
Group Management Report

IBB Unternehmensverwaltung AöR
Consolidated Financial Statements
Financial year 2024

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The Group at a glance

Business model

IBB Unternehmensverwaltung AöR (IBB UV) was established by the Act of the Reorganization of the Legal Relationships of Investitionsbank Berlin (IBB) on June 7, 2021 with effect from January 1, 2021. 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 fulfill 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 accordance with the law, the Articles of Association, the guidelines adopted by the Supervisory Board and the rules of procedure.

Investments and scope of consolidation

In order to support and develop the State of Berlin, the IBB Group's key strategic investments are the Investitionsbank Berlin, the IBB Business Team GmbH, the IBB Beteiligungsgesellschaft mbH and the IBB Capital GmbH. In addition to the IBB UV as the parent company, the scope of consolidation in 2024 includes ten 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
IBB Capital GmbH, Berlin	100.0	
EMII EU Malaria Fund Berlin Institutional Investors GmbH & Co. KG, Berlin	100.0	

Consolidated companies	IBB UV share (%) direct	IBB UV share (%) indirect
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 16.06.2021, the IBB supports the State of Berlin in fulfilling its tasks. The Bank implements development measures in compliance with EU State aid regulations, particularly in the areas of economic and housing development, labor 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 for the IBB Group's non-banking service business. This includes the processing of IBB and public sector development programs, taking on service tasks for the IBB Group and the processing of development programs and other tasks in its own name and for its own account.

IBB Beteiligungsgesellschaft mbH (also known as IBB Ventures) 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 Beteiligungsgesellschaft mbH is the parent company of the VC Fonds GmbHs: VC Fonds Berlin GmbH (VCFB), VC Fonds Technologie Berlin GmbH (VCFT) and VC Fonds Kreativwirtschaft Berlin GmbH (VCFK). The management of these three 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. In addition, IBB Beteiligungsgesellschaft mbH is the parent company of Immobiliengesellschaft Spreestadt-Wegelystraße mbH (IGSW).

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 equity-like instruments (including convertible loans or open equity investments). It also implemented the State of Berlin's "Corona aid for start-ups" program until summer 2022, which is largely financed by KfW funds. In addition to managing this portfolio, since May 2024, the IBB Capital has been investing in growth and earnings potential from the existing portfolio through follow-up financing under the BerlinInno Growth (BIG) program. The planned turnaround program, on the other hand, has not yet been launched and has been put on hold until further notice.

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 (%)
Immobiliengesellschaft Spreestadt-Wegelystraße mbH (IGSW), Berlin	100.0
EMM EU Malaria Fund Berlin Managementgesellschaft mbH, Berlin	100.0
DAB Digitalagentur Berlin GmbH, Berlin	100.0
House of Finance and Tech Berlin GmbH, Berlin ¹	51.0

	Proportion owned (%)
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	Various
Various investments of the IBB Capital	Various

¹ Formerly BTGI Berliner Trägergesellschaft für Gewerbe-Infrastrukturmaßnahmen mbH (100% until 12.2024)

Goals and strategies

The IBB Group's paramount goal is defined by the promotional function provided by the law.

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

- (1) Adequately implementing the public mandate,
- (2) Economically optimized management of investments
- (3) Actively shaping the transformation to an "Impact" Group.

The "Impact" Group is concerned with the further development of the sustainability and climate strategy in the Group with a focus on ESG issues and the further development of CO₂ reduction paths. The IBB UV has formulated corresponding measures for the respective targets within the IBB Group. In addition to the IBB, the scope of the Group-wide business strategy also includes the activities of the IBB Beteiligungsgesellschaft mbH, the IBB Business Team GmbH and the 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 companies based on key performance indicators determined in accordance with national accounting standards and regulatory requirements.

Basis is the 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 analyzed using plan/actual comparisons.

Financial performance indicators

The most important financial performance indicators respectively the performance-oriented control parameters at Group level serve 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)
- the administrative expenses
- the core capital ratio (until 2023: total capital ratio).

In line with the public development 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 development 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 amortization, depreciation and impairment of intangible assets and property, plant and equipment.

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.

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

Economic report

General economic conditions

The year 2024 was characterized by a persistent accumulation of crises and uncertainties as well as a stubborn economic standstill in Germany. As a result, the overarching economy provided little impetus for Berlin's economy, noticeably slowing down the capital's economic development. As a result, Berlin's highly specialized industry was unable to detach itself from national and international conditions. Total sales fell by 1.0% between January and October 2024 compared to the same period in the previous year (Germany: -3.7%).

At least in the 4th quarter of 2024, the consumer mood of the capital's inhabitants and their guests may have slowly returned due to steadily falling inflation figures and more reliable real wage growth of 4.9%. Retail and growth in related services in particular are likely to have benefited from a positive year-end spurt, stabilizing the capital as a whole to some degree. In 2024, Berlin could have achieved a weaker GDP growth of around 1.0%, following +1.6% growth in the previous year. This would once again be above-average growth, especially as a decline of 0.2% was reported for the German economy as a whole.

The direction of Berlin's economy is primarily determined by the business-related service sectors, which are an important pillar of the economy with EUR 52.8 billion or around 30% of total gross value added. Real turnover in this economic sector rose by 5.1% year-on-year in the first nine months of 2024 (Germany: -0.4%). Although the growth advantage over the German service sectors has narrowed, it still amounts to 5.5 percentage points. Turnover in the information and communication (I&C) sector, which is very important for Berlin, increased by 7.4% compared to the same period last year. Nevertheless, employment in this important sub-sector fell by 1.6% by September 2024 (Berlin service sectors: -0.5%).

The decline in employment in the service sector had an overall dampening effect on the Berlin labor market. Although the number of employees subject to social security contributions rose by 3,400 to around 1.69 million residents of Berlin in October, the 0.2% increase was below the German average (+0.3%). In spite of the fact that 20,845 vacancies were still reported, the momentum on the labor market has slowed noticeably over the course of the year and the unemployment rate remains at a very high level of 9.7%. Compared to other regions in Germany, which felt the effects of the economic downturn more strongly due to a higher proportion of industrial activity, the labor market in the capital region can nevertheless be regarded as comparatively stable.

The continued high level of interest rates had a diminishing effect on the economy. Despite four interest rate cuts of 25 basis points each since June 2024, the ECB's deposit rate — a key factor for banks — remained in restrictive territory at 3% by the end of 2024. The high level of interest rates reduced investment activity in areas that are important for Berlin. Besides construction, this primarily affected investments in industry and start-up financing, where VC investors withheld funding and increasingly scrutinized business plans for profitability. In the first half of 2024, venture capital for start-ups fell to a total of EUR 1.1 billion. This means that 31% of German VC funds were invested in Berlin.

Due to special regulations during the pandemic, the number of insolvencies remained artificially low in the following years. For example, the obligation for over-indebted companies to file for insolvency was temporarily suspended. By September 2024, the number of corporate insolvencies, a lagging indicator, had risen to 1,557, which corresponds to an increase of 320 cases (+25.9%) compared to the same period in the previous year. According to the local courts, the expected claims of creditors from reported corporate insolvencies surged by EUR 14.0 billion, reaching a record cumulative total of EUR 15.6 billion. The increases can be attributed to several major insolvencies in the real estate, retail and financial services sectors.

In Berlin, building permits for residential and non-residential construction have strongly decreased by 35.8% to 8,496 in the first ten months of 2024 compared to the same period of the previous year (-4,736). Completions are still benefiting from the accumulated construction backlog of around 58,000 construction projects. In 2023, a total of 15,965 apartments were completed. However, at the same time, new orders in the construction sector fell by 14.1% to around EUR 2.1 billion by September 2024 compared to the same period of the previous year, meaning that completions are expected to decrease in 2024.

Business performance

The IBB Group looks back on a challenging year given the volatile conditions. The demand for certain funding programs was negatively impacted by the overall economic conditions. Despite this, financing commitments totaling EUR 3.8 billion (including special transactions in the area of business development) were made, significantly exceeding both the previous year's figures (EUR 2.3 billion) and the forecast. IBB accounted for EUR 3.7 billion of this (previous year: EUR 2.2 billion).

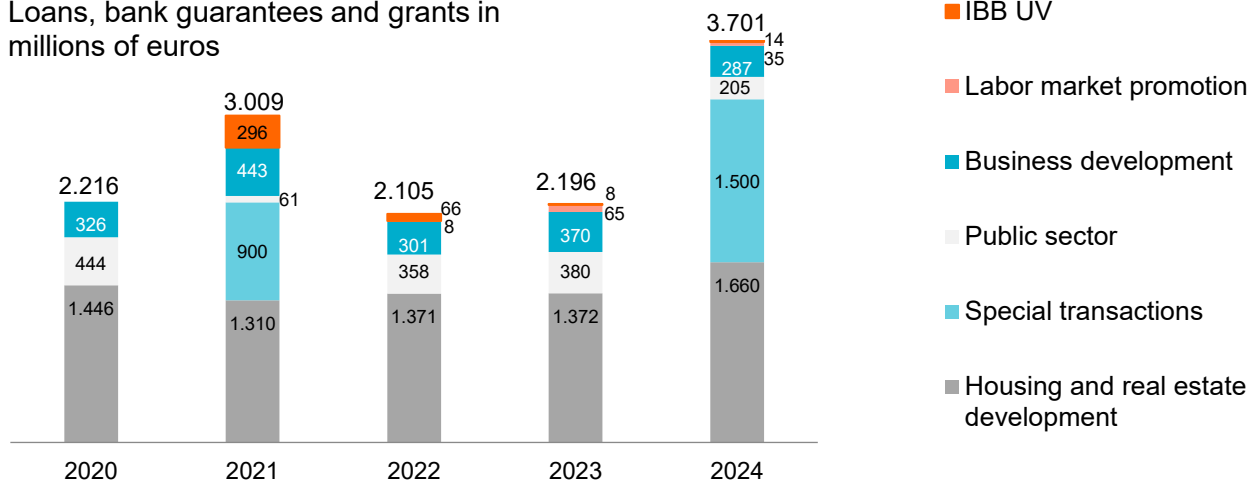
As in the previous year, the economic and business development of the IBB Group is characterized by the Investitionsbank Berlin, the IBB Capital GmbH, the IBB Beteiligungsgesellschaft mbH and the IBB Businesssteam GmbH. For this reason, key aspects of the business development of the four companies are taken from the management reports as of December 31, 2024.

Investitionsbank Berlin

The Bank looks back on a challenging year given the volatile conditions. The demand for certain development programs was negatively impacted by the overall economic conditions. Despite this, financing commitments amounting to EUR 3,700.8 million (including special transactions in the area of business development) were made, significantly exceeding both the previous year's figures and the forecast.

Financing commitments

Loans, bank guarantees and grants in millions of euros



At EUR 1,659.6 million, commitments for financing (including grants) in the area of **housing and real estate development** were slightly below expectations (target achievement 96%), but significantly above the previous year's result (EUR 1,372.5 million).

In particular, the housing subsidy regulations (WFB 2023) and their conditions contributed to a significant increase in the area of new social housing construction subsidies. With financing commitments amounting to EUR 629.9 million, both the previous year's result (EUR 322.6 million) and the target figure (target achievement 184%) were significantly exceeded.

In the area of refurbishment and modernization of the housing stock, however, financing of EUR 45.6 million is below the previous year (EUR 54.8 million) and just below the expected level (target achievement 95%).

