complete physical, mental and social well-being.
Reference to material IROs	To ensure early recognition, prevention, elimination or mitigation of health hazards, including physical and psychological factors that can lead to health-threatening stress in the workplace, various elements of IBB are linked together as part of occupational health management, which has a positive impact on employees.
Scope of application	The work instruction applies to all IBB employees, including those employed under training contracts.
Monitoring process	The monitoring process is the responsibility of the respective manager or department.
Responsibility	Occupational health management is located in the PE department, and the employee representatives are responsible for designing and implementing workplace health promotion and optimising the health-related framework conditions for healthy personnel management.
Documentation/availability	The service agreement is documented in the Written Rules of Procedure (SFO).

20. Human rights policy commitments relevant to the undertaking's own workforce

a) Respect for human rights, including labour rights

Respect for human rights is an elementary part of the IBB Group's business activities. The IBB Group respects the UN Guiding Principles and has implemented appropriate policies and compliance actions in accordance with the ILO core labour standards for those areas where the risk of human rights violations is considered to be greater. Due to its business activities, which are mainly concentrated in the Berlin metropolitan region and the laws applicable there, as well as its business activities in the financial sector, the risk of forced labour (Convention 29) and child labour (Conventions 138 and 182) in its own core operations is considered to be negligible. All employees of the IBB Group are employed in Berlin and are covered by the laws of Berlin, Germany and the European Union (e.g. Germany's Occupational Health and Safety Act and Occupational Safety Act, the General Equal Treatment Act and Berlin's Gender Equality Act (LGG, *Landesgleichstellungsgesetz*)). The IBB Group is committed to complying with these laws. The employee representatives established at IBB (women's representative, Staff Council, disabled persons' representative), the PE department and managers pay attention to diversity, equality and anti-discrimination for each and every employee. IBB plans to develop a policy statement on respect for human rights in the coming years, but no fixed timetable has been set yet.

b) Engagement with people in the undertaking's own workforce

Close communication takes place regularly at IBB between the employee representatives, the PE department and the Executive Board. The employee representatives also represent the interests of employees on the Supervisory Board and its committees. In addition, an employee survey (see ESRS S1-2 para. 27) is conducted to obtain the views of employees. For further information, see ESRS S1-3 para. 32 b) and c).

c) Measures to provide and/or enable remedy for human rights impacts

No negative impacts of the IBB Group as an employer on the human rights of its employees have been identified; for further information see ESRS S1-1 para. 23 and 24.

21. Interaction between policies and relevant internationally recognised instruments, including the United Nations Guiding Principles on Business and Human Rights

The information on this disclosure is explained in more detail under ESRS S1-1 para. 20 a).

22. Consideration of the topics of trafficking in human beings as well as forced and child labour in the policies

IBB UV is subject to oversight by the Federal State of Berlin and is therefore bound by the principles of the Constitution of Berlin and the Basic Law of the Federal Republic of Germany to uphold human rights, including the avoidance of forced and child labour. For further information, see ESRS S1-1 para. 19 and 20.

23. Workplace accident prevention policies or management systems

The occupational health and safety management system is based on the Occupational Health and Safety Act, the Occupational Safety Act and other regulations (e.g. the accident prevention regulations of the accident insurance institution). According to the Occupational Health and Safety Act, the employer is obliged to implement measures to prevent accidents at work and in the event of emergencies. Within IBB's organisational structure, the Service (SE) department is centrally responsible for safety and emergency matters as well as occupational health and safety measures. This is a coordinating function to ensure compliance with legal requirements for all IBB employees. Process organisation and documentation are thus ensured by SE staff and the respective managers. The process is reviewed by the Internal Audit department at least every three years. Information on the corresponding work instruction: Employer Obligations and Accident Prevention can be found in ESRS S1-1 para. 19. In accordance with sec. 11 of the Occupational Safety Act, IBB has set up an Occupational Safety Committee as a central management instrument for occupational safety, health protection, accident prevention and fire protection. The Occupational Safety Committee consists of the following functionaries: Staff Council, representatives of severely disabled employees, women's representatives, representatives of the HR department, safety officers, company doctors and occupational safety specialists. This committee meets at least quarterly, identifies the need for action on the aforementioned topics and then implements these together.

24. Consideration of discrimination, equal opportunities and inclusion as part of the business strategy

a) Specific policies aimed at the elimination of discrimination, promoting equal opportunities and other ways to advance diversity and inclusion

The elimination of discrimination (including harassment), the promotion of equal opportunities as well as diversity and inclusion are of strategic relevance to the IBB Group and are lived practice in the organisation. In addition to compliance with statutory organisational obligations based on the General Equal Treatment Act, Berlin's Gender Equality Act and Berlin's Anti-Discrimination Act (LADG, *Landesantidiskriminierungsgesetz*), Berlin's Act on the Promotion of Participation in the Migration Society (PartMigG, *Partizipationsgesetz*) and the German Social Code (*Sozialgesetzbuch*), the sustainability topics of discrimination, equal opportunities and inclusion are set out both in the explanatory notes to the Group-wide business strategy and in special internal policies (see ESRS S1-1 para. 19).

b) Inclusion of the grounds for discrimination

The IBB Group's Anti-Discrimination Policy and the IBB Anti-Discrimination service agreement define the term "discrimination" to mean that no person may be discriminated against in the course of business activities on the basis of gender, ethnic origin, racist or anti-Semitic attribution, religion and ideology, disability or chronic illness, age, language, sexual and gender identity, social status or other characteristics.

c) Specific policy commitments related to inclusion or positive action

Sec. 4 of Berlin's Gender Equality Act provides for the creation of a women's advancement plan valid for six years. It includes an analysis of the employee structure and a plan that specifies which personnel, organisational and training measures are to be used to achieve the equal opportunities obligation in accordance with sec. 3 of Berlin's Gender Equality Act. In line with this, the fourth women's advancement plan for IBB was adopted by the Executive Board in the 2024 financial year. It is valid for the period from 2024 to 2029 and aims to further anchor the topics of advancement and equality of women in the undertaking's culture, to strengthen work-life balance and to increase the share of women in underrepresented areas by 31 December 2029. To this end, actions have been defined to continuously develop the targets set with regard to a modern and contemporary women's culture within the undertaking.

d) Implementation of the policies as part of specific procedures

IBB has various procedures in place to ensure that discrimination is prevented, mitigated and acted upon. According to the Anti-discrimination service agreement, the basic principle of discrimination prevention is: "Promoting responsible behaviour through information, education and advice". To this end, IBB offers regular target group-specific training programmes that raise awareness among IBB employees regarding how to prevent and address discrimination. In addition, all managers, trainees, employees in the PE department and employee representatives are trained in addressing and conducting solution-oriented dialogue in acute situations of discrimination. Targets and measures relating to discrimination are regularly reviewed in an effort to establish and further develop a discrimination-free working environment. In addition to precisely investigating and examining facts, appropriate actions and sanctions such as a written warning, dismissal or criminal charges can then be taken. For further information, see ESRS S1-3 para. 32.

4.2 ESRS S1-2: Processes for engaging with own workers and workers' representatives about impacts

27. Processes for considering the perspectives of the undertaking's own workforce in its decisions and activities aimed at managing the impact on the workforce

a) Engagement of the undertaking's own workforce or employee representatives

A key element in positively influencing the actual and potential impact on IBB employees is the Customer and Employee Survey. The employee representatives (in accordance with Berlin's Employees Representation Act (LPVG, *Landespersonalvertretungsgesetz*) and the employer work together in a spirit of trust at IBB by collectively negotiating issues relevant to the employees (see ESRS S1-1 para. 20 b)). BIALOG is a staff dialogue format between employees and their managers in which, in addition to individual learning and development goals, the personal requirements for cooperation are also discussed, which are to be implemented in order to overcome the challenges facing the team. The agreements from the meeting are documented in writing by the parties involved and followed up. The solution-oriented management dialogue (LÖFD) is another IBB dialogue format that addresses the needs and concerns of employees as a group vis-à-vis managers. IBB employees can use this channel to communicate their management needs directly to their manager – with the aim of improving collaboration, resilience and well-being in the workplace. In addition, needs-based dialogue formats have been established for employees, e.g. "Company integration management" and "Conducting discussions with employees in the event of anomalies caused by addiction and psychosocial crises". Other implemented procedures include talks with employee representatives, the internal complaints office and the external ombudsman (see ESRS G1-1 para. 10 c)). The BIALOG and LÖFD dialogue formats are carried out as part of the managers' operational activities. With regard to the customer and employee survey, additional funding is provided for an external market research institute, which prepares the survey and collects and analyses the data. The Corporate Communications (UK) department is involved in the process on an ongoing basis and supports the survey and its progress until the results are communicated. No additional internal personnel resources are utilised. The materiality analysis did not identify any significant positive and/or negative impacts on employees resulting from activities aimed at reducing CO2eq emissions. In addition to IBB's established procedures for working with its own employees (see ESRS S1-2, para. 27 to 29), employees are also sensitised to the topics through various exchange opportunities (e.g. presentations on the topic of sustainability at in-house events and ESG multiplier meetings). In addition, corresponding employee capacities have been set up to implement the new tasks in relation to the reduction of CO2eq emissions and topic-specific training courses (e.g. management workshops and in-house training on sustainability topics) have been organised.