The supplementary funding area achieved financing commitments of EUR 591.9 million this year (80% of target achieved), once again significantly exceeding the previous year's figure (EUR 472.4 million). The "Berlin Infra" program, which supports Berlin-based public companies in which the State of Berlin is the majority shareholder, was once again the driver in this area. The financing of new school buildings is also included this program. "Berlin Infra" achieved a commitment volume of EUR 555.8 million (EUR 505.8 million in new school construction) and was therefore significantly higher than the previous year (EUR 437.2 million), but below plan (87% target achievement).

Financing commitments in the syndicated business amounted to EUR 139.5 million. As a result, both the previous year's result (EUR 271.0 million) and the target figure (target achievement 62%) were significantly underachieved.

Demand for follow-up and refinancing rose to a financing volume of EUR 108.1 million this year, exceeding both the previous year (EUR 89.5 million) and expectations (108% of target achieved).

Given all of the above, the field of housing and real estate development was able to contribute to the sustainability goals of the State of Berlin, in particular the goal of ensuring access to adequate and affordable housing and the goal of building and expanding educational facilities.

The **business development** division had a particularly successful year in terms of financing commitments. Particularly noteworthy is the financing of the remunicipalization of the Berlin district heating network, which led to a special transaction of EUR 1,500.0 million and made a significant contribution to the total financing volume of EUR 1,800.1 million. Business development (including a special transaction with the IBB UV in the amount of EUR 14.3 million) is thus both significantly above the previous year's result (EUR 378.4 million) and above expectations (target achievement 134%).

Apart from the extraordinary business, the year was challenging, particularly due to the tense budget situation in the State of Berlin. With that in mind, approvals for loans and guarantees amounted to EUR 196.9 million and were therefore below the previous year (EUR 237.0 million) and expectations (target achievement

90%). Grants were also affected by the challenges and only reached commitments of EUR 88.5 million (target achievement 70%), which also fell short of the previous year's figure (EUR 133.4 million).

The IBB Growth Program was once again the highest-volume program within the business development with commitments of EUR 73.9 million, but fell short of expectations (70% of target achievement) and the previous year's result of EUR 121.8 million. In addition, the "Berlin Infra" program made a significant contribution to the volume of new business with EUR 65.0 million and exceeded expectations with a target achievement of 108%, but was not quite able to match the previous year's result of EUR 74.6 million. At EUR 54.9 million (previous year: EUR 74.8 million), the "Joint Task for the Improvement of Regional Economic Structures" (GRW) development program also made a significant contribution to the total volume, but was well below the planned level (55% target achievement).

Overall, the field of business development thus made a significant contribution to the sustainability goals of the State of Berlin, particularly by promoting affordable access for all to sustainable and resilient infrastructure. In addition, funds were made available to support modernization, innovation and access to financial services.

The **public sector** was once again supported in the realization of infrastructure projects through municipal loans amounting to EUR 205.3 million. However, this figure was significantly below expectations (82% of target achievement) and the previous year's volume (EUR 379.9 million) due to high competitive pressure, increasing limit restrictions and the growing capital market orientation of local authorities.

Labor market promotion made funding commitments amounting to EUR 34.7 million, which is above expectations (EUR 30.2 million), but below the previous year's strong result (EUR 65.3 million), with a target achievement of 115%. The commitments are attributable to eight funding programs, of which the "Prevention of training drop-outs" program is the largest in terms of volume at EUR 8.8 million.

IBB Business Team GmbH

In the financial year 2024, the IBT implemented 15 funding programs as well as the funding projects Business Plan Competition Berlin-Brandenburg (BPW), German Start-up and Entrepreneur Days (deGUT) and Energy Consulting for Efficiency and Optimization (ENEO). In addition, the IBT continued to provide the "IBB telephone exchange", "IBB post office" and "IBB reception" services.

During the year, the processing of the ReparaturBONUS (RB) funding program, which started on September 17, 2024 was taken over. In addition, the Economic Electromobility (WELMO) program was expanded to include funding for company mobility management (01.01.2024).

2024 was a difficult funding year for the IBT due to the uncertain budget situation of the State of Berlin until the end of the year. For various funding programs, there were no funds for the disbursement of funding at the beginning of the year and in the course of the year, there were temporary closures of the application portal in some programs, as no commitment appropriations were available for 2025 ff.

IBB Beteiligungsgesellschaft mbH

As of December 31, 2024, the IBB Beteiligungsgesellschaft held investments in the three VC Fonds GmbHs with a total carrying amount of EUR 186,362 thousand (previous year: EUR 184,239 thousand) and in IGSW with a carrying amount of EUR 0 thousand, unchanged from the previous year. The change in the carrying amounts of the VC Fonds GmbHs resulted from withdrawals of EUR 16,390 thousand from the capital reserves and additions of EUR 18,513 thousand to the capital reserves in the 2024 financial year.

IBB Capital GmbH

In the 2023 financial year, the company undertook no new business and focused exclusively on managing the portfolio accumulated during the Covid pandemic. The Turnaround (TA) program was also not yet operational in 2023. Although new business totaling EUR 7.5 million was planned under the TA program for the 2024 financial year, the program was suspended until further notice in accordance with a decision by the State of Berlin. The TA program funds of EUR 5.0 million already held by IBB Capital were reallocated in accordance with an amendment agreement between the State of Berlin and the IBB UV and are now fully available to secure the state's share of the BIG program.

The company's original plans for the 2024 financial year were based on new business in the BIG program totaling EUR 11.5 million. However, the start of the BIG program had been delayed until May 2024. Following the provision of program funds from KfW by the IBB UV (initially EUR 5.0 million in May 2024), the IBB Capital was in a position to provide new financing. IBB Capital's first commitments under the BIG program to companies in the portfolio were made in June 2024.

By the end of 2024, IBB Capital had made commitments to 15 companies from the existing portfolio totaling EUR 9.99 million (previous year: EUR 0), the majority of which were still being paid out in 2024. Together with the share of private co-investors, a total of EUR 14.28 million was invested in the 2024 financial year. In addition to the funds from IBB Capital and the co-investors, the start-ups also received additional funds from other investors as part of larger financing rounds. The volume of the financing rounds with the participation of IBB Capital totaled around EUR 33.1 million. Because of these investments, up to 450 jobs were secured or created in IBB Capital's portfolio companies, 319 of them in Berlin.

Despite the delayed start of the BIG program in May 2024, the company succeeded in almost achieving the planned targets in the program. Compared to the annual plan of EUR 11.5 million, IBB Capital was able to make commitments of EUR 9.99 million in just nine months of the financial year, thus achieving around 85.4% of the annual plan.

In addition to the implementation of the BIG program, the focus of business activities in the past financial year also concentrated on the further processing of the existing coronavirus portfolio. In a persistently difficult economic environment, defaults and impairments were higher than planned (EUR 16.7 million) at EUR 22.4 million, but significantly lower than in the previous year (EUR 31.7 million). In addition to the below-average quality of the portfolio created through negative selection in the Corona aid program, this is due to the persistently difficult economic situation. As a result, the willingness and ability of investors to finance start-ups is still very low. Total investments in the German startup scene in 2024 did increase by 17% compared to 2023 and amounted to more than EUR 7 billion. However, investments were still well below the record year of 2021, when €17.4 billion flowed into German startups. The pre-coronavirus level has still not been reached. The reluctance to invest has also meant that the valuations of companies in financing rounds have often fallen significantly. On the other hand, the expected positive effects from the targeted sustainable and ecological restructuring of the economy have not yet materialized to the extent hoped for. The business models and products of some of the companies financed by IBB Capital were not mature or marketable enough to attract sufficient fresh capital for further development. This, combined with management errors in the start-ups, also led to a significant increase in insolvencies and liquidations in the start-up market in 2024 and corresponding defaults in IBB Capital's portfolio.

Earnings situation

The business performance of the IBB Group is largely shaped by the IBB. The 2024 financial year shows the following development:

in millions of euros	2024	2023	Change	
			absolute	+/- in %
Net interest income	151.1	135.9	15.2	11.2
Net commission income	25.3	21.2	4.1	19.5
Other operating result	56.1	56.3	-0.2	-0.4
Operating result	232.5	213.4	19.1	8.9
Administrative expenses	-190.5	-159.4	-31.1	-19.5
Operating result before risk provisioning/ valuation result	42.0	54.0	-12.0	-22.2
Risk provisioning/valuation result	0.3	-17.4	17.7	>100%

			Change	
Economic result	42.3	36.6	5.7	15.6
Other taxes	-0.4	-0.5	0.1	15.3
Net income for the year	41.9	36.1	5.8	16.0

The **operating result** (EUR 232.5 million), which once again developed very positively due to the current interest rate level, increased by +8.9% compared to the previous year. The significant growth also meant that expectations for 2024 were slightly exceeded.

The IBB Group's **administrative expenses**, which consist of personnel and material expenses as well as amortization of intangible assets and depreciation of property, plant and equipment, rose significantly year-on-year to EUR -190.5 million (+19.5%, previous year: EUR -159.4 million). Expectations were slightly below this figure.

Personnel expenses increased by EUR 17.3 million year-on-year to EUR -92.4 million, which is slightly higher than expected. This development is largely due to new hires at the IBB in the context of regulatory and transformation-related issues as well as the increased service business. Higher additions to provisions for pensions and partial retirement agreements also had an impact.

Operating expenses rose by EUR 13.5 million year-on-year to EUR -89.6 million and were significantly higher than planned. The increase is mainly due to higher operating expenses in connection with the processing of the coronavirus emergency aid at the IBB. In addition, regulatory and infrastructure-related transformation developments in particular had an impact. These primarily include the introduction of a new core banking system, the processing of the special audit in accordance with Section 44 KWG as well as CSRD reporting requirements and the Digital Operational Resilience Act (DORA).

In the year under review, there was another significant improvement in the IBB Group's **risk provisioning/valuation result**, including the allocation to contingency reserves in accordance with sections 340f and 340g HGB. The result is now EUR +0.3 million (previous year: EUR -17.4 million) and includes the valuation and disposal result from the IBB Group's lending, securities and investment business.

The main reason for the improvement in the IBB Group is a EUR 18.4 million lower allocation to the general contingency reserves in accordance with Section 340f HGB. Accordingly, reserves of EUR 3.8 million were formed in the reporting year in accordance with section 340f HGB.

In the previous year, IBB's securities valuation result was clearly positive (EUR 6.0 million) due to reversals of impairment losses from (approaching) maturities and has now normalized (EUR -0.5 million)

In addition, there was another positive but declining trend in risk provisions in the IBB's lending business (EUR +0.6 million; previous year: EUR +2.2 million). In the reporting year, general loan loss provisions were reversed due to the disposal of various borrowers in the portfolio. This was partially offset by additions to specific valuation allowances, primarily for a business development commitment. In addition, provisions for ESG risks were recognized in risk provisioning for the first time.

At the Malaria Funds, an addition to risk provisions in the lending business in the amount of EUR 4.9 million (previous year: EUR 15.5 million) was necessary. The venture loans granted by the malaria funds are mainly refinanced by the European Investment Bank.

The IBB Group's investment business is characterized by a positive disposal result of EUR 4.3 million and a valuation result of EUR -6.2 million. Proceeds from disposals fell well short of expectations due to exits that cannot currently be realized.

With **net profit for the year** of EUR 41.9 million (previous year: EUR 36.1 million), the IBB Group's business result for 2024 is very stable, but significantly below expectations due to unrealized exit income.

The development of the IBB Group's results of operations is largely determined by the Investitionsbank Berlin, the IBB Capital GmbH, the 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

In view of 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 several income sources: the continuous collection of income from ERDF grants, income from the liquidation of the Berlin development fund and repayment portions due to IBB from the basic agreement. These have collectively strengthened the Bank's equity.

The earnings situation presented below is illustrated in an income statement prepared from a business management perspective. This differs from the HGB presentation with regard to the disclosure of the components of the Berlin contribution

- Expenses from funding activities as part of the Berlin contribution are divided into services provided against payment (EUR 2.1 million; previous year: EUR 5.3 million) and services provided free of charge (EUR 12.8 million; previous year: EUR 14.8 million). The latter are only included in the income statement on an imputed basis. Subsequently, these items are recognized as a Berlin contribution charged to net income. In 2024, there will no longer be an allocation to the Berlin Promotion Fund for the first time, but only the annual reversal of EUR 16.5 million (previous year: EUR 5.1 million). The allocation to the Berlin Promotion Fund is reflected in the fund for general banking risks (Section 340g HGB) in the balance sheet.

in millions of euros	2024	2023	Change	
			absolute	+/- in %
Net interest income¹	146.1	129.7	16.3	12.6
Net commission income	25.3	21.2	4.1	19.5
Other operating result^{1, 2}	69.5	62.7	6.8	10.8
Operating result	240.9	213.7	27.3	12.8
Administrative expenses	-178.1	-147.1	-30.9	-21.0
Operating result before risk provisioning/ valuation result	62.9	66.5	-3.7	-5.5
Risk provisioning/valuation result¹	-3.6	-13.9	10.3	74.0
Economic result	59.2	52.6	6.7	12.7
Berlin contribution (incl. dissolution of Berlin development fund)	1.7	-15.0	16.7	111.1
Net income for the year	60.9	37.6	23.3	62.1

¹ Previous year's figures adjusted for reclassification effects

² Includes described reclassification effects of the Berlin contribution

Net interest income amounted to EUR 146.1 million (previous year: EUR 129.7 million), once again developing very positively against the backdrop of the current interest rate environment. Compared to the previous year, it increased significantly and is in line with expectations. The increase is primarily attributable to positive earnings contributions from the investment of non-interest-bearing portfolios.

Net maturity transformation is once again making a stable contribution to earnings this year, clearly exceeding expectations. Although contributions from terms and conditions in the customer business remain slightly below the planned values, with a target achievement of 97%, they are significantly above the previous year's level. As in previous years, dispositive measures were implemented in 2024 to ease the burden on future results. For example, IBB prematurely terminated several interest rate hedges in the form of swaps with high ongoing payment obligations.

At EUR 25.3 million, **net commission income** was significantly higher than in the previous year (EUR 21.2 million), but fell short of the budget by 11.9%. The year-on-year increase is mainly due to higher cost reimbursements from the state for services rendered. This continued to include the processing and handling of Corona emergency aid as well as the implementation of labor market promotion, which is co-financed with EU funds from the "European Social Fund Plus". Cost reimbursements from the programs already carried over to 2024 from the Berlin contribution are also included in net commission income. Income also includes fees for the processing of guarantees and grants from real estate promotion.

The **other operating result** (EUR 69.5 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 8.9 million (budget: EUR 4.9 million), which were significantly higher than expected.

Adjusted for these two special effects, the other operating result (EUR 45.6 million) is higher than the previous year (EUR 40.3 million) and the budget (EUR 37.0 million). The result is 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 24.2 million). The increase compared to the previous year and the plan is primarily due to 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 amortization of intangible assets and property, plant and equipment, increased significantly by 21% to EUR -178.1 million compared to the previous year (EUR -147.1 million) and are therefore well above the planned level.

Personnel expenses of EUR -86.5 million increased by EUR 17.1 million compared to the previous year and exceeded expectations by EUR 3.2 million. The development compared to the previous year is largely due to new hires in the context of regulatory and transformation-related issues as well as the increased service business. Higher additions to provisions for pensions and partial retirement agreements also had an impact.

Operating expenses rose by EUR 13.4 million compared to the previous year to EUR -88.0 million and exceeded the planned level by EUR 5.5 million. The increase is mainly due to higher business operating costs in connection with the processing of coronavirus emergency aid. In addition, regulatory and infrastructure-related transformation developments in particular had an impact. These primarily include the introduction of a new core banking system, the processing of the special audit in accordance with Section 44 of the German Banking Act (KWG) as well as CSRD reporting requirements and the Digital Operational Resilience Act (DORA).

The development in net interest and commission income and in administrative expenses adjusted for the Bank's promotional activity had an impact on the **cost-income ratio before promotional activity** in the reporting year. At 79%, the value calculated for this key performance indicator for the 2024 reporting year is above the previous year's level (73%), but slightly below the forecast (80%).

The cost-income ratio before promotional activities corresponds to the ratio of administrative expenses to the operating result. The operating result includes the Bank's net interest and commission income adjusted for promotional activities and services. Administrative expenses are also taken into account here without promotional activities and services.

In the reporting year, there was a **risk provision/valuation result** including the allocation to the general provision reserves in accordance with Section 340f HGB in the amount of EUR -3.6 million (previous year: EUR -13.9 million). These include reserves formed in the reporting year in accordance with Section 340f HGB amounting to EUR 3.8 million.

Risk provisioning in the lending business once again showed a positive trend, amounting to EUR 0.6 million (previous year: EUR 2.2 million). In the reporting year, general loan loss provisions were reversed due to portfolio disposals. This was partially offset by additions to specific valuation allowances, primarily related to a business development commitment. Additionally, provisions for ESG risks were included in risk provisioning for the first time.

The securities valuation result was clearly positive in the previous year (EUR 6.0 million) due to reversals of impairment losses from (approaching) maturities and has now normalized (EUR -0.5 million).

After deducting the Berlin contribution, the Bank reported a **net profit for the year** of EUR 60.9 million (previous year: EUR 37.6 million), which was significantly higher than in the previous year. The redemption portion to be retained from Section 2 of the basic agreement (EUR 15.0 million, previous year EUR 15.0 million) must be deducted from this amount.

The resulting adjusted net profit for the year, which will be distributed in full to IBB Unternehmensverwaltung AöR, amounted to EUR 45.9 million (previous year: EUR 15.2 million) and is well above expectations.

The return on investment calculated in accordance with the provisions of Section 26a (1) sentence 4 WG, the ratio of net income to total assets, is 0.26% (previous year: 0.17%).

IBB Business Team GmbH

In 2024, IBT primarily covered its expenses through revenue totaling EUR 6,678 thousand (previous year: EUR 6,960 thousand) and grants amounting to EUR 121 thousand (previous year: EUR 1,563 thousand). The significant year on year decrease in grant funding is due to a shift in financing: four funding programs and projects are now covered through budget items, with only one program still funded via the Berlin contribution. The addition of a new funding program and the expansion of an existing one, which brought in additional revenue from sales, enabled the IBT to close the 2024 financial year with a net profit of approximately EUR 285 thousand (previous year: EUR 908 thousand). This result exceeded the forecast. Including the profit carried forward from the previous year (EUR 2,807 thousand; previous year: EUR 1,900 thousand), retained earnings in 2024 amounted to EUR 3,092 thousand (previous year: EUR 2,807 thousand).

Income was mainly offset by the following expenses: purchased services of EUR 466 thousand (previous year: EUR 718 thousand), depreciation and amortization of EUR 448 thousand (previous year: EUR 527 thousand), personnel expenses of EUR 3,056 thousand (previous year: EUR 2,585 thousand), and other operating expenses in the amount of EUR 2,699 thousand (previous year: EUR 3,639 thousand). The increase in personnel expenses was primarily due to the assumption or expansion of subsidy programs such as ReparaturBONUS and WELMO (company mobility management). Other operating expenses were significantly lower than planned, largely due to reduced reliance on external services and lower license costs, as two programs were not implemented. Compared to the previous year, there was no support at all for the Digital Premium 2.0 program and a significant reduction for the SolarPLUS program.

IBB Beteiligungsgesellschaft mbH

The most important income item was revenue from agency agreements with the VC Fonds GmbHs managed by IBB Beteiligungsgesellschaft mbH (EUR 4,902 thousand, previous year EUR 3,994 thousand).

The primary expenses included personnel expenses (EUR 2,128 thousand, previous year EUR 2,552 thousand), agency service expenses related to the secondment of two members of the Executive Board of the Investitionsbank Berlin, amounting to EUR 347 thousand (previous year EUR 0 thousand), and rent and operating costs totaling EUR 126 thousand (previous year EUR 122 thousand).

Overall, the net profit for the year amounted to EUR 2,168 thousand, compared to a net loss of EUR 1,531 thousand in the previous year). The loss in the prior year was primarily due to a one-off effect - the impairment of the investment in VCFT in the amount of EUR 2,800 thousand. The result for the 2024 financial year was significantly better than planned. Taxes on income amounted to EUR 6 thousand (previous year: EUR 43 thousand).

IBB Capital GmbH

Revenue comprises the fee from the agency agreement concluded with the IBB ("GBV IBB") and amounted to EUR 1.26 million (previous year: EUR 1.43 million). GBV IBB fully covers the company's ongoing operating and personnel expenses.

Direct personnel expenses in the 2024 financial year increased from EUR 0.68 million (2023) to EUR 0.79 million. In addition, there were expenses for the Managing Director seconded by the IBB, which were settled via the agency agreement concluded with the IBB on December 8, 2022 for the secondment of personnel.

In the past financial year, the start-up portfolio generated income totaling EUR 4.3 million, primarily interest from loans of financial assets of around EUR 1.9 million (previous year: around EUR 2.9 million) and from

write-ups of financial assets of EUR 2.8 million (previous year: EUR 0). According to 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 15 conversions carried out in the financial year (previous year: 27), the interest was also converted in accordance with the contractual provisions in seven cases (previous year: 27). Eight commitments in the portfolio were converted without the accrued and capitalized interest as contractually agreed.

The company generated interest income of EUR 393 thousand (previous year: EUR 250 thousand) from liquidity management in the reporting year. The interest generated from the interim investment of funds from the BIG program 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 program funds and must be earmarked for the BIG program once the TA funds have been reallocated.

It has been agreed with the co-investors that information relevant to the valuation of the individual start-ups will be provided on a regular basis. The reporting format on which the co-investors' feedback is based was fundamentally revised by the company in 2023 and supplemented with additional information relevant to the assessment of the startups' business development. 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.

In the 2024 financial year, IBB Capital recognized impairment losses totaling EUR 22.4 million (2023: EUR 31.7 million) for 27 companies (previous year: 27) in the portfolio.

For 15 of these companies (previous year: 17), a 100% impairment loss (totaling around EUR 23.2 million) was recognized. In the case of ten companies (previous year: 14), a 100% impairment loss was recognized due to insolvency, liquidation resolutions or the discontinuation of operating activities. This was offset by reversals of impairment losses (income from write-ups on financial assets) in the amount of EUR 2.8 million. There were no reversals of impairment losses in the previous year.

Write-downs on financial assets and marketable securities in 2024 amount to around EUR 22.4 million (previous year: EUR 31.7 million) and are therefore significantly higher than the original assumptions when the coronavirus aid program was launched and the company's planning from September 2023.