b) Stages, type and frequency of engagement

Customer and employee survey: every 24 months (most recently in summer 2025), BIALOG: at least once a year by 31 December of each year at the latest with all IBB employees (excluding trainees and dual students). On request, the progress of the agreed activities is tracked in agreed interim review meetings. LÖFD: every two years within a specified period. An additional entity-wide implementation round on a defined IBB focus topic can be convened if required. The exchange with the Staff Council, the PE department and the Executive Board takes place monthly; with the PE department and Staff Council fortnightly; with the PE department and women's representatives weekly; with the PE department and representatives for severely disabled employees monthly; and also as required. All other channels and dialogue formats take place as required.

c) Function and most senior role with operational responsibility for ensuring engagement

The most senior function/role at IBB with operational responsibility for engagement (below the Executive Board) as part of the Customer and Employee Survey is the head of the Corporate Communications (UK) department. In the case of the BIALOG format, the agreements reached during the meeting are documented in a form provided for this purpose and approved by both parties involved in the meeting (see ESRS S1-2 para. 27 a) and b)). The manager and the next most-senior manager receive ongoing, aggregated information on the status of implementation for their respective areas of responsibility. The PE department can also view the status. On the annual reporting date of 31 December, the status of the discussions is evaluated throughout the undertaking and made available to the Executive Board, the staff representatives and the women's representatives. The approach behind the BIALOG format does not automatically trigger action by other actors. If necessary, managers must "escalate" these issues by discussing them with the next most-senior manager, the employee representatives and the Executive Board. In the case of the LÖFD format, the key outcomes are translated into an action plan. It is the team's task to inform the manager of management needs, but not to define suitable development measures. It is then the operational responsibility of the manager to implement the agreed actions. The manager sends the action plan to the team members and the next most-senior, but not to the PE department. The team is involved in implementation, e.g. of activities for which it has assumed responsibility in the management dialogue. To follow-up, the team also has the option of seeking dialogue with team members from the PE department, the employee representatives or the next most-senior manager. The most senior function at IBB with operational responsibility for engagement as part of the LÖFD dialogue format is the head of the PE department.

d) Agreements with employee representatives

The information on this disclosure requirement is explained in more detail under ESRS S1-1 para. 20).

e) Assessment of the effectiveness of engagement

IBB does not carry out any dedicated evaluations or analyses with the aim of measuring or assessing the effectiveness of engagement with employees. The assessment of effectiveness is based on the respective procedural process. For further information, see ESRS S1-2 para. 27 a) to c).

28. Steps taken to gain insight into the perspectives of people in the undertaking's own workforce who may be particularly vulnerable, at risk or marginalised

As part of an approximately three-yearly risk and stress analysis, managed by the Occupational Safety Committee, areas are identified in which mental stress is present. Workshops are then held for the affected areas in order to optimise working conditions, strengthen resources and avoid work-related psychological stress. Measures are implemented using existing instruments (e.g. the Employee Assistance Programme, process optimisation, company doctor and training measures). In addition to direct contact with employee representatives, IBB offers its employees various channels, procedures and dialogue formats to communicate their concerns and gain an insight into the perspectives of its employees. For further information, see ESRS S1-1 para. 20 a) and 24 d), ESRS S1-2 para. 27 a) as well as ESRS S1-3 para. 32 a).

29. Disclosure of information and procedures relating to engagement with the undertaking's own workforce

The procedures established at IBB for cooperation with its own employees are described in ESRS S1-2 para. 27 to 29.

4.3 ESRS S1-3: Processes to remediate negative impacts and channels for workers to raise concerns

32. Processes, channels and approaches to remediate negative impacts

a) General approach to and processes for providing or contributing to remedy

IBB pursues the general approach of using comprehensive occupational health management to prevent negative impacts on employees and to offer targeted support and assistance where necessary. One process is the hazard and stress analysis (see ESRS S1-2 para. 28). Company integration management (BEM) is another instrument of care and prevention. IBB employees who are temporarily unable to work due to negative impacts are offered voluntary participation in company integration management. The BEM unit works in regular team meetings on BEM cases and individual (remedial) measures to enable the prompt integration of those affected. In addition, IBB's Occupational Safety Committee actively deals with current issues as part of occupational health management and considers which (remedial) measures can be taken to reduce workloads and strengthen resources, for example. In order to reduce the identified negative impacts on employees, IBB is expanding its recruitment measures in line with demand. The undertaking's attractiveness as an employer has also been enhanced through an expanded and modernised website. In 2025, the measures adopted included early succession and re-staffing planning as well as permanent employment of apprentices and dual students.

b) Specific channels through which employees can raise their concerns or needs and have them addressed

IBB has implemented various procedures and channels for its employees so that they can communicate their concerns and needs as required and bring about improvements. These include: The BIALOG, LÖFD and needs-based dialogue formats (e.g. company integration management and "Conducting discussions with employees in the event of anomalies caused by addiction and psychosocial crises"); regular employee surveys (the results of the survey are presented to the Executive Board, employees, employee representatives and the Supervisory Board); discussions with employee representatives, the internal complaints office and the external ombudsman; the Employee Assistance Programme (counselling service for IBB employees and their family members, supported in crisis situations with advice from qualified psychologists) and a risk assessment of mental stress approximately every three years.

c) Procedure for handling complaints related to employee matters

Employees can communicate their complaints directly to their manager or person of trust or contact IBB's internal "Anti-discrimination" complaints office in cases of discrimination. As a central function, it is available to the employees of the entire IBB Group. Depending on the complaint submitted, case and topic-related experts are consulted (e.g. Diversity Officer, employee representatives, Compliance staff).

d) Processes to support the availability of such channels in the workplace of the undertaking's own workforce

The availability and use of the "Anti-discrimination" complaints office is explained to employees as part of internal communication (e.g. intranet, training, managers) and is permanently available to them without restrictions. HR management is responsible for the availability, functionality and internal coordination of the complaints office.

e) Tracking and monitoring issues raised and addressed and the effectiveness of the channels

If a complaint is submitted via the "Anti-discrimination" complaints office, this is documented and the complainant is informed about the individual steps of the complaints procedure and their rights and obligations. Once the complaint has been lodged, a comprehensive investigation of the facts is carried out without delay. In addition to the person making the complaint and the person concerned by the complaint, other parties involved, in particular witnesses and managers, are interviewed as required. Depending on the subject matter of the complaint, the degree of escalation and urgency, as well as the assessment of whether the conflict can be amicably resolved, the complaints office may call in other external experts (e.g. legal experts, mediators). Once the facts of the case have been established, the next step is to analyse and assess the validity of the submitted complaint and the further course of the process. To this end, the statements and evidence are analysed and, if necessary, experts are consulted to examine the facts of the case. With a view to the effectiveness of the internal complaints procedure, actions and sanctions (e.g. staff appraisals, warnings, dismissal or criminal charges) may be imposed following a complaints procedure, depending on the complaint. The person making the complaint and (depending on the conclusion reached by the complaints office) the person concerned will be informed of the outcome.

33. Knowledge and confidence of the undertaking’s own workforce in the structures or processes

The structures and processes described in ESRS S1-3 para. 32 b) are communicated to employees directly via their manager (e.g. in BIALOG). In addition, the employee representatives provide information on personal issues at regular intervals: Staff Council/Staff Council Assembly (annually), Staff Council Information (quarterly), women’s representatives/Women’s Assembly (annual) and the representatives for severely disabled employees (annually). Employees are requested and encouraged to actively make use of the established communication channels (see ESRS S1-3 para. 32 b)) at all times. In addition, employees are provided with additional information on the intranet and in the Written Rules of Procedure (SFO) about the processes and how they can communicate and have their concerns and needs assessed. In compliance with the Whistle-blower Protection Act (*Heinweisgeberschutzgesetz*), a system has been set up at IBB to protect individuals against retaliation (see ESRS G1-1 para. 10).

34. Disclosure of information and procedures to remediate negative impacts and channels for the undertaking’s own workforce to raise concerns

The various channels and procedures through which employees can raise their concerns are explained in ESRS S1-3 para. 32 and 33.

4.4 ESRS S1-4: Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches

37. Summarised description of the action plans and resources to manage material IROs for the undertaking’s own workforce

The respective organisational units, committees and managers are responsible for implementing the actions derived from the strategy as well as current action requirements during the year. The actions implemented have no time limits due to their personnel-specific relevance and are updated annually. There is currently no precise documentation of the expected outcomes or tracking of the effectiveness of the actions taken on the basis of targets in contemplated in ESRS 2 MDR-A. As a result, there is currently no separate action plan for managing IROs in relation to the undertaking’s own workforce.

38. Actions in relation to addressing significant effects

a) Actions to prevent, mitigate or remediate material negative impacts on the undertaking’s own workforce

In order to mitigate and prevent the negative impacts of the shortage of skilled workers on the employees affected in the future, targeted actions (e.g. training opportunities, flexible working hours) are used to help retain top performers and actions are developed and implemented that have a positive effect on staffing at IBB. In addition to existing regulations and extensive offers for employees (e.g. collective bargaining agreements, autonomy over working hours, company pension scheme), IBB has implemented the following actions over the past two years, among others: granting of an additional leisure day, higher subsidy for “bicycle leasing” and coverage of costs for a “Deutschlandticket” (public transport ticket), cooperation with Berlinovo Immobilien Gesellschaft mbH to provide flats for IBB trainees and dual students, creation of a central position on the topic of diversity (Diversity Officer) and the establishment of decentralised structures (Diversity Powerteam + DiversiTeam), creation of a central position on the topic of sustainability (ESG Officer and ESG Management) and expansion of communication channels, especially for potential applicants. For further information, see ESRS S1-4 para. 37.

b) Actions taken to provide or enable remedy

The actions taken to provide or enable remedy are described in ESRS S1-3 para. 32 a) and b).

c) Additional actions or initiatives to deliver positive impacts for the undertaking's own workforce

The following additional actions and initiatives have been taken by IBB to deliver and continuously improve positive impacts for the undertaking's workforce: "Lifelong learning" scholarship for a training programme, mobile working scheme (40% on site, 60% mobile throughout Germany), team building and team development measures and internal trade fairs (Diversity Day, etc.). For further information, see ESRS S1-4 para. 37.

d) Assessing the effectiveness of these actions

The effectiveness of actions already implemented is regularly reviewed on the basis of the actual and target development of employee capacities. The data is analysed by Personnel Controlling and is regularly shared with the Staff Council and the Executive Board. In addition, as part of regular communication via various communication channels, in which the employee representatives, the PE department and the Executive Board communicate closely and IBB employees and their managers directly, the effectiveness of measures is addressed and discussed (see ESRS S1-3 para. 27).

39. Process for identifying actions in response to particular actual or potential negative impacts on the undertaking's own workforce

The "Anti-discrimination" complaints management process is continuously being improved, developed and adapted to the needs of employees. In addition, regular meetings are held between the employee representatives, the PE department and the Executive Board at which the interests of IBB employees are represented and employee-related issues are discussed and negotiated. If necessary, actions required to reduce or avoid identified negative impacts on employees are also discussed.

40. Actions in relation to addressing significant risks and opportunities

a) Actions to mitigate material risks arising from impacts and dependencies on the undertaking's own workforce

In order to mitigate the risks for IBB due to the shortage of skilled workers and to increase IBB's attractiveness as an employer in a highly competitive labour market, actions are constantly being developed to improve the recruitment process and to strengthen employee loyalty. Exemplary actions are described in ESRS S1-3 para. 32 a) and b) as well as ESRS S1-3 para. 38. The actions listed affect all IBB employees and are not designed for a fixed period of time but are available to employees on a permanent basis. Existing and planned actions in accordance with ESRS 2 MDR-A 68 et seq. are currently not specified in more detail and documented. For further information, see ESRS S1-4 para. 37. Ensuring quantitative and qualitative staffing levels is one of the key strategic tasks of the PE department. As part of the annual strategy process, the achievement of staffing levels is reviewed accordingly.

b) Actions to pursue material opportunities relating for the undertaking in relation to its own workforce

The materiality analysis did not identify any significant opportunities for IBB in relation to employees for the 2025 financial year, meaning that no further activities have been planned or taken with regard to actions.

41. Processes to ensure that no material negative impacts arise for the undertaking's own workforce

The processes to ensure this are described in ESRS S1-4 para. 39).

43. Resources allocated to the management of material impacts

The following evaluations are available for managing the material impacts: monthly target/actual comparison/job plan including over/under coverage at cost centre level, event-related evaluation of overtime, use of flexitime and time off, monthly determination of the sickness rate, monthly evaluations regarding budget utilisation (e.g. personnel costs, costs for personnel service providers in recruiting) and quarterly forecast development/scenarios. The aforementioned evaluations/analyses are prepared by and the responsibility of the PE department.

4.5 ESRS S1-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

46. Targets for managing material IROs related to the undertaking's own workforce

IBB does not currently have any measurable outcome-oriented targets for managing material IROs in relation to employees, because the sustainability targets described below are difficult to quantify and do not meet the requirements of ESRS 2 para. 80. The effectiveness of strategies and actions in relation to the material sustainability-related IROs is tracked to the extent described (see ESRS S1-2 para. 27 e), ESRS S1-3 para. 32 a), ESRS S1-3 para. 32 e) and ESRS S1-4 para. 38 d)). IBB has defined the following sustainability targets for its own employees, which contribute to mitigating negative impacts, promoting positive impacts on the undertaking's own workforce and managing opportunities and risks:

No.	Target	Action	Deadline	Status
1	High-performing employees – increasing employability through lifelong learning	Expanding expertise in relation to IT tools through additional learning formats (e.g. agile methods, collaboration tools)	Ongoing	Under way
2	Standardised addressing of sustainability criteria in the HR context	Enable employees to use ESG data in promotion and lending business (e.g. ESG score tool)	Ongoing	Under way
3	Promoting equal opportunities and diversity among employees	Establishing roles and processes and implementing an action plan for the fields of anti-discrimination and diversity	Ongoing	Under way
4	Improving occupational health and safety	Examination of the development of a certified health and safety management system	Ongoing	In planning

47. Engaging with the undertaking's own workforce to (a) set targets, (b) track performance against these targets and (c) identify lessons learnt or opportunities for improvement

There are currently no measurable and outcome-oriented targets for managing material IROs for IBB employees.

4.6 ESRS S1-6: Characteristics of the undertaking's employees

50. Material characteristics of employees

a) Total number of employees

Number of employees (head count) in Germany (as at 31 December 2025)										
Gender	**IBB**		**IBT**		**IBB Capital**		**IBB Bet**		**IBB Group (total)**	
	Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Male	399	423	17	13	4	4	9	11	429	451
Female	563	565	43	44	3	3	9	9	618	621
Other	Not reported	0	Not reported	0	Not reported	0	Not reported	0	Not reported	0

Number of employees (head count) in Germany (as at 31 December 2025)										
Not specified	0	0	0	0	0	0	0	0	0	0
Total number (employees)	962	988	60	57	7	7	18	20	1,047	1,072

All employees of the IBB Group are employed in Germany:

Country	Number of employees (head count)	
	Prior reporting year	*Current reporting year*
Germany	1,047	1,072

b) Employment relationship (permanent and temporary employees)

IBB Group – status as at 31 December 2025									
Female		**Male**		**Other**		**Not disclosed**		**Total**	
Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Number of employees (head count)									
618	621	429	451	Not reported	0	0	0	1,047	1,072
Number of permanent employees (head count)									
550	545	362	380	Not reported	0	0	0	912	925
Number of temporary employees (head count)									
68	76	67	71	Not reported	0	0	0	135	147
Number of full-time employees (head count)									
380	395	378	392	Not reported	0	0	0	758	787
Number of part-time employees (head count)									
238	226	51	59	Not reported	0	0	0	289	285

IBB – status as at 31 December 2025									
Female		**Male**		**Other**		**Not disclosed**		**Total**	
Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Number of employees (head count)									
563	565	399	423	Not reported	0	0	0	962	988
Number of permanent employees (head count)									
495	489	335	354	Not reported	0	0	0	830	843
Number of temporary employees (head count)									
68	76	64	69	Not reported	0	0	0	132	145
Number of full-time employees (head count)									
343	358	353	367	Not reported	0	0	0	696	725
Numbe of part-time employee (head cou nt)									
220	207	46	56	Not reported	0	0	0	266	263

IBT – status as at 3 December 2025									
Female		**Male**		**Other**		**Not disclosed**		**Total**	
Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Number of employees (head count)									
43	44	17	13	Not reported	0	0	0	60	57
Number of permanent employees (head count)									
43	44	15	13	Not reported	0	0	0	58	57
Number of temporary employees (head count)									
0	0	2	0	Not reported	0	0	0	2	0
Number of full-time employees (head count)									
26	26	12	11	Not reported	0	0	0	38	37

Number of part-time employees (head count)									
17	18	5	2	Not reported	0	0	0	22	20