Other operating expenses dropped to EUR 2.3 million in the 2024 financial year (previous year: EUR 3.8 million). The main components of these expenses included: value adjustment and write-offs on interest receivables (EUR 1.6 million; previous year: EUR 1.6 million); purchased third-party services and external work in the amount of EUR 292.5 thousand (previous year: EUR 292.7 thousand) including costs for the secondment of personnel totaling to EUR 180 thousand (previous year: EUR 293 thousand). Disposals of financial assets at residual carrying amount significantly decreased to EUR 75 thousand (EUR 1.67 million in 2023), other operating expenses also including legal and consulting costs in the amount of EUR 25.7 thousand (previous year: EUR 2.1 thousand).

The company ended the financial year with a net loss of EUR 18.8 million (previous year: EUR 30.4 million). As in previous years, the main drivers of the net loss for the year were defaults and impairments.

Net Assets

The IBB Group's net assets remain stable. As of December 31, 2024, total assets had increased by EUR 1.4 billion to EUR 23.5 billion.

in millions of euros	31.12.2024	31.12.2023	Change	
			absolute	in %
Receivables from banks	1.916.2	2.800.1	-883.9	-31.6
Receivables from customers	14.757.8	13.147.4	1.610.4	12.2
Bonds and other fixed-income securities	5.201.2	4.821.8	379.4	7.9
Shares and other variable-yield securities	3.1	2.5	0.6	24.7
Investments/shares in affiliated companies	168.2	159.4	8.8	5.5
Other assets	1.501.8	1.185.0	316.8	26.7
Balance sheet total	23.548.3	22.116.3	1.432.0	6.5
Financial guarantees	139.9	131.6	8.3	6.3
Irrevocable loan commitments	890.2	823.8	66.4	8.1
Business volume	24.578.4	23.071.7	1.506.7	6.5

As of December 31, 2024, equity including retained earnings amounted to EUR 1,209.6 million (previous year: EUR 1,167.7 million).

The reported **Tier 1 capital ratio** as of December 31, 2024 at IBB Group level was 19.3%.

in millions of euros / in %	31.12.2024*	31.12.2023**
Total risk amount (RWA)	6.798,7	6.746,1
Own funds	1.313,8	1.320,6
Total capital ratio	19,3%	19,6%
Core capital ratio	19,3%	19,6%

* Values prior to the implementation of the resolution on the appropriation of profits

** Report as of 31.12.2023 subsequently adjusted as a result of the implementation of the resolution on the appropriation of profits 2023

Investitionsbank Berlin

IBB's financial position is in order and is as follows as of December 31, 2024

in millions of euros	31.12.2024	31.12.2023	Change	
			absolute	+/- in %
Receivables from banks	1,916.2	2,800.1	-883.9	-31.6
Receivables from customers	14,962.1	13,358.1	1,604.0	12.0
Bonds and other fixed-income securities	5,201.2	4,821.8	379.4	7.9
Other assets	1,451.4	1,129.1	322.3	28.5
Balance sheet total	23,530.9	22,109.2	1,421.6	6.4
Contingent liabilities	139.9	131.6	8.3	6.3
Irrevocable loan commitments	894.2	827.6	66.6	8.1
Business volume	24,565.0	23,068.4	1,496.6	6.5

As expected, **total assets** increased significantly to EUR 23.5 billion in the reporting year, up 6.4% on the previous year (EUR 22.1 billion). The drivers of the increase are the special business for the remunicipalization of district heating amounting to EUR 1.5 billion and the increase of EUR 0.3 billion in fiduciary loans in social housing construction.

Loans and advances to banks include the deposit facility with the Deutsche Bundesbank. In 2024, the volume fell by 31.6% to EUR 1.9 billion. This decrease compared to the previous year is mainly due to the completed pre-financing of the large-volume lending for the remunicipalization of district heating.

Receivables from customers increased significantly by EUR 1.6 billion compared to the previous year and now amount to EUR 15.0 billion. The increase is mainly due to the special business for the remunicipalization of district heating (EUR 1.5 billion).

As of December 31, 2024, **equity on the balance sheet** amounted to EUR 1,210.5 million (previous year: EUR 1,164.8 million). In addition to the current net profit for the year, the main reason for the change is the distribution of EUR 15.2 million to IBB UV.

In order to strengthen equity, EUR 125.0 million was converted from the Section 340f HGB reserve to the Section 340g HGB reserve in the course of the annual financial statements

The decline in the **total capital ratio** in 2024 is mainly due to the increase in risk-weighted assets. Overall, the bank has a solid capital base that is slightly above expectations.

Total risk amount and capital ratios

in millions of euros / in %	31.12.2024*	31.12.2023
Total risk amount (RWA)	6,740.0	6,691.5
Own funds	1,340.7	1,346.3
Total capital ratio	19.9%	20.1%
Core capital ratio	19.9%	20.1%

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

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

IBB Business Team GmbH

IBT's financial position is in order. The balance sheet total is around EUR 14,069 thousand (previous year: EUR 9,825 thousand).

The assets side of the balance sheet is primarily composed of bank balances totaling EUR 13,139 thousand (previous year: EUR 8,757 thousand), licenses to industrial property rights valued at EUR 417 thousand (previous year: EUR 682 thousand), trade receivables amounting to EUR 144 thousand (previous year: EUR 183 thousand), and other assets totaling EUR 318 thousand (previous year: EUR 158 thousand).

The liabilities side is mainly composed of other liabilities totaling EUR 9,523 thousand (previous year: EUR 5,536 thousand), trade payables of EUR 168 thousand (previous year: EUR 68 thousand), provisions amounting to EUR 244 thousand (previous year: EUR 290 thousand), advance payments received of EUR 104 thousand (previous year: EUR 96 thousand), special items for investment grants of approximately EUR 338 thousand (previous year: EUR 427 thousand) and equity of EUR 3,692 thousand (previous year: EUR 3,407 thousand). The other liabilities consist of liabilities from advance payments of subsidies totaling EUR 8,658 thousand (previous year: EUR 4,854 thousand), liabilities from subsidies of EUR 5 thousand (previous year: EUR 43 thousand), liabilities from BPW grants of EUR 399 thousand (previous year: EUR 399 thousand) and from unused grants from the IBB from 2024 in the amount of around EUR 126 thousand (previous year: EUR 57 thousand).

IBB Beteiligungsgesellschaft mbH

As of December 31, 2024, cash and cash equivalents amounted to EUR 3,525 thousand (previous year: EUR 7,877 thousand). In addition to the aforementioned transfers to the capital reserves of the VC funds, the decrease in cash and cash equivalents is due to the transfer of pension obligations amounting to EUR 2,443 thousand to Investitionsbank Berlin in return for payment. Liabilities amounted to EUR 61 thousand (previous year: EUR 1,007 thousand) and mainly result 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 around 100% as of December 31, 2024 (previous year: 98%). IBB Beteiligungsgesellschaft mbH capital reserves remained unchanged in the 2024 financial year.

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 85,637 thousand (previous year: EUR 95,302 thousand). The investment portfolio in the divestment phase will be gradually reduced over the next few years. This decline will be offset by increasing income from fees related to the new fund generation.

IBB Capital GmbH

In the financial year 2024, the IBB Capital made no new commitments under the coronavirus aid program. Instead, it focused on managing its existing portfolio to safeguard its interests.

During the year, 15 convertible loans (previous year: 27) at nine companies, with a total volume of around EUR 11.1 million (previous year: EUR 18.0 million), were converted into equity investments. Net value adjustments reached EUR 22.4 million – significantly higher than initially expected when the Corona Aid Program 2020 was launched and also above the 2024 operational forecast of EUR 16.7 million. However, this was still below the previous year's impairments of EUR 31.7 million.

Financial assets decreased to EUR 85.7 million (previous year: EUR 97.8 million), mainly due to loan repayments, portfolio exits, defaults, and impairments. Other assets, primarily capitalized interest on convertible loans, fell to EUR 3.3 million (previous year: EUR 5.2 million). Bank balances declined to EUR 6.4 million (prior year: EUR 9.4 million), reflecting investments made in the BIG program and the repayment of unused funds from the coronavirus aid program to the shareholder in June 2024. . As in previous years, the company remained fully equity-financed, and liquidity was maintained at all times.

The TA program was temporarily suspended in the 2024 by decision of the State of Berlin. In May 2024, IBB Capital was assigned to implement the BIG program. To support this, the shareholder, IBB UV contributed EUR 8.5 million to IBB Capital's capital reserves in two tranches. However, due to derecognitions and capital

withdrawals by the shareholder totaling around EUR 6.9 million, total assets decreased from EUR 112.6 million to EUR 95.6 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 year under review. 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 securities and promissory bills.

Investitionsbank Berlin

The IBB was also able to achieve its refinancing targets in terms of volume, maturity and structure in the 2024 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 year under review, a third social bond – highly sought after by investors – was issued with a volume of EUR 500.0 million and a maturity of 5 years.

There were only slight shifts in the structure of the refinancing side compared to the previous year. At a constant EUR 4.1 billion, the share of liabilities to banks is now 17% (previous year: 19%). Securitized liabilities increased nominally from EUR 11.7 billion to EUR 12.2 billion. This corresponds to a slightly decreased share to 52% as of the reporting date from 53% in the previous year.

At EUR 4.1 billion or 17%, the refinancing funds received from customers, which also include the funds provided by the State of Berlin for housing construction subsidies, were slightly higher than in the previous year (EUR 3.6 billion or 16%).

In addition to activities on the money market, funds were raised in the reporting year by issuing short-term and long-term capital market instruments with a volume of EUR 3.1 billion (previous year: EUR 3.5 billion) in order to procure liquidity.

The IBB's business performance as well as its earnings, net assets and financial position were satisfactory in the 2024 financial year.

IBB Business Team GmbH

The IBT's economic situation is primarily characterized by its function as a provider of development 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 cost/income ratio (sales including other operating income/expenses) and the return on sales (percentage of sales including other operating income after deduction of all costs - but before income taxes).

In addition to the improved result compared to the planned net profit, the cost/income ratio and the pre-tax return on sales were also above the planned figures of 101% and 1% at 106% and 6% respectively.

Year	Expense coverage ratio	Return on sales before taxes
2022	EUR 6,758 THOUSAND / EUR 5,555 THOUSAND = 122%	EUR 1,204 THOUSAND / EUR 6,758 THOUSAND = 18%

Year	Expense coverage ratio	Return on sales before taxes
2023	EUR 8,773 THOUSAND / EUR 7,469 THOUSAND = 117%	EUR 1,304 THOUSAND / EUR 8,773 THOUSAND = 15%
2024	EUR 7,058 THOUSAND / EUR 6,669 THOUSAND = 106%	EUR 411 THOUSAND / EUR 6,678 THOUSAND = 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 mbH

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 material costs of the company via the agency agreement concluded with the IBB Capital for program processing. 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 the IBB UV on the allocation of funds to the IBB Capital and the program management agreement concluded with IBB, the company's required liquidity will continue to be secured in the future.

Forecast and opportunities report

The report includes forward-looking 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 markets trends. Demand for the individual promotional programs 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.

Further information can be found in the notes under the supplementary report.

General economic conditions

After consumer prices rose by an average of 5.4% in 2023, there were signs of a significant slowdown in inflation in 2024. Harmonized consumer prices in the Eurozone even briefly fell to 1.7% year-on-year in September due to base effects and were therefore below the European Central Bank's (ECB) target of 2%, only to climb above the 2% mark again at the end of 2024.