IBB Capital – status as at 31 December 2025

Female		**Male**		**Other**		**Not disclosed**		**Total**	
Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Number of employees (head count)									
3	3	4	4	Not reported	0	0	0	7	7
Number of permanent employees (head count)									
3	3	3	3	Not reported	0	0	0	6	6
Number of temporary employees (head count)									
0	0	1	1	Not reported	0	0	0	1	1
Number of full-time employees (head count)									
2	2	4	4	Not reported	0	0	0	6	6
Number of part-time employees (head count)									
1	1	0	0	Not reported	0	0	0	1	1

IBB Bet – status as at 31 December 2025

Female		**Male**		**Other**		**Not disclosed**		**Total**	
Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Number of employees (head count)									
9	9	9	11	Not reported	0	0	0	18	20
Number of permanent employees (head count)									
9	9	9	10	Not reported	0	0	0	18	19
Number of temporary employees (head count)									
0	0	0	1	Not reported	0	0	0	0	1

IBB Bet – status as at 31 December 2025									
Number of full-time employees (head count)									
9	9	9	10	Not reported	0	0	0	18	19
Number of part-time employees (head count)									
0	0	0	1	Not reported	0	0	0	0	1

c) Turnover rate

During the current reporting period, 20 (23) employees gave their notice and left IBB, 2 (4) employees left IBT, 1 (0) employee left IBB Capital and 1 (2) employee left IBB Bet. This corresponds to a turnover rate of 2.0% (2.4%) at IBB, 3.4% (6.7%) at IBT, 13.3% (0) at IBB Capital and 5.3% (11.1%) at IBB Bet. The total number of employees was used as the basis for calculating the turnover rate. The turnover rate for the IBB Group is 2.3% (2.8%). The total number of employees includes employees seconded by IBB.

d) Compilation of data as a head count or full time equivalents (FTE)

The figures are based on head count, not FTEs, and are derived from the LOGA personnel system at IBB. For all other subsidiaries, all entries, exits and existing employment relationships in the current reporting period were summarised separately; the information is based on the head count and is compiled as at 31 December 2025. The head count is determined using a standardised methodology.

e) Contextual information

All employees of the IBB Group work in Germany: The IBB Group does not have any employees without guaranteed working hours, which is why the presentation in tabular form only differs between “permanent” and “temporarily employed”. Turnover is mainly due to personal requests for change. The turnover rate represents the number of employees who gave notice and left IBB in relation to the absolute number of employees as at 31 December 2025.

f) Cross-reference

For further information on the total number of employees, see ESRS S1-60 para. 50 a).

4.7 ESRS S1-7: Characteristics of non-employee workers in the undertaking’s own workforce

55. Non-employees, methodologies and assumptions as well as contextual information

The figure is given as a head count, not as FTEs. IBB uses temporary staff in exceptional cases only to cover peaks. External service providers are managed on a decentralised basis (responsible departments). The PE department does not have any conclusive data, so estimates are used: External employees who require access to IBB’s IT systems are created as new external users in the ARIS master data management system by the Information Compliance and Organisation Management department at the request of the respective department. As long as a user is employed by the respective service provider, this user remains in IBB’s IT systems. There are also external employees who do not have access to IBB’s systems but still work for IBB. It is therefore not possible to make a conclusive determination. Based on the master data management system, we estimate the number of external employees to be approximately 544 (699). These include service providers for Covid Aid, IT service employees, canteen staff, cleaning staff, facility management employees, security guards and the company doctor. The number is estimated as at 31 December 2025. None of the subsidiaries employ any “non-employees”.

4.8 ESRS S1-8: Collective bargaining coverage and social dialogue

60. Employees covered by collective bargaining agreements, percentage and scope of collective bargaining agreements within and outside the European Economic Area

a) Percentage of all employees covered by collective bargaining agreements

The percentage of employees covered by collective bargaining agreements at IBB is 62.9% (65.8%). Of a total of 988 (962) employees, 621 (633) employees are covered, including 46 (44) trainees/dual students. IBT, IBB Capital and IBB Bet are not subject to a collective bargaining agreement. Remuneration at IBT is based on the collective agreement governing the public sector at federal state level (TV-L). IBB Bet and IBB Capital are modelled on the remuneration structures of other venture capital companies and banks.

b) Coverage via several collective bargaining agreements in the European Economic Area

Within the EEA, the IBB Group only has employees in Germany.

c) Percentage of employees outside the European Economic Area

The IBB Group has no employees outside the EEA. The following table shows the collective bargaining coverage and social dialogue of the IBB Group:

Coverage rate	Collective bargaining coverage				Workplace representation (EEA only) (for countries with >50 employees representing >10% total empl.)	
	Employees – EEA (for countries with >50 empl. representing >10% total empl.)		Employees – non-EEA (estimate for regions with >50 empl. representing >10% total empl.)			
	Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
0–19%	0	0	0	0	0	0
20–39%	0	0	0	0	0	0
40–59%	0	Germany	0	0	0	0
60–79%	Germany	0	0	0	0	0
80–100%	0	0	0	0	Germany	Germany

63. Employees covered by employee representatives and social dialogue through representation by a European Works Council

a) Percentage of all employees covered by employee representatives

The total percentage of employees at IBB covered by employee representatives is 100% (100%). All employees of IBB are employed at the location in Germany. The interests of the employees are represented by the employee representatives. The interests of employees seconded by IBB are covered by the IBB Staff Council. IBT, IBB Capital and IBB Bet have an equal opportunities officer and a women's representative. There is no works council.

b) Representation by a European Works Council (social dialogue)

Representation by a European Works Council is not relevant for the IBB Group, as the IBB Group has no employees outside Germany and is not a multinational corporation.

4.9 ESRS S1-9: Diversity metrics

66. Gender distribution at top management and age distribution amongst employees

a) Gender distribution at top management level

Gender distribution at top management level (absolute)

	IBB		IBT		IBB Capital		IBB Bet		IBB Group total	
Gender	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Male	13	13	0	0	1	1	1	1	15	15
Female	8	8	0	0	0	0	1	1	9	9
Other	Not reported	0	Not reported	0	Not reported	0	Not reported	0	Not reported	0
Total	21	21	0	0	1	1	2	2	24	24

Gender distribution in percentage of employees at top management level

	IBB		IBT		IBB Capital		IBB Bet		IBB Group total	
Gender	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Male	1.4	1.3	0	0	14.3	14.3	5.6	5.0	1.4	1.4
Female	0.8	0.8	0	0	0	0	5.6	5.0	0.9	0.8
Other	Not reported	0	Not reported	0	Not reported	0	Not reported	0	Not reported	0
Total	2.2	2.1	0	0	14.3	14.3	11.1	10.0	2.3	2.2

The top management level is made up of department heads and ranks directly below the Executive Board.

b) Distribution of employees by age group

Number of employees (absolute)

	IBB		IBT		IBB Capital		IBB Bet		IBB Group total	
	Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
< 30 years of age	152	151	13	10	1	0	3	4	169	165
30-50 years of age	357	397	24	27	3	2	10	11	394	437
> 50 years of age	453	440	23	20	3	5	5	5	484	470
Total	962	988	60	57	7	7	18	20	1,047	1,072

Percentage of employees

	IBB		IBT		IBB Capital		IBB Bet		IBB Group total	
	Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
< 30 years of age	15.8	15.3	21.7	17.5	14.3	0.0	16.7	20.0	16.1	15.4
30-50 years of age	37.1	40.2	40.0	47.4	42.9	28.6	55.6	55.0	37.6	40.8
> 50 years of age	47.1	44.5	38.3	35.1	42.9	71.4	27.8	25.0	46.2	43.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

4.10 ESRS S1-10: Adequate wages

69. Adequate wages

The current collective bargaining agreement for public banks, which IBB applies, provides for wages exceeding the statutory minimum wage in Germany. IBT's remuneration is based on the collective agreement governing the public sector of the Federal State of Berlin. Classification is based on the job characteristics in various pay groups and professional experience. Due to IBB Bet's qualification requirements, even the starting salary in the lowest bandwidth is well above the minimum wage. IBB Capital is modelled on the remuneration structures of other venture capital companies and banks. The IBB Group does not pay below the minimum wage.

70. Employees who do not receive an adequate wage

All employees at the IBB Group receive an adequate wage. There are no employees who are employed or work outside Germany.

4.11 ESRS S1-11: Social protection

74. Social protection against loss of income due to illness, unemployment, accidents at work or disability, parental leave or retirement

The employees of the IBB Group are protected against loss of income due to illness, unemployment, accidents at work or disability, parental leave or retirement via the minimum insurance cover applicable in Germany, such as statutory health insurance, unemployment insurance, etc. Further information on social security for employees is documented in IBB's internal work instruction: "Employment Contract Matters" and the service agreement on IBB's company pension scheme and can be viewed by employees at any time.