The inflation rate is expected to continue to approach the ECB's target rate in 2025. In light of this development, the ECB has lowered its key interest rates in several steps since June 2024. This monetary easing is likely to continue in 2025, especially as the core inflation rate, i.e. the inflation rate excluding the volatile price components for energy and food, continued to stagnate at 2.7% in the last quarter of 2024.

Despite the four interest rate cuts in 2024, the ECB deposit rate of 3%, which is important for banks, is still in a restrictive monetary policy range. In order not to slow down the economy excessively, the ECB is expected to cut interest rates further in 2025. The aim should be to move towards the neutral interest rate range of 2% to 2.5%.

In this environment of falling interest rates, Berlin's economy and the construction and real estate industry in particular could slowly recover in 2025. With the interest rate cuts, residential construction loans to private households have also left their peak of 3.9%. Towards the end of 2024, they amounted to just 3.4%. However, the number of building permits has fallen continuously since 2016, which is why fewer apartments are likely to be completed overall in 2025. As the demand for skilled workers in many Berlin industries cannot be met by the domestic labor market alone, Berlin will continue to attract well-educated people from all over the world. Demand for housing and pressure on the housing market will therefore remain high overall in 2025.

The high level of interest rates is also reducing investment activity in other areas. In addition to the construction industry, this primarily affects industry and start-up financing, where VC investors are withholding their financing and increasingly scrutinizing business plans for their profitability. In the first half of 2024, venture capital for start-ups fell to a total of EUR 1.1 billion. This means that 31% of German VC funds were invested in Berlin. 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 2025.

However, Berlin's economy will also face enormous challenges in 2025 with the upcoming budget cuts. They harbor risks for economic growth and the future viability of the location. The planned cuts in the public sector could lead to a decline in investment in infrastructure, education and research. This could dampen the innovative strength and competitiveness of Berlin companies. Loss of income due to job cuts in the public sector and general uncertainty could weaken private consumption and domestic demand, with budget cuts affecting socially disadvantaged groups in particular. A negative economic climate and limited development prospects could also result in fewer qualified workers coming to Berlin.

Overall, Berlin is very well positioned with the joint cross-state innovation strategy. In particular, the five innovative clusters jointly defined with Brandenburg – ICT (information and communication technology), 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. The necessary transformation towards a climate-neutral economy and society is acting as a catalyst to significantly accelerate already planned projects and drive forward the development of new, innovative solutions. Berlin already has an established start-up ecosystem that can find answers to the challenges. The IBB Group has anchored sustainability issues in its corporate strategy and will support the promotion of this area in 2025 in the same way as traditional SME financing.

The fight against climate change, demographic trends and the growing inequality between rich and poor will remain important issues in the coming years. These topics will play an increasingly important role in the product portfolio of the development bank of the State of Berlin. IBB and its sister companies will therefore have many starting points and opportunities in the coming years to support and promote these social and economic developments.

For the **2025 financial year**, the IBB Group will continue to focus on optimizing its product portfolio and expanding its service function for the State of Berlin. In addition, the consolidation of the investment portfolio will continue, for example through the subsequent use of companies with largely discontinued operating activities ("shelf companies").

The transformation to an "Impact" Group will continue to be a strong focus alongside digitalization through the further development of the sustainability strategy and implementation of a climate strategy.

Based on current planning, the IBB Group expects a **new business volume of** around EUR 1.8 billion, which is significantly below the previous year's figure. Investitionsbank Berlin accounts for 96% of financing commitments.

In the further course of business, the **operating result** is expected to increase to around EUR 262 million. However, the **economic result** will remain at an unchanged level of around EUR 42 million due to increased **administrative expenses** (around EUR 201 million). The aforementioned earnings components are primarily influenced by Investitionsbank Berlin.

The reclassification of reserves in accordance with Section 340f HGB to reserves in accordance with Section 340g HGB in 2024 is intended to strengthen the Group's capital base. As a result, the **core capital ratio** will be 20.1% in 2025.

The development is largely characterized by Investitionsbank Berlin, IBB Capital GmbH, IBB Beteiligungsgesellschaft mbH and 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 December 31, 2024 below.

Investitionsbank Berlin

In line with its specific promotional mandate, the Bank will continue to play a key role in Berlin's development in the future, particularly with regard to promoting the economy, infrastructure and housing, even though budgetary resources are becoming more restrictive.

Support for transformation projects will continue to be a focus of the promotional business in the coming year. The Bank is constantly reviewing how it can improve existing and new promotional products in order to support sustainable promotional projects even more effectively. For the year 2025, increased support is planned for companies that are actively working to reduce their CO₂ emissions.

New business in [the Housing and Real Estate Development](#) division is expected to decline significantly in the current financial year compared to the previous year. This is primarily due to the temporary reduction in financing commitments for the construction of new schools.

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. In particular, the focus will be on supporting municipal housing companies, cooperatives and private investors in the creation of affordable rental housing financed by the new housing construction fund. In addition, the IBB plans to continue to expand state support in a targeted manner through additional support programs.

In the area of [Business Development](#), we expect growth (excluding special transactions) to be on par with the previous year.

Loans and guarantees for replacement and expansion investments by Berlin companies will continue to account for the largest share of financing commitments. Particularly high volumes of new business are expected in the "IBB Growth Program", "Berlin Infra" and "Pro FIT" programs. In 2025, 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 programs to remain stable, but do not expect to be able to fully match the figures from previous years.

Despite the reduction in funding by the State of Berlin, the "Joint Task for the Improvement of Regional Economic Structures" (GRW) grant program remains the most important regional policy instrument for creating and securing permanent jobs through company investments. At the same time, the "Pro FIT" grant program will continue to play a central role in the financing of research, development and innovation projects.

The municipal lending business with local authorities has developed very positively in recent years. We expect new business to remain strong in 2025, albeit at a slightly slower pace.

In the area of labor market promotion, we expect a significant increase in funding commitments in the coming year. Higher commitments are expected, particularly in the areas of securing skilled workers and social inclusion.

Due to the projected decline in new commitments, the [volume of new business is expected to decrease significantly](#) in 2025.

In the context of economic policy developments, the IBB expects a stable [economic result](#) for 2025 compared to the previous year, which will develop at a slightly higher level.

Despite the latest interest rate cuts, [net interest income](#) continues to be significantly influenced by the turnaround in interest rates and the yield curve expected by the economy. This applies in particular with regard to the now more profitable investment of equity and the positive contribution to earnings from interest rate change effects for pensions. As a result, the IBB expects net interest income for 2025 to once again be significantly higher than in the previous year.

Net commission income is again expected to be significantly higher than in the previous year, mainly due to the expected high level of cost reimbursements from the State for the provision of services, particularly in connection with coronavirus emergency aid and the labor market promotion business area.

Another significant increase in **administrative expenses** is forecasted for 2025, which is likely to mark both a peak and a trend reversal. The Bank plans to complete the filling of vacant positions in the coming year, which will lead to a significant increase in personnel costs in addition to the collective wage increases. The planned new appointments are necessary, among other things, for the processing of services for the State of Berlin as well as for the implementation of constantly new regulatory requirements. In addition, there will be a temporary duplication of positions for demographic reasons.

Operating expenses are expected to remain at the current high level, mainly due to high project expenses in connection with the introduction of a new core banking system. In addition, considerable expenses for adapting to regulatory requirements are expected to continue.

Despite the expected increase in administrative expenses, the **cost-income ratio before promotional activities** is expected to fall slightly to around 78% in the coming year. This positive development is due to the increases in net interest income and net commission income.

In 2024, reserves will be reclassified from Section 340f HGB to Section 340g HGB to strengthen the Bank's capital base. As a result, the **core capital ratio** will be 20.5% in 2025.

As part of its operational planning, the IBB assumes that the **risk provisioning** and valuation result including provision reserves will deteriorate 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 2025 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 House and Real Estate 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 tense or worsening budget situation could jeopardize 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 utilization of economic capital for counterparty default 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 standardization, which will optimize 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 programs. New school construction financing will ensure an improved school infrastructure and high-quality education. The SME funds also support start-ups 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 digitalization, 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.

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.

The IBT provides services for the IBB 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 unplanned 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 standardized 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 programs. Due to the tight budget situation, it expects to be commissioned with the implementation of a new funding program and secure funding from the IBB and the State of Berlin in 2025.

In addition, the IBT still has the opportunity to take on the implementation of further funding 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 programs despite the demographic trend and also to develop and offer digital processes.

In the next financial year, the IBT will continue the existing promotional programs, 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 Coaching BONUS funding program, which was discontinued at the end of the year, as well as the funding programs HeiztauschPLUS, Digitalprämie Berlin (DPB 2) and Abbiegeassistent Berlin (AAS), which will be wound up in the course of the next financial years.

In numerous funding programs, the agency agreements and the calculations with the remuneration are to be renegotiated as of 01.01.2025. The SPD and CDU coalition partners must save a further two billion Euros next year in order to consolidate the budget of the State of Berlin. A direct consequence of this is that the State can only 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 around EUR 448 thousand in the next financial year.

Against this backdrop, the following key performance indicators emerge.

Year	Expense coverage ratio	Return on sales before taxes
2025	EUR 8,468 THOUSAND / EUR 8,021 THOUSAND = 105%	EUR 448 THOUSAND / EUR 8,468 THOUSAND = 5%

IBB Beteiligungsgesellschaft mbH

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

The development of the investment portfolios of the three VC Fonds GmbHs may affect the carrying amounts of the three VC Fonds GmbHs in the financial statements of the IBB Beteiligungsgesellschaft mbH. The opportunities and risks of the investment portfolios of the VC Fonds GmbHs may therefore also influence the development of IBB Beteiligungsgesellschaft mbH. With regard to IGSW, which continues to be managed by the Investitionsbank Berlin, there is no impairment risk due to the irrelevant carrying amount. No income is expected from this investment.

In the future, income will therefore be generated almost exclusively through remuneration from agency services. Impairment losses on financial assets are not planned for 2025. Other income and expense items are subject to only minor planning uncertainty. Significant deviations are not expected here.

In 2025, income from agency services will be slightly lower due to the scheduled reduction in 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 2025 will be clearly positive, albeit significantly 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. In this context, the positive shift in venture capital funding and the increase in exit transactions seen in 2024 are encouraging signs. If these trends continue in 2025, moderate opportunities will arise from increases in the value of investment portfolios and higher exit income. However, if market conditions worsen, these areas pose the greatest uncertainties and moderate risks when evaluating funds's investments. As a result, there is a possibility that our earlier forecast for 2025 - particularly regarding impairments - may not hold true, and we may need to significantly increase risk provisions.

IBB Capital GmbH

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

The State of Berlin participated in the program launched by KfW under the name "BerlinInnoGrowth" (BIG) via the IBB Group. The program was launched in the IBB Group in May 2024; IBB Capital has been commissioned with the operational implementation of the program in the IBB Group. For the initial three-year term of the program (2024 to 2026), 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. Additionally, EUR 15 million will come from private sources via the private co-investors / intermediaries. In the 2024 financial year, IBB Capital, together with its private co-investors, selectively invested a total of around EUR 10 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.

For the 2025 financial year, IBB Capital is planning new program funds from the BIG program totaling up to EUR 11.5 million, which will be provided by the shareholder and will be available for the company's new business. As in 2024, the BIG funds are to be invested for new business in the form of equity or equity-like financing in companies within the company's existing portfolio. The planned new business volume of up to EUR 12.5 million (including the required state share) takes appropriate account of the current situation of Berlin start-ups, the changed and selective business approach in the BIG program as well as the financing situation of IBB Capital's portfolio companies and the financial possibilities of private co-investors.

Contrary to the original plans, the TA program was suspended in the 2024 financial year. The funds of EUR 5 million already made available by the State of Berlin at the end of 2022 were reallocated in agreement with the State of Berlin and will be used in full to secure the regional (state) share of the BIG program. 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 program. No investments in this program are therefore planned for the 2025 financial year.

Due to the IBB Capital's business model focused on providing equity financing for start-ups and viable SMEs undergoing restructuring, as well as the still strained overall economic situation, continued strong demand for program funds from start-ups and SMEs can be expected. However, the company's business will not generate any annual surpluses in 2025 either. These would only arise if very successful exits of several start-ups from the Corona Aid Program and the BIG Program were completed and these exceeded the volume of defaults and impairments. However, it can currently be assumed that this income will only partially compensate for the losses already realized and those still expected. With regard to the coronavirus portfolio, the company also expects a clearly negative result over the entire term. With regard to the BIG sub-portfolio, however, we expect a positive overall result over the term of the portfolio due to the positive selection of these investments, even if experience shows that there will also be some defaults in this sub-portfolio.

Due to the ongoing series of crises and uncertainties as well as the recession in Germany, further losses on disposals, value adjustments and portfolio defaults are also expected in 2025, leading to a continued need for write-downs. However, management assumes that level of impairments will be below the previous year's level. The net loss for 2025 is therefore expected to be lower than in the previous year.

Downside risks remain high for the coming year, as Berlin – despite developing contrary to the national trend – cannot fully escape the overall deterioration in economic conditions. The ongoing crises and uncertainties, along with the economic stagnation in Germany, continue to weigh on German businesses and will continue to slow down economic activity in 2025. The desired positive effects of a sustainable ecological transformation of the economy are also likely 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 constant economic result and a stable net assets and financial position for the IBB Group in the 2024 financial year.

Risk report

Organization 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 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 starting point for the risk management cycle - identification, assessment, planning, control and monitoring - is the risk inventory.

The materiality of the risk types in the financial holding group is determined in the annual or ad hoc risk inventory. While 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 Management unit that is independent of the risk-taking units. The Investitionsbank Berlin is responsible for the risk management of the IBB Group. The IBB Bank owns a Risk Management 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 relevant to IBB,
- the derivation of proposals for action to manage the main risks,
- the realization of a process for ongoing monitoring and
- the ongoing further development of the models, methods and processes used to quantify, monitor and manage risk, and
- the implementation of uniform risk management 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 all of the Group's risks. In particular, statements are made on the current risk-bearing capacity and the utilization 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 spread and interest rate risk
- Operational risk and
- Liquidity risk and
- Investment risk.

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

ICAAP framework

According to the 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 planning
- 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.

The following significant changes were made to the risk management system in the 2024 reporting year

- Introduction of an risk coverage potential buffer to take into account the potential impact of ESG risk factors in the context of credit risks,
- Change in the definition of transactions relevant to spread risk as a result of the implementation of the CSRBB guidelines,
- Introduction of new modeling of investment risks using a Monte Carlo simulation

As of 31.12.2024, the utilization of the economic risk coverage potential was 53.5%, an increase of 5.9 percentage points compared to the previous year. The exact change in the risk metrics is due to various, partly opposing market-induced effects, portfolio changes and model changes.

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

	31.12.2024		31.12.2023	
Risk limit	1,476.5	100.0%	1,490.0	100.0%
Credit risk	337.1		265.7	
of which promotional loan portfolio	308.7		230.0	
thereof bank management and treasury	28.4		35.7	
Investment risk	78.6		98.5	
Market price risks	328.0		313.9	
of which spread risk	104.7		106.6	
of which interest rate risk	223.3		207.3	
Operational risk	24.8		24.8	
Liquidity risk	21.5		5.7	
Overall bank risk	790.1	53.5%	708.5	47.6%

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 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 modeling.

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 Management centrally monitors limits at the portfolio level. In addition, the Executive Board sets limits for global and individual transactions, while 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 development loan business and with institutional customers segments, as well as operational risks relating to loan processing.

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 development and business development.

The only insignificant credit risk arises for the IBB Bank from publicly guaranteed development 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.

Probabilities of default according to DSGV master scale in %

Rating class	1-5	6-11	12-15	16-18	unadvised
Probability of default	< 0.4	0.6 to 4.4	6.7 to 45.0	Failure	6.1

Loans at risk of IBB Bank by segment and rating class in millions of euros

Segment / Rating	1-5	6-11	12-15	16-18	unadvised	Total	mCVaR [1]
Business development	4,180.8	1,905.7	2.7	37.9	13.8	6,140.9	113.5
Rental housing	7,779.2	313.3	1.1	183.7	56.9	8,334.2	193.4
Property measures	46.9	136.3	4.5	5.1	0.7	193.4	1.7
Utilization Total	12,006.9	2,355.3	8.3	226.7	71.4	14,668.5	308.7
in %	81.9	16.1	0.1	1.5	0.5	100.0	

Segment / Rating	1-5	6-11	12-15	16-18	unadvised	Total	mCVaR [1]
(marginal) CVaR	198.5	106.4	0.3	0.0	3.5	308.7	
in %	64.3	34.5	0.1	0.0	1.1	100.0	

The credit risk, measured as marginal credit value at risk (mCVaR), increased from EUR 230.0 million in the previous year to EUR 308.7 million. The increase is mainly due to new exposure.

Loans not at risk of the IBB Bank by segment and rating class in millions of euros

Segment / Rating	1-5	6-11	12-15	16-18	unadvised	Total
Business development	31.8	0.2	0.0	1.6	109.4	143.1
Rental housing	1,940.2	493.4	1.7	39.1	487.8	2,962.2
Property measures	3.0	2.2	0.3	0.3	0.1	6.0
Utilization Total	1,975.0	495.9	2.0	41.0	597.4	3,111.2
in %	63.5	15.9	0.1	1.3	19.2	100.0

The volume of loans not at risk to the IBB Group increased from EUR 2,507.8 million in the previous year to EUR 3,111.2 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, securities and promissory note loans. 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 millions of euros

Rating	1-5	6-11	12-15	Failure	unadvised	Total	mCVaR
IA Total	6,753.1	0,0	0,0	0,0	0,0	6,753.1	28.4

Issuer and counterparty risk fell from EUR 35.7 million in the previous year to EUR 28.4 million. The decline is in particular due to the increase 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 recognized 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 recognized 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 validated regularly or on ad hoc basis if required. An overlay of EUR 1.5 million was recognized for ESG risks.

Total risk provisions (excluding Section 340f and Section 340g HGB) amounted to EUR 77.0 million in the reporting year.

Loan loss provisions in millions of euros

	31.12.2024	31.12.2023
Individual value adjustments	59.8	52.7
Generalized specific valuation allowances	2.1	2.5
Portfolio valuation allowances	10.3	11.4
Provisions in the lending business	4.8	6.0
Total risk provisioning	77.0	72.6

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 development 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.

Spread risk (CSVaR) by rating class and sector in millions of euros

Rating	1			2-3	4-7	8-12	13-15	Total
	AAAA/ AAA	AA+/AA-	A+/A/A-					
Banks / Insurance companies Germany	5.9	8.8	3.1	0.0	0.5	0.0	0.0	18.3
Banks / Insurance companies abroad	0.0	30.9	14.6	0.2	0.2	0.0	0.0	45.8
Domestic public sector	14.2	0.0	0.0	0.0	0.0	0.0	0.0	14.2
Public sector Foreign countries	3.7	8.4	2.8	2.2	0.0	0.0	0.0	17.0
Corporates	0.5	0.4	3.9	1.8	2.0	0.6	0.0	9.3
Total CSVaR	24.2	48.5	24.5	4.2	2.7	0.6	0.0	104.7

Investment risk

The investment risk is primarily assumed by the IBB Beteiligungsgesellschaft mbH. 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 the IBB Beteiligungsgesellschaft mbH 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 € 78.6 million as of December 31, 2024.

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 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 of 31.12.2024, the risk-mitigating effects from the swap positions amounted to EUR 677 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 20% was defined for the regulatory limit in accordance with the Basel interest rate shock. This was not exceeded at any time in the 2024 financial year.

No limits were exceeded in the 2024 reporting year.

Interest rate risks by sub-risk in millions of euros

Partial risk	31.12.2024	31.12.2023
Limit utilization Interest rate risk	79.7%	81.3%
Interest rate risk	223.3	207.3
Interest rate risk in the banking book	221.8	205.6
Interest rate option risk	1.5	1.7

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. IBB's 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. In addition to activities on the money market, the IBB Bank raised funds by issuing capital market instruments with a volume of around EUR 3.1 billion in the reporting year. Supplemented by the strengthening of investor activities, the IBB Group was thus able to obtain sufficient and low-interest refinancing to support its development business at all times in 2024.

The refinancing guarantee from the State of Berlin and the fact that the State of Berlin is the sole owner enables 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 able to provide the IBB Group with sufficient liquidity at an appropriate price in the required maturities on the money and capital markets at all times in 2024.

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 fulfillment 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 Federal Republic of Germany and the State of Berlin to refinance its development programs.

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 millions of euros

Liquidity risk	31.12.2024	31.12.2023
Limit utilization Liquidity risk	56.6%	28.4%
Liquidity risk	21.5	5.7

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, outsourcing risk, compliance risk, project risk, property damage risk, BCM risk, information security risk and IT 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 Center (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 December 31, 2024 was EUR 24.8 million. For stress scenarios hypothetical loss events are generated.

As part of a self-assessment, the Bank's organizational 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.

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

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. The monitoring and management of risk concentrations focuses on credit risk and spread risk. Risk concentrations can arise from counterparty or spread risks 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 or geographical region and are therefore dependent on the same systematic risk factors.

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

For credit and spread risk, material risk concentrations 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).

The IBB Group's portfolio exhibits a markedly uneven distribution of risks both in terms of individual borrowers and in terms of countries, sectors, loan collateral and sources of income. The high degree of credit risk concentration in the rental-housing segment and the concentration in Germany, particularly in the Berlin region, are primarily due to the specific nature of the funding programs and reflect the regional banking character of the Group's subsidiary IBB Bank. These aspects are consistent with both the business and risk strategy.

In the context of the counterparty risks assumed, there is a risk concentration in the real estate and housing sector. Significant concentrations of spread risk exist in the financial and insurance services sector. In each case, these are desired concentrations resulting from the Bank's business strategy.

In addition, there is a country concentration for France in terms of spread risk.

Address	Gross loan amount	CSVaR
France	649.0	10.5

Active management of the counterparty risk concentration in the loan portfolio, for example through the use of loan sales or the securitization of loans, is hardly possible in the IBB Group, particularly due to funding-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.

At IBB, material risk concentrations for operational risks are determined using threshold values for insurance and partial risks, among other things. In the case of insurance, there was a concentration by Chubb European Group SE, which resulted from high coverage amounts for the building insurance and did not require any action due to the assumption of these risks by a consortium. As part of the annual OpRisk inventory and the ongoing analysis of reported loss events, the IBB is able to identify risk concentrations from operational risks, both at the organizational level and at the level of the Basel event categories. To date, no risk concentrations have been identified that require action.

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 company in relation to the accounting process is the responsibility of the Controlling and Finance department and is anchored in all areas of the bank via work instructions.