75. Employees who do not receive any or full social protection

All employees of the IBB Group are employed in Germany and can therefore benefit from the minimum insurance cover and use it in individual cases.

4.12 ESRS S1-12: Persons with disabilities

79. Percentage of employees with disabilities

Employ es with disabilitie by gender (share in %)

	IBB		**IBT**		**IBB Capital**		**IBB Bet**		**IBB Group total**	
	Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Male	1.5	1.5	0	3.5	0	0	0	0	1.3	1.6
Female	4.1	4.1	3.3	5.3	0	0	0	0	3.9	4.1
Other	Not reported	0	Not reported	0	Not reported	0	Not reported	0	Not reported	0
Total	5.5	5.7	3.3	8.8	0	0	0	0	5.3	5.7

4.13 ESRS S1-13: Training and skills development metrics

83. Employees who have participated in regular performance and career development reviews and the average number of training hours

a) Percentage of employees who have participated in regular performance and career development reviews

IBB, IBT and IBB Capital do not carry out pure, regular performance and career reviews, which is why the following quantitative information relates to formats that approximate these reviews. An employee dialogue is conducted one a year, usually by 31 December, with employees of IBB and IBT. At IBB Capital, annual employee meetings are held, which also include assessment and evaluation aspects. IBB Bet carries out regular performance and career reviews for all employees.

Percentage of employees who have participated in regular performance and career development reviews

	IBB		IBT		IBB Capital		IBB Bet		IBB Group total	
	Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Male	28.8	72.1	94.1	100.0	100.0	100.0	100	90.9	33.5	73.6
Female	44.0	72.4	95.3	97.7	100.0	100.0	66.7	88.9	48.2	74.6
Other	Not reported	0.0	Not reported	0.0	Not reported	0.0	Not reported	0.0	Not reported	0.0
Total	37.7	72.3	95.0	98.2	100	100	83.3	90.0	42.2	74.2

b) Average number of training hours per employee

	IBB		IBT		IBB Capital		IBB Bet		IBB Group total	
	Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Male	28.9	32.0	10.7	14.5	Not reported	54.9	11.8	13.9	27.5	31.3
Female	33.0	34.0	17.8	21.3	Not reported	62.0	20.1	17.9	31.6	32.8
Other	Not reported	0	Not reported	0	Not reported	0	Not reported	0	Not reported	0
Total	31.3	33.1	15.8	17.6	Not reported	57.9	16.0	17.0	29.9	32.1

4.14 ESRS S1-14: Health and safety metrics

88. Health and safety metrics

a) Percentage of employees covered by a health and safety management system

The implemented processes relate to 100% of the IBB Group's workforce (internal and external employees). This applies to a large number of legal requirements and/or recognised standards or guidelines of the health and safety management system. For further information, see ESRS S1-1 para. 23.

b) and c) Fatalities as a result of work-related injuries and work-related ill health as well as recordable work-related accidents

	Number of fatalities pursuant to para. 88 b)		**Recordable work-related accidents pursuant to para. 88 c)**			
			Number		Rate	
	Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
	0	0	17	16	1.6	1.5

d) and e) Recordable work-related ill health and days lost due to work-related injuries and fatalities

	Number of recordable work-related illnesses pursuant to para. 88 d)		**Number of days lost due to work-related injuries and fatalities pursuant to para. 88 e)**	
	Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Salaried employees	Not reported	Not reported	Not reported	Not reported

Regarding para. 88 b) and c), only information on employees directly employed by the IBB Group can be provided. Work-related accidents and fatalities of employees not employed by the IBB Group, but who are employed by service providers working for IBB, are not recorded by IBB and are the responsibility of the respective service company.

The number of recordable work-related illnesses and days lost due to work-related injuries and fatalities are not recorded collectively in the IBB Group due to data and occupational health and safety regulations.

4.15 ESRS S1-15: Work-life balance metrics

93. Family-related leave and the percentage of entitled employees who made use of family-related leave in the 2024 financial year

a) Percentage of employees entitled to take family-related leave

All employees of the IBB Group are entitled (100%): The IBB Group complies with all legal requirements regarding family-related leave.

b) Percentage of entitled employees who have taken family-related leave

Use of family-related lea e

	IBB		**IBT**		**IBB Capital**		**IBB Bet**		**IBB Group total**	
	Prior reporting year	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*	*Prior reporting year*	*Current reporting year*
Total number of employees (absolute)	962	988	60	57	7	7	18	20	1,047	1,072
Total number of men (absolute)	399	423	17	13	4	4	9	11	429	451
Total number of women (absolute)	563	565	43	44	3	3	9	9	618	621
Utilisation (total)	156	124	10	5	1	2	8	1	175	132
Utilisation (percentage)	16.2	12.6	16.7	8.8	14.3	28.6	44.4	5.0	16.7	12.3
Men (absolute)	65	52	4	1	1	0	5	1	75	54
of which men (as a percentage of all users)	41.7	41.9	40.0	20.0	100.0	0.0	62.5	100.0	42.9	40.9
of which men (as a percentage of all men)	16.3	12.3	23.5	7.7	25.0	0.0	55.6	9.1	17.5	12.0
Total number of women (absolute)	91	72	6	4	0	2	3	0.0	100	78
of which women (as a percentage of all users)	58.3	58.1	60.0	80.0	0.0	100.0	37.5	0.0	57.1	59.1
of which women (as a percentage of all women)	16.2	12.7	14.0	9.1	0.0	66.7	33.3	0.0	16.2	12.6

94. Entitlement to family-related leave based on social policy and/or collective bargaining agreements

All employees of the IBB Group are entitled to benefits on the basis of social policy and/or collective bargaining agreements.

4.16 ESRS S1-16: Remuneration metrics (pay gap and total remuneration)

97. Gender pay gap, ratio of total annual remuneration, contextual information

a) Gender pay gap

Gender pay gap		
	Prior reporting year	**Current reporting year**
IBB	9.3%	11.6%
IBT	0.5%	0.2%
IBB Capital	24.6 %	21.1 %
IBB Bet	32.2%	18.9%
IBB Group total	11.0%	12.9%

b) Annual total remuneration ratio of the highest paid individual to the median annual total remuneration of all employees

Ratio of the annual total remuneration of the highest paid individual to the median annual total remuneration of all employees (excluding the highest-paid individual)		
	Prior reporting year	**Current reporting year**
IBB	6.8	6.7
IBT	2.0	1.7
IBB Capital	2.5	2.3
IBB Bet	1.6	1.9
IBB Group total	6.8	6.8

c) Further contextual information

When calculating average gross hourly remuneration, all contractual employees as at 31 December 2025 were taken into account. This expressly includes the members of the Executive Board as well as trainees and dual students. The calculation was based on the total annual costs of full-time employees. The contractually agreed fixed and regular remuneration components, including other cost-relevant remuneration components, were used as total costs. This calculation basis is applied throughout the Group. The following formula was used to calculate the percentage difference:

$$\frac{\text{Average gross hourly remuneration of male employees} - \text{Average gross hourly remuneration of female employees}}{\text{Average gross hourly remuneration of male employees}} x\ 100$$

The calculation of the ratio of annual total remuneration of the highest paid individual to median annual total remuneration of all employees (excluding the highest paid individual) is also based on annual total costs and includes all contractual employees as at 31 December 2025.

4.17 ESRS S1-17: Incidents, complaints and severe human rights impacts

103. Reported incidents of discrimination including harassment, number of complaints, material fines, sanctions and compensation payments, contextual information

a) Total number of reported cases of discrimination including harassment

During the current reporting period, 5 (1) cases of discrimination and no cases (2) of sexual harassment were reported at IBB. No (0) cases of discrimination including harassment were reported at IBT, 1 (1) at IBB Capital and 0 (0) at IBB Bet. A total of 6 (4) cases of discrimination (including harassment) were reported at the IBB Group.

b) Number of complaints filed

During the current reporting period, a total of 5 (3) complaints were submitted to IBB by IBB's own employees. No (0) cases were reported at IBT, 1 (1) at IBB Capital and 0 (0) at IBB Bet. The IBB Group is not an OECD multinational enterprise. A total of 6 (4) complaints were reported at the IBB Group.

c) Total amount of material fines, penalties and compensation payments

IBB, IBT, IBB Capital and IBB Bet did not have to pay any fines, penalties or compensation payments as a result of labour-related incidents and/or complaints (0).

d) Further contextual information

The 5 (3) work-related discrimination cases at IBB are included in the annual monitoring using a monitoring tool provided by the Federal State Discrimination Office. It lists data on the following indicators relating to existing incidents: a. Number and processing status of incidents per discrimination case; b. Follow-up actions per incident; c. Number of legal proceedings and processing status in the reporting period.