The aim of an accounting-related ICS/RMS is to ensure compliance with existing accounting standards and regulations 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 annual financial statements- is governed by a documented framework of manuals and work instructions. Regular monitoring and adjustment to legal and regulatory changes is carried out by the Controlling and Finance department.

The accounting process is supported by standard software, which is protected against unauthorized access by assigning authorizations appropriate to the level of competence. All accounting-related processes are subject to the principle of dual control in accordance with internal requirements, with ongoing further development taking place. Systematic plausibility checks, standardized 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 is ensured through the involvement of the Controlling and Finance department in the new product process.

The documentation of the accounting process 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 Executive Board and divisional management as part of the management information system. The Board of Directors and its committees are regularly informed of current business developments by the Executive Board.

The identification, analysis, assessment and reporting of risks associated with the accounting process are primarily conducted within the framework of risk management. Risks deemed significant are communicated to the Executive Board as part of the Bank's risk reporting, necessary measures are derived and their implementation is monitored.

Systemic and business risks

Systemic and business risks are assessed as part of the information 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 organizational 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 2024 financial year, the resilience of the Bank's key applications (in particular the SAP legal system) and the associated infrastructure was again confirmed through targeted tests and simulations. A back-up data center, an emergency power supply and solutions for the high availability of software products are in place to ensure reliability.

The risk of unauthorized access to company data is minimized through appropriate access rights. Unauthorized external access is isolated from the company network via a highly available DMZ (demilitarized zone) and protected by multi-level firewalls. Extensive technical and organizational 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. In 2024, there was no operational losses (OpRisk) due to IT security incidents. Emergency planning is regularly tested to reflect changing conditions. IBB also proactively conducts penetration tests with attack simulations - via external specialists - to test the robustness of the security precautions taken.

Orderly workflows are ensured by clear rules on authority, signatures and representation. The regulations and procedures are aligned with the requirements of the German 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 Information Security Officer (ISO).

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 arise externally from changes in the legal environment and legal relationships or internally from harmful misconduct, inadequate application of the law or organizational deficiencies. These risks can generally be categorized into risks stemming from new legislation and case law, contractual and administrative and liability risks.

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

If unforeseen developments arose (e.g. due to changes in case law) or errors occur, the Legal department helps to identify and correct these issues and to prevent 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 defense 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 minimized 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. The proactive recruitment of specialists from the labor 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, organization and transparency obligations under Sections 63 et seq. WpHG for investment services institution. 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 sustainable solutions.

Summarized presentation of the risk situation

The IBB Group has implemented measures to limit or minimize all material risks. Credit risks were addressed through the recognition of valuation allowances as part of risk provisioning. Adequate capital is held to cover for all risks.

Due to the existing portfolio of highly liquid securities, the IBB Group's liquidity position was ensured at all times in the 2024 financial year.

The IBB Group complied with the regulatory solvency requirements throughout the reporting period. The utilization of the total capital ratio in accordance with CRR ranged between 19.1% and 19.7% and remained therefore well above the required value.

The utilization of the overall risk limit fluctuated between 43% and 54% in the reporting year. These fluctuations were primarily due to changes in the risk management system and market environment as outlined in the "Risk-bearing capacity concepts" section.

Group Sustainability Statement

This Group Sustainability Statement for the 2024 financial year of IBB Unternehmensverwaltung AöR (hereinafter referred to as "IBB UV") provides comprehensive information on sustainability topics relating to the three main areas of environmental, social and governance issues (ESG).

In previous years, IBB UV's non-financial Group report was published separately, in accordance with the German CSR Directive Implementation Act of April 11, 2017, and Sections 340i(5), 315b, and 315c of the German Commercial Code (HGB). This report was issued independently of the Group Management Report. For the 2024 financial year, sustainability reporting was planned in accordance with the regulatory requirements of Regulation (EU) 2020/852 (the EU Taxonomy) and the Corporate Sustainability Reporting Directive (CSRD). According to Article 3(1) of the CSRD, EU member states are required to transpose the directive into national law. However, as the CSRD Implementation Act in Germany is still at the draft stage, non-financial reporting for the 2024 financial year—like in 2023—will continue to follow the CSR Directive Implementation Act of April 11, 2017, and Sections 340i(5), 315b, and 315c HGB. According to Section 315b(3) HGB, a "recognized standard may be used as long as it complies with the requirements of Article 19a of Directive 2014/95/EU and adequately addresses the material information relating to environmental, social and employee matters and governance aspects".

For the 2024 financial year, the non-financial information disclosed by IBB UV is, for the first time, based on the requirements of the CSRD and the European Sustainability Reporting Standards (ESRS). This information will be integrated into the IBB UV Group Management Report in accordance with Articles 19a(1) and 29a of the CSRD.

The first-time and complete use of the ESRS as a framework in accordance with Sections 315c(3) in conjunction with 289d HGB is due to the importance of the ESRS as reporting standards for sustainability reporting adopted by the European Commission. This Group Sustainability Statement is prepared on a consolidated basis for IBB UV and fulfills all requirements for a sustainability statement under the ESRS (Articles 29b(1) and (2) CSRD), as well as the non-financial reporting obligations under Sections 289b et seq. and 315b to 315c HGB. A comparison of the requirements in accordance with the CSR Directive Implementation Act of April 11, 2017, Sections 340i(5) in conjunction with Sections 315b and 315c HGB, and the data points covered in this Group Sustainability Statement can be found in the appendix.

For the reporting date of December 31, 2024, only German companies that fall within the scope of the Accounting Directive 2013/34/EU are subject to an obligation to implement the EU Taxonomy Regulation in accordance with Articles 19a and 29a of the Implementing Regulation 2014/95/EU. IBB UV is a public law institution and is therefore not directly affected. However, Article 8(1) of the CSRD Directive (2022/2464) stipulates that companies reporting under the CSRD must also provide appropriate information on the impact of their economic activities on the EU's environmental objectives, in line with the EU Taxonomy Regulation (Regulation (EU) 2020/852), and the extent to which their activities comply with the EU Taxonomy criteria. To ensure full compliance with the requirements of the CSRD and ESRS, reporting is therefore carried out in accordance with Article 8 of the Taxonomy Regulation within the section "ESRS E1: Climate change" of this Group Sustainability Statement.

1 ESRS 2: General disclosures

1.1 Basis for preparation

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

5. Scope of consolidation for the sustainability statement

a) Scope of consolidation

This section discloses information on the preparation of the Group Sustainability Statement in accordance with CSRD. In particular, this includes information on the scope of consolidation of IBB UV, the coverage of the upstream and downstream value chain, the omission of information due to intellectual property or innovations and, if necessary, information on exemptions.

In accordance with ESRS 1102, IBB UV, as the parent company that prepares a consolidated sustainability statement, assesses the material impacts, risks and opportunities for the entire IBB UV, including all subsidiaries, regardless of the legal group 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 "subsidiaries" used in the financial statements applies here. The IBB Group's key strategic investments for fulfilling the State of Berlin's development mandate include Investitionsbank Berlin, IBB Business Team GmbH, IBB Ventures and IBB Capital GmbH. In addition to IBB UV as the parent company, the scope of consolidation includes ten fully consolidated subsidiaries:

Consolidated companies	IBB UV share (%) direct	IBB UV share (%) indirect
Investitionsbank Berlin AöR, Berlin	100.0	
IBB Ventures, 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
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

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

Non-consolidated companies	Proportion owned (%)
Immobilien-gesellschaft Spreestadt-Wegelystraße mbH (IGSW), Berlin	100.0
House of Finance and Tech Berlin GmbH (HoFT), Berlin; formerly "BTGI Berliner Träger-gesellschaft für Gewerbe-Infrastrukturmaßnahmen mbH"	51.0
EMM EU Malaria Fund Berlin Managementgesellschaft mbH, Berlin	100.0

Non-consolidated companies	Proportion owned (%)
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 holdings by VC funds	Various
Various holdings by IBB Capital	Various

The Group Sustainability Statement relates exclusively to the four strategically relevant companies. These are summarized in the following CSRD report under the term "IBB Group".

b) Further information on the scope of consolidation

IBB UV's Group Sustainability Statement is consistent with the financial section of the Group Management Report and uses the scope of consolidation under commercial law.

c) Coverage of the upstream and downstream value chain

The sustainability statement takes into account information on the material impacts, risks and opportunities associated with the direct and indirect business relationships of IBB UV and its subsidiaries in the upstream and/or downstream value chain. The value chain is described in detail in SBM-1 (42).

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

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 is neither an undertaking pursuant to Article 19a(3) of Directive 2013/34/EU nor an undertaking pursuant to Article 29a(3) of Directive 2013/34/EU, meaning that this requirement is not applicable.

1.1.2 BP-2: Disclosures in relation to specific circumstances

6. Disclosures in relation to specific circumstances

In the English versions of the ESRS standards, the terms "policy" and "strategy" are often used. In the official German translation, the words are translated as "Konzepte" and "Strategien". Contrary to the official translation, the word "policy" in this sustainability statement is translated as "Group guidelines of IBB UV" for content that affects the entire IBB UV and as "individual guidelines 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 behavior. These include the written fixed regulations (SFO), various guidelines, work instructions and service agreements. The word "strategy" is translated as "strategy".

There are no other specific circumstances.

9. Applied time horizons

As the same time horizons that are listed in ESRS 1 Section 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 sections in which indirect sources were used as estimates to determine the quantitative parameters are listed below. A detailed description of the parameters used for the measurement is provided in the relevant sections:

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

11. Sources of estimation and outcome uncertainty

The respective sections for which there may be uncertainties in the results due to estimates and/or assumptions for the determination of the quantitative parameters and/or monetary amounts are indicated below. A detailed description of the assumptions and judgments relevant to the measurement is provided in the relevant sections:

- ESRS S1-7: Characteristics of non-employees
- 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 energy mix
- ESRS E1-6: Gross Scopes 1, 2, 3 and Total GHG emissions

13. Changes in the preparation or presentation of sustainability information

For the 2023 financial year, the non-financial Group report of IBB UV was published separately from the Group Management Report in accordance with the CSR Directive Implementation Act of April 11, 2017, and Section 340i(5) in conjunction with Sections 315b and 315c HGB.

For the 2024 financial year, the Group Sustainability Statement will not be published separately as for 2023, but as part of the Group Management Report. The information disclosed for the 2024 financial year is based for the first time on the requirements of the CSRD Directive and the European Sustainability Reporting Standards (ESRS), which is why a detailed comparison of changes to the information disclosed in accordance with the CSRD can only be made in the next statement. The materiality analysis in accordance with CSRD and ESRS was also carried out for the first time for the current statement.

The information provided in the report for the 2023 financial year has been included and supplemented in this statement. There has been no material change to the data points (qualitative and quantitative).

14. Reporting errors in prior periods

See ESRS 2, BP 2, Paragraph 13. There were no material errors according to ESRS 1, Section 7.5 in prior reporting periods.

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 legal provisions or generally recognized standards and frameworks for sustainability reporting.

16. Incorporation by reference

There are no disclosure requirements that are fulfilled by reference.