104. Severe human rights incidents, fines, penalties and compensation payments in relation to human rights

a) Number of severe human rights incidents

No severe incidents (0) relating to the violation or disregard of human rights in relation to the undertaking's workforce occurred at the IBB Group during the current reporting period.

B) Total amount of fines, penalties and compensation

No such incidents (0) were reported to the IBB Group. As a result, the IBB Group did not have to pay any fines, penalties or compensation (0) in the current reporting year as a result of a violation and/or disregard of human rights in relation to the workforce.

5. ESRS G1: Business conduct

As described in ESRS 2 SBM-3 para. 48, the relevant sustainability topics of ESRS G1 “Corporate culture” and “Corruption and bribery” were classified as material for IBB at subsidiary level as part of the materiality analysis. No materiality for ESRS G1 was identified for the other individual undertakings included in the CSRD scope of consolidation due to their entity-specific circumstances (see ESRS 2 BP-1 para. 5 a)). Accordingly, the disclosure requirements of ESRS G1-1, G1-3 and G1-4 are disclosed in full below only by IBB as a single entity. The measurement of the key figures of G1-4 is not validated by an external body other than the one responsible for quality assurance.

5.1 ESRS G1-1: Corporate culture and business conduct policies and corporate culture

9. Business conduct policies and corporate culture

The implementation of an appropriate risk culture is crucial to the corporate culture of IBB and IBB UV. The objectives of this risk culture are set out in the Written Rules of Procedure (SFO). The central element of the value system is the IBB Group’s Code of Conduct.

Employees in the public sector and in public law institutions are subject to stricter regulations with a view to accepting, giving and accepting bribes. For this reason, every employee of IBB and IBB UV has signed the Berlin Declaration of Commitment in accordance with the Act on the Formal Assignment of Responsibilities to Persons other than Civil Servants (*Verpflichtungsgesetz*) when they were hired, according to which, among other things, public sector employees require their employer’s consent to accept rewards or gifts in relation to their official duties.

The task of the Compliance function is to work towards compliance with the material legal regulations and requirements for IBB and IBB UV and to have an overview of the timely implementation of new regulations and requirements in order to be able to take countermeasures in good time if necessary. This contributes indirectly to strengthening the corporate and risk culture. Furthermore, regular joint events are organised to promote the corporate culture at IBB and IBB UV. These events include team-building days to promote a sense of unity and strengthen corporate identification, company parties, company sports groups, team breakfasts and other company-wide events. The work instruction: Rules of Conduct is presented in ESRS S1-1 para. 19.

Group and individual policies on business conduct:

Code of Conduct of IBB UV	
Main contents including general objectives (according to ESRS 2 MDR-P para. 65 a))	Summary of the relevant standards and work instructions; framework for the organisation of the undertaking’s own regulations, which are intended to promote and demand risk awareness. Aim: to anchoring a conscious discussion of risks in day-to-day business in the corporate culture, create risk awareness at all hierarchical levels, promote critical dialogue through management levels, motivate employees to act in accordance with the value system and code of conduct, convince employees to behave in an ethically and economically desirable manner and within defined risk tolerances.
Reference to material IROs	Positive influence on the corporate culture and the topic of corruption and bribery, as risk awareness is promoted and demanded and corresponding risks of compliance violations, non-transparent political influence and conflicts of interest can be reduced.
Scope of application	Applies to all entities of IBB UV, including trainees, interns, apprentices and dual students.

Code of Conduct of IBB UV	
Monitoring process	The respective manager or department in charge is responsible for ensuring that employees have read and understood the content.
Responsibility	The Corporate Compliance (UC) department is responsible for the content, while monitoring compliance with the regulations is the responsibility of the respective managers and department heads, who act as the first point of contact.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Work instruction: Addressing Invitati ons, Gifts and Other Conflicts of Interest	
Main contents including general objectives (according to ESRS 2 MDR-P para. 65 a))	Definition of rules and processes for addressing invitations and gifts to avoid conflicts of interest and the acceptance and granting of advantages. Aim: to provide the framework that the Ordinance on the Handling of Rewards and Gifts grants to public employers when addressing this matter in order to protect employees from possible consequences under civil and criminal law and to avert possible damage to IBB's reputation due to misconduct.
Reference to material IROs	Has a preventive effect, also with regard to the potential occurrence of corruption and bribery, by sensitising and educating employees about such actions.
Scope of application	Aimed at all IBB employees and all persons working for IBB as part of an apprenticeship, study programme or internship. It also applies to the employees of the undertakings in the IBB Group, unless they have their own regulations.
Monitoring process	The respective manager or department in charge is responsible for ensuring that employees have read and understood the content.
Responsibility	The Corporate Compliance department is responsible for the content, while monitoring compliance with the regulations is the responsibility of the respective managers and department heads, who act as the first point of contact.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Work instruction: Prevention of Money Laundering, Terrorist Financing and Other Criminal Offences, Duties of IBB employees	
Main contents including general objectives (according to ESRS 2 MDR-P para. 65 a))	Legal basis, internal actions and organisational precautions taken by IBB to prevent its business operations from being misused. Aim: to prevent abuses in the context of money laundering, terrorist financing or other criminal offences.
Reference to material IROs	Has a preventive effect, also with regard to the potential occurrence of corruption and bribery, by sensitising and educating employees about such actions.
Scope of application	Applies in principle to all IBB organisational units. It must be observed by all IBB employees as well as by external temporary

Work instruction: Prevention of Money Laundering, Terrorist Financing and Other Criminal Offences, Duties of IBB employees	
	staff deployed for customer-related work. In the area of grants, the scope of this work instruction is limited to the regulations for the prevention of other criminal offences.
Monitoring process	The respective manager or department in charge is responsible for ensuring that employees have read and understood the content.
Responsibility	The Corporate Compliance department is responsible for the content, while monitoring compliance with the regulations is the responsibility of the respective managers and department heads, who act as the first point of contact.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

Work instruction: Complaints Management	
Main contents including general objectives (according to ESRS 2 MDR-P para. 65 a))	Procedures (direct and indirect process) for addressing positive and negative customer feedback within IBB. Rules are described for handling customer complaints that are submitted to IBB in person, by telephone or in writing by letter or e-mail by persons making complaints; the potential of the person submitting the complaint who is willing to talk is to be utilised in the best possible way.
Reference to material IROs	Positive influence on the corporate culture, as customer concerns/complaints are recorded and processed with in trust and can therefore help to achieve an overall improvement of systems, processes and procedures.
Scope of application	Applies to all organisational units and therefore to all IBB employees.
Monitoring process	The respective manager or department in charge is responsible for ensuring that employees have read and understood the content and that the content is up to date.
Responsibility	Complaints Management is part of Information Compliance and Organisational Management.
Documentation/availability	The work instruction is documented in the Written Rules of Procedure (SFO).

10. Mechanisms for identifying, reporting and investigating concerns about unlawful behaviour, including whistleblower protection

a) Mechanisms for identifying, reporting and investigating concerns about unlawful behaviour or behaviour in contradiction to the undertaking's code of conduct or similar internal rules

IBB and IBB UV have established mechanisms to identify, report and investigate concerns about unlawful behaviour or behaviour that is in contradiction with the code of conduct or similar internal rules. Any violation of the code of conduct must be reported to IBB's Corporate Compliance (UC) staff in accordance with the work instruction of the same name, where further processing also takes place. In the event of indications and other anomalies, a report can be submitted via the external ombudsman's office or the reporting channel in accordance with the work instruction: Prevention of Money Laundering, Terrorist Financing and Other Criminal Offences, which is followed by further processing by Corporate Compliance (UC) staff. In the event of customer complaints, feedback management provides for a standardised approach. Extended independent and confidential counselling facilities are provided for employees who have experienced discrimination (see ESRS S1-1 para. 19). IBB and IBB UV have a confidential whistleblower system that enables suspicions regarding compliance violations to be passed on and received. Customers, employees and other stakeholders can obtain information on the internet or intranet and contact an ombudsman's office, but also directly to the compliance officers of IBB and IBB UV. It should be noted that the majority of these measures are prescribed by law. In addition, the regular employee sensitisation sessions that take place at least once a year can be used to report and investigate concerns about unlawful actions/violations of the Code of Conduct.

b) Additional information if no policies on anti-corruption or anti-bribery are in place

IBB and IBB UV have already established corresponding requirements and processes, which is why no corresponding timetable is required for the introduction.

c) Measures and channels to protect whistleblowers

To ensure confidential reporting of incidents, employees and business partners of IBB and IBB UV as well as any third party can also contact an external ombudsman (law firm) or the Federal Financial Supervisory Authority's (BaFin) contact point for whistleblowers in addition to Corporate Compliance (UC) staff. This can also be carried out anonymously to protect the whistleblower. People who provide information are only known to a small, select group of people and are therefore additionally protected ("need-to-know principle"). The establishment of a whistleblower system and the protection of the confidentiality of the identity of whistleblowers are thematic components of "Fraud Prevention" web-based training (WBT), which is mandatory for all employees. Employees of IBB and IBB UV are informed about how to use an ombudsman's office via the intranet and business partners via the Internet. Every reported case is investigated and reported or reported to the police in accordance with the legal requirements. The protection and confidentiality of the whistleblower are essential components of the processing of the report and are therefore taken very seriously by the ombudsman's office. Whistleblowers can also obtain advice while remaining anonymous. Since lawyers are bound by professional secrecy, this anonymity remains even in the event of a later investigation by the police or the public prosecutor's office. As an employer, IBB and IBB UV will take all necessary steps throughout the entire procedure to ensure that the whistleblower is protected as far as possible from being disadvantaged or penalised as a result of the information provided. Attempts to intimidate, threaten or discriminate against whistleblowers in the workplace are not tolerated. If employees suffer intimidation, threats or reprisals as a result of a report, the persons concerned can also turn to the external ombudsman's office or the relevant offices at IBB and IBB UV.

d) Additional information where no policies on whistleblower protection are in place

The bank takes comprehensive measures and fully implements the legal requirements for whistleblowing. This ensures the protection of whistleblowers within the framework of the legal requirements.

e) Procedures to investigate business conduct incidents, including incidents of corruption and bribery

IBB and IBB UV have procedures in place to promptly, independently and objectively investigate business conduct incidents, including incidents of corruption and bribery. Corresponding processes have been established and documented in the Written Rules of Procedure (SFO). Information is immediately passed on to Corporate Compliance (UC) staff and investigative measures are initiated.

f) Policies in relation to animal welfare

The sustainability topic of "animal welfare" is not material. There are no concepts relating to animal welfare.

g) Policies for training within the organisation on business conduct

IBB and IBB UV's strategy for training within the organisation on business conduct is laid down in the Written Rules of Procedure (SFO). Employees are proactively trained in the prevention of criminal offences (e.g. money laundering, terrorist financing, corruption and bribery) and informed about new legal regulations (see ESRS G1-3 para. 21 a)). Employees are also made aware of new regulations via an intranet notice. Compliance with existing EU sanctions is of central importance to IBB and IBB UV. Ad hoc training courses on compliance topics are also offered as required. Training courses are also offered on data protection, information security, occupational health and safety, accident prevention and health care and anti-discrimination, among other things. For example, all new employees receive training on data protection, information security and anti-discrimination as part of their induction and then every three years (data protection; variable depending on risk) or annually (information security). All employees also receive annual training from their managers on the topics of “Preventive measures for accident prevention” and “Behaviour in emergencies”.

h) Functions within the undertaking that are most at risk in respect of corruption and bribery

The risk analysis, which identifies high-risk areas, is carried out annually. In addition, both IBB and IBB UV have suitability policies for the Executive Board, the Supervisory Board and holders of key functions, which include the processes and criteria for selection, (re)appointment and succession planning as well as suitability assessment. With the introduction of the suitability policies, the holders of key functions must also be regularly reviewed in relation to their professional suitability and reliability, including impartiality and conflicts of interest. The assessment is carried out when new appointments are made to these positions (initial assessment) and regularly every two years for existing holders of the aforementioned key functions (regular reassessment). In addition, event-driven reviews are possible (event-driven reassessment). IBB’s PE department conducts these assessments and regularly presents the results to the Executive Board.

5.2 ESRS G1-3: Prevention and detection of corruption and bribery

18. Management of incidents relating to corruption or bribery

a) Procedures to prevent, detect and combat incidents of corruption or bribery

The existing procedures to prevent, detect and combat corruption or bribery are set out in the Written Rules of Procedure (SFO) of IBB and IBB UV. Employees are proactively trained to prevent criminal offences and informed immediately about new legal regulations. The goal of preventing corruption and bribery is particularly emphasised by its firm anchoring in the Code of Conduct. The Written Rules of Procedure (SFO) also regulate the handling of conflicts of interest and the transparent and appropriate handling of the acceptance of gifts and invitations by employees. If questions arise in this regard, employees can contact Corporate Compliance (UC) staff for clarification. The (Group) Money Laundering Officer coordinates the prevention and defence actions for the prevention of money laundering, terrorist financing and other criminal acts. In this regard, consideration must be given to both external criminal offences against IBB or IBB UV and those that could be committed by employees. Other tasks include the systematic review of customer relationships by comparing them with sanctions lists, checking the reliability of new employees and preventing corruption and bribery.

b) Communication between the investigators or the investigating committee and the chain of management involved

As part of combating violations of legal regulations and/or internal compliance rules, an external legal advisor has been appointed as an ombudsman, which ensures a separation between the management chain involved in the matters and the person investigating them (see ESRS G1-1 para. 10 c)).

c) Process to report outcomes to the members of the administrative, management and supervisory bodies

Corporate Compliance (UC) staff analyse potential risks at least once a year and derive appropriate controls from this. These checks are designed to ensure that the processes and the conduct of employees comply with existing regulations. The outcomes relating to corruption or bribery are reported to the members of the administrative, management and supervisory bodies on a regular basis, at least annually. In addition, regular reports are submitted to the Executive Board of IBB and IBB UV as part of a fortnightly jour fixe.

19. Procedures to prevent, detect and combat incidents of corruption or bribery

The procedures implemented to prevent corruption and bribery are set out in the Written Rules of Procedure (SFO) (see ESRS G1-1 para. 10).

20. Communication of requirements regarding strategies and policies

Various communication channels are generally available to IBB and IBB UV for communicating requirements (e-mail, intranet, databases and tools as well as executive information events and town hall meetings). Information on preventing, detecting and combating allegations or incidents of corruption and bribery is communicated internally to employees via work instructions. Updated versions and new documents are communicated via the intranet. Employees can also contact Corporate Compliance (UC) and human resources staff for further information.

21. Training concept to prevent and avoid criminal offences

a) Nature, scope and depth of anti-corruption and anti-bribery training programmes

A training concept is available and documented in the Written Rules of Procedure (SFO). Employees are proactively trained to prevent criminal offences and informed about new legal regulations. Web-based training (WBT) is used for this purpose. These courses are mandatory and are monitored by Corporate Compliance (UC) staff. IBB's employees must complete a WBT training course on money laundering and fraud prevention within the first three months of starting work. The training courses include essential questions and end with a test. Depending on the employee's previous knowledge, the course takes about one hour. Employees are required to take part in follow-up training every three years at the latest. While the WBT "Fraud Prevention" training course addresses the background of white-collar crime and criminal offences as well as external and internal fraud, including characteristics and preventive measures, the WBT training course on "Money Laundering Prevention" addresses the definition of money laundering, the legal framework and internal security measures as well as due diligence obligations and behaviour in the event of suspicion. Trainees and dual students also receive special classroom training on compliance topics. Proof of successful participation in the mandatory training courses must be provided. Employees are also made aware of new regulations via an intranet notice. All employees must demonstrably take note of the Code of Conduct and the requirements for invitations, gifts and other conflicts of interest once a year. Managers are encouraged to discuss the topics with employees in their dialogue rounds.

b) Percentage of functions-at-risk covered by training programmes

The functions-at-risk are covered 100% (100%) by the training programmes.

c) Extent to which training is given to members of the administrative, management and supervisory bodies

The Executive Board of IBB and IBB UV is covered by the training concept (see ESRS 2 GOV-1 para. 23 a)).

5.3 ESRS G1-4: Confirmed Incidents of corruption or bribery

24. Preventing corruption and bribery

a) Number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws

As in the previous year, no fines (0) were imposed on IBB, IBT, IBB Capital or IBB Bet in the current reporting year due to unlawful behaviour or actions. Furthermore, there were no reports of cases of corruption (0) committed by employees of the IBB Group and no fines (0) due to unlawful behaviour or actions against the IBB Group.

b) Actions to address breaches in procedures and standards of anti-corruption and anti-bribery

As a business development and promotional bank of the Federal State of Berlin, IBB is particularly responsible for legally compliant behaviour and complies with legal requirements. This includes the relevant regulatory and legal requirements, i.e. national laws, EU regulations and federal state legislation. These include the German Banking Act (KWG), the German Money Laundering Act (GwG), the German Securities Trading Act (WpHG), the Minimum Requirements for Risk Management in Banks (MaRisk) and the European Market Abuse Regulation (MAR). IBB and IBB UV safeguard their integrity through a variety of external and internal actions that have been implemented as a precautionary measure. Extensive preventive regulations have been introduced for the executive bodies and employees with the aim of preventing criminal offences by employees or customers in the course of business activities and in the internal relationship. The Corporate Governance Code of the Federal State of Berlin is observed. In addition to IBB's Code of Conduct, the IBB Group Code of Conduct (see ESRS G1-1 para. 9) is a superordinate instruction. The actions listed affect all IBB employees and are not designed for a fixed period of time but apply permanently. There is currently no precise documentation of the expected outcomes or tracking of the effectiveness of the actions taken on the basis of targets as contemplated in ESRS 2 MDR-A.

25. Confirmed incidents of corruption or bribery

The confirmed cases of corruption or bribery for the IBB Group are presented below:

	Prior reporting year	Current reporting year
a) Total number and nature of confirmed incidents of corruption or bribery	0	0
b) Number of confirmed incidents in which own employees were dismissed or disciplined for corruption or bribery	0	0
c) Number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0	0
d) Details of public legal cases regarding corruption or bribery	In the prior reporting year and the current reporting period, there were no public legal cases regarding corruption or bribery against the IBB Group or its own employees.	

Appendix

A.1 NFRD and CSRD (ESRS) mapping

Requirements according to the German CSRD Implementation Act		ESRS to be considered	DRs to be considered according to CSRD government draft	Matters covered by DRs (CSRD Implementation Act)
Sec. 289 c) (1) HGB	**The business model of the corporation must be briefly described in the non-financial statement within the meaning of sec. 289b.**	ESRS 2	SBM-1 - Strategy, business model(s) and value chain (SBM-3 - Material IROs and their interaction with the strategy and business model)	Description of the business model, business purpose, organisational structure, business processes
Sec. 289 c) (2) HGB	**The non-financial statement also covers at least the following aspects:**			
	1. **environmental issues**, whereby the information may relate, for instance, to greenhouse gas emissions, water consumption, air pollution, the use of renewable and non-renewable energy or the protection of biodiversity,	ESRS 2 ESRS E1	ESRS 2 IRO-1 – Description of the process to identify and assess the material IROs	Greenhouse gas emissions (E1.IRO-1) Water consumption (E3.IRO-1) Air pollution (E2.IRO-1) Utilisation of renewable and non-renewable energy (E1.IRO-1) Protection of biodiversity (E4.IRO-1)
			E1-1 – Transition plan for climate change mitigation	Greenhouse gas emissions Utilisation of renewable and non-renewable energy
			E1-2 – Group and individual policies in relation to climate change mitigation and adaptation	
			E1-3 – Actions and resources in relation to climate change policies	
			E1-4 – Targets related to climate change mitigation and adaptation	
			E1-5 – Energy consumption and mix	
			E1-6 – Scope 1, 2 and 3 and total gross GHG emissions	
			E1-8 – Internal carbon pricing	

Requirements according to the German CSRD Implementation Act	ESRS to be considered	DRs to be considered according to CSRD government draft	Matters covered by DRs (CSRD Implementation Act)
2. **employee matters**, whereby the information may relate, for instance, to the actions taken to ensure gender equality, working conditions, implementation of the fundamental conventions of the International Labour Organisation, respect for the rights of employees to be informed and consulted, social dialogue, respect for trade union rights, health protection or safety at work,	ESRS S1	S1-1 – Group and individual policies related to the undertaking's own workforce	Ensuring gender equality Working conditions Conventions of the International Labour Organization Social dialogue Trade union rights Respect for the rights of employees Health protection Safety in the workplace
		S1-2 – Processes for engaging with own workforce and workers' representatives about impacts	Ensuring gender equality Working conditions Health protection Safety in the workplace Social dialogue
		S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns	
		S1-4 – Taking action to address material impacts on the undertaking's workforce, and approaches to manage material risks and pursue material opportunities related to the undertaking's workforce and the effectiveness of these actions	
		S1-8 – Collective bargaining coverage and social dialogue	Social dialogue Trade union rights
		S1-14 – Health and safety metrics	Health protection Safety in the workplace
3. **social issues**, whereby the information may relate, for instance, to dialogue at local or regional level or to actions taken to ensure the protection and development of local communities,	ESRS 2	ESRS 2 E2.IRO-1 Description of the process to identify and assess the material pollution-related IROs	Dialogue at municipal or regional level
		ESRS 2 E3.IRO-1 Description of the process to identify and assess material water and marine sources-related IROs	Dialogue at municipal or regional level
		ESRS 2 E4.IRO-1 Description of the process to identify and assess material biodiversity and ecosystem-related IROs	Dialogue at municipal or regional level
		ESRS 2 E5.IRO-1 Description of the process to identify and assess material resource use	Dialogue at municipal or regional level

Requirements according to the German CSRD Implementation Act		ESRS to be considered	DRs to be considered according to CSRD government draft	Matters covered by DRs (CSRD Implementation Act)
			and circular economy-related IROs	
	4. respect for **human rights**, whereby the information may relate, for instance, to the prevention of human rights violations, and	ESRS 2	GOV-4 – Statement on due diligence	Human rights (including prevention of human rights violations)
			ESRS 2 SBM-2 – Interests and views of stakeholders	
		ESSRS S1	S1-1 – Group and individual policies related to the undertaking's own workforce	
			S1-1 – Processes to remediate negative impacts and channels for the undertaking's own workforce to raise concerns	
			S1-17 – Incidents, complaints and severe human rights impacts	
	5. the **fight against corruption and bribery**, whereby the information may, for instance, refer to the existing instruments for combating corruption and bribery.	ESRS G1	G1-1 – Group and individual policies in relation to business conduct and corporate culture	Corruption and bribery
			G1-3 – Prevention and detection of corruption and bribery	Corruption and bribery
			G1-4 – Incidents of corruption or bribery	Corruption and bribery
Sec. 289 c) (3) HGB	(3) The non-financial statement must contain information on the aspects mentioned in (2) that is necessary for an **understanding of the course of business**, the **business results**, the **situation of the corporation** and the **effects of its activities on the aspects mentioned in (2)**, including			
	1. a description of the concepts pursued by the corporation, including the **due diligence processes**	ESRS 2	GOV-4 – Statement on due diligence	
		ESRS E1	E1-2 – Group and individual policies in relation to climate change mitigation and adaptation	
		ESRS S1	S1-1 – Group and individual policies related to the undertaking's own workforce	

Requirements according to the German CSRD Implementation Act		ESRS to be considered	DRs to be considered according to CSRD government draft	Matters covered by DRs (CSRD Implementation Act)
	applied by the corporation,	ESRS G1	G1-1 – Group and individual policies in relation to business conduct and corporate culture	
	2. **results of the concepts** referred to in no. 1,	ESRS E1	E1-3 – Actions and resources in relation to climate change policies	
			E1-4 – Targets related to climate change mitigation and adaptation	
		ESRS S1	S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns	
			S1-4– Taking action on material impacts and approaches to managing material risks and pursuing material opportunities related to the undertaking's own workforce, and effectiveness of these actions and approaches	
	3. the **material risks** associated with the corporation's <u>own business activities</u> that are very likely to or will have a serious negative impact on the matters mentioned in (2), as well as the management of these risks by the corporation,	ESRS 2	SBM-3 – Material IROs and how they interact with the strategy and business model	

Requirements according to the German CSRD Implementation Act	ESRS to be considered	DRs to be considered according to CSRD government draft	Matters covered by DRs (CSRD Implementation Act)
4. the **material risks** associated with the corporation's <u>business relationships</u>, products and services that are likely to or will have a significant adverse effect on the matters referred to in (2), to the extent that the disclosures are material and the reporting of these risks is proportionate, and the management of these risks by the corporation,	ESRS 2	SBM-3 – Material IROs and how they interact with the strategy and business model	
5. the most important **non-financial performance indicators** that are relevant to the business activities of the corporation,		>>Irrelevant, as there are no significant non-financial performance indicators.	

Requirements according to the German CSRD Implementation Act		ESRS to be considered	DRs to be considered according to CSRD government draft	Matters covered by DRs (CSRD Implementation Act)
	6. to the extent necessary for understanding, references to amounts recognised in the annual financial statements and additional explanations.	ESRS 2	BP-2 Incorporation by reference	
Sec. 289 c) (4) HGB	**If the corporation does not pursue a concept with regard to one or more of the aspects mentioned in (2), it must explain this clearly and with reasons in the non-financial statement instead of the disclosures relating to the respective aspect in accordance with (3) nos. 1 and 2.**	ESRS 2	With a view to “Environmental matters” (1), “Labour matters” (2), “Social matters” (3) and “Anti-corruption and bribery” (5), corresponding concepts exist and are disclosed in the respective ESRS (see above), which is why there is no obligation to report an error here. With regard to “Respect for human rights” (4), ESRS S1-1 para. 20 a) explains that respect for human rights is an elementary component of business activities, but that the IBB Group does not yet have a policy statement on respect for human rights, although this is planned for the coming years. As a result, the obligation to report errors was fulfilled here.	

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