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

As of the reporting date of December 31, 2024, the IBB Group employed a total of 1,047 people, which is why 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 members 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:

Executive members	3
Non-executive members	9

b) Representation of employees and other workers

In accordance with Section 10(1)b of the German Investment Bank Act (IBBG), three members of the Supervisory Board were appointed by the IBB Staff Council.

c) Relevant experience

Experience relevant to the Company's sectors, products and geographic locations includes:

- Knowledge of the banking business, economic development, real estate business (loan and grant business), labor market promotion, treasury as well as legal and regulatory requirements
- Experience in the development banking landscape, in particular the market environment, the individual business areas, customer needs and the strategic orientation of the institutions, especially with regard to digitization
- ESG risks and impact of financial institutions/banks/promotional banks on people and the environment
- Recognizing and exploiting opportunities with regard to business sustainability

The activities of IBB UV, IBB and its sister companies are focused on Berlin. Against this backdrop, international experience is not essential for the members of the Executive Board and Supervisory Board.

d) Percentage by gender

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

Percentage of men on the Supervisory Board	55.6
Percentage of women on the Supervisory Board	44.4
Ø Woman/Man	0.8

Percentage of men on the Executive Board	66.7
Percentage of women on the Executive Board	33.3
Ø Woman/Man	0.3

e) Independent board members

The Supervisory Boards of IBB UV and IBB consist of nine members, three of whom are appointed by the staff representatives. Of the members to be appointed by the Founders' Assembly, one belongs to the Senate Department for Construction and Housing, one to the Senate Department for Finance, and one to the Senate Department for Economics. This means that the percentage of independent members is 66%. The chairman of the Supervisory Board is one of the independent members.

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

a) Overview of members

The members of the Executive Boards and the Supervisory Boards of IBB UV and IBB are listed below:

Executive Boards of IBB UV and IBB

- Dr. Hinrich Holm (Chairman)
- Angeliki Krisilion
- Dr. Stephan Brandt (since April 1,2024)

Supervisory Boards of IBB UV and IBB

- Dr. Axel Nawrath (Chairman), former chairman of the Executive Board of L-Bank
- Franziska Giffey, Senator for Economics, Energy and Public Enterprises of the State of Berlin (Deputy Chairwoman)
- Christian Gaebler, Senator for Urban Development, Construction and Housing of the State of Berlin
- Maren Kern, Member of the Board for the BBU Verband Berlin-Brandenburgischer Wohnungsunternehmen e.V.
- Dr. Iris Reinelt, Member of the Board of Management of L-Bank
- Wolfgang Schyrocki, State Secretary of the Senate Department for Finance of the State of Berlin
- Nadja Bernstein, employee of Investitionsbank Berlin (appointed by IBB staff representatives)
- Michael Bomke, employee of Investitionsbank Berlin (appointed by IBB staff representatives)
- Christian Riemer, employee of Investitionsbank Berlin (appointed by IBB staff representatives)

b) Responsibilities for impacts, risks and opportunities

Responsibility for implementing ESG issues generally lies with the respective members of the Executive Boards of IBB UV and IBB, in accordance with the allocation of responsibilities. The Executive Board has established an ESG Officer and an ESG Management, both of which report directly to the chairman of the Executive Board. In particular, ESG Management is pursuing the Group-wide strategic goal of transforming into an "Impact" group. This involves further developing the IBB Group's sustainability and climate strategy and ensuring its implementation, as well as conducting a Group-wide materiality analysis to identify the relevant aspects for CSRD reporting.

The ESRS 2 Paragraph 53 a) disclosure requirement describes the procedures for identifying and assessing material impacts, risks and opportunities. 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 subsidiary guidelines fall within the decision-making authority of the Full Executive Board. 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 overseeing impacts, risks and opportunities

i. Committees were formed from among the members of the Supervisory Boards of IBB UV and IBB which, in accordance with their rules of procedure, deal with controls and processes in the area of governance for monitoring, managing and supervising impacts, risks and opportunities as part of their duties and prepare corresponding resolution recommendations for the Supervisory Board.

Among other responsibilities, the Risk and Audit Committee provides risk-related advice on sustainability issues, for example as part of the discussion of the risk inventory and risk strategy adopted by the Executive Boards of IBB UV and IBB. In addition, its duties include the preliminary review of the annual and consolidated financial statements prepared by the Executive Board and discussion of the audit reports with the auditor. Accordingly, it prepares the decisions of the Supervisory Board on non-financial reporting in connection with the adoption of the consolidated financial statements.

At its meetings, it also discusses reports from Internal Audit and Corporate Compliance, which are presented by the respective designated functions in accordance with the Minimum Requirements for Risk Management (MaRisk). Furthermore, it holds the highest level of authority for approving loan commitments resolved by the Executive Board, which also take into account opportunities related to sustainability issues. In particular, the Nomination Committee is responsible for identifying candidates to fill a position on the Executive Board and assisting in the preparation of nominations for the election of members of the Supervisory Board. In doing so, it takes into account the balance and diversity of knowledge, skills and experience of all members as well as the diversity of the relevant body and assesses the reliability, availability and impartiality of the member in accordance with the Suitability Guidelines.

In particular, IBB's Remuneration Control Committee monitors the appropriate structure of the remuneration systems for the Executive Board and employees and assesses the impact of the remuneration systems on risk, capital and liquidity management. Furthermore, it prepares the resolutions of the Supervisory Board on the remuneration of the Executive Board and takes particular account of the impact of the resolutions on the risks and risk management of the Bank; the long-term interests of the owner, investors, other stakeholders and the public interest must be taken into account. As part of the target agreements for the members of the Executive Board, it deals with the assessment of sustainability-related aspects for the calculation of variable performance-related remuneration.

ii. The reporting obligations to the Supervisory Board and the Executive Board are primarily derived from the IBB UV's Establishment Act and the Act Regulating the Legal Status of Investitionsbank Berlin (IBB Gesetz), as well as from the Articles of Association and the rules of procedure of the governing bodies. In particular, the Group-wide business strategy—including the sustainability and climate strategy—as well as the risk inventory and risk strategy, are submitted to the Supervisory Boards of IBB UV and IBB. In addition, the target vision of the State of Berlin for IBB UV from a Group perspective is submitted. This target vision represents the ownership strategy and serves as a guiding framework for the Executive Board and as a benchmark for oversight by the Supervisory Board. The Supervisory Board of IBB UV also addresses the non-financial reporting for the IBB UV Group.

iii. The procedures for identifying and assessing the material impacts, risks and opportunities are described under the disclosure requirement in Paragraph 53 a.). The controls and procedures for managing the impacts, risks and opportunities also described apply accordingly.

d) Setting and monitoring targets related to impacts, risks and opportunities

In addition to the fundamental oversight of target setting through the strategy process, regular reporting, and reporting from key projects, the employment contracts of the members of the Executive Boards of IBB UV and IBB provide for variable performance-related remuneration based on an annual target agreement to be concluded within the financial year. The individual target agreements take into account, among other things, sustainability-related challenges, but also opportunities, the implementation of which is taken into account accordingly when calculating the variable remuneration. The Executive Board establishes the targets in strategy documents, guidelines and reporting, and breaks down the targets to the next management level as part of its departmental responsibility and monitors their implementation. In addition, the Supervisory Boards of IBB UV and IBB are included in the materiality analysis and informed of its results.

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

a) Sustainability-related expertise

The members of the governing bodies have many years of experience as political office holders, board members of banks, or in the executive management of large companies and associations. They bring expertise in lending, risk management, finance, ESG, economic development, and real estate, as well as legal expertise—particularly in relation to Berlin’s political objectives for urban development, the economy, energy, public enterprises, and finance. Among other things, they have been members of supervisory boards of financial services institutions companies and large commercial enterprises for many years. In addition, they have extensive experience as chairs of committees and advisory boards, along with recognized expertise in accounting and auditing.

In accordance with Section 25d(4) KWG, the Company is obliged to deploy appropriate human and financial resources to maintain the necessary expertise. In addition, IBB UV and IBB have adopted Suitability Guidelines, which include the Induction and Training Guidelines for the Executive Board and the Supervisory Board. The Company provides support as required for any training needs identified or identified for board members. In connection with the evaluation of the Supervisory Boards and Executive Boards of IBB UV and IBB in accordance with section 25d(11) Nos. 3 and 4 KWG, training needs are assessed, and the collective knowledge of the Board is recorded. Based on this, the Board Management unit within the Executive Office and Group Development department organizes annual training sessions for the Supervisory Board, as well as introductory training programs for new members upon taking office, in addition to the self-directed training undertaken by the members of the executive bodies.

In addition, all board members have access to an online training platform with training courses, particularly for development banks, to deal with individual focus topics as required. In addition to regulatory requirements, the 2024 training event for the Supervisory Board focused in particular on cyber risks and new regulations on digital resilience as well as aspects of ESG regulation. These included ESG risk management, supervisory expectations and legislative initiatives in the three pillars of Basel, European and national implementation, CSRD reporting and the climate agreement on EU taxonomy.

b) Relationship between skills and expertise and material impacts, risks and opportunities

In accordance with the IBB UV and IBB Suitability Guidelines, the Supervisory Board has incorporated the skills and expertise—particularly those related to the Company’s material impacts, risks, and opportunities—into the competence profiles of both the Executive Board and the Supervisory Board, and has accordingly taken them into account during suitability assessments. In addition, the executive bodies can consult experts or consulting firms on specific topics. For example, the Supervisory Board has approved auditing and consulting services in connection with non-financial reporting. In addition, training events are held for the executive bodies with a corresponding focus.

1.2.2 G1.GOV-1: Role and expertise of the management, executive, and supervisory bodies with regard to business conduct

5. Role and expertise of the management, executive, and supervisory bodies with regard to business conduct

a) Role of the administrative, management and supervisory bodies with regard to business conduct

The governing bodies of IBB UV and IBB are their respective Executive Boards, Supervisory Boards and Founders’ Assemblies. Their duties and powers are derived from the law, the Articles of Association adopted by the Founders’ Assembly and the rules of procedure issued by the Supervisory Boards. The Supervisory Board has formed committees and established a joint Risk and Audit Committee, a Nomination Committee and a Remuneration Control Committee (IBB only). The Supervisory Boards determine the guidelines and principles for IBB UV and IBB. They monitor the management of the Executive Board. Since April 1, 2024, the Executive Boards of IBB UV and IBB appointed by the Supervisory Board have consisted of the

chairman and two other members (before April 1, 2024: 1 member of the Executive Board). The Executive Board manages the business of IBB UV and IBB. It represents IBB UV and IBB in and out of court. Pursuant to Section 11(3) (IBB UV)/Section 4(3) (IBB) of the Articles of Association, it is stipulated that the Executive Board and Supervisory Board must apply the Corporate Governance Code in the respective version issued by the Senate Department for Finance. The declarations of compliance and the corporate governance report are to be prepared and approved by the Executive Board and the Supervisory Board for the annual financial statements. In addition, key guidelines are discussed at meetings of the Executive Board and Supervisory Board. The compliance function described under ESRS G1-1, Paragraphs 7 and 9, has a direct reporting line to the Executive Board and provides timely and comprehensive information on relevant matters. In addition, the compliance function regularly presents key reports directly at meetings of the Risk and Audit Committee.

b) Expertise of the administrative, management and supervisory bodies with regard to business conduct matters

All the members of the Executive Boards of IBB UV and IBB have many years of professional experience as well as experience in the management of credit institutions and fulfil professional and personal requirements. The professional careers of the members of the Executive Board are published on the IBB website.

The Supervisory Board consists of six members appointed by the Founders' Assembly of IBB UV and three members appointed by the IBB staff representatives.

The members of the Supervisory Board have many years of experience as board members of banks or in the management of large companies and associations. They have experience in the areas of lending, risk management, finance, business development and real estate, as well as expert legal knowledge. Among other things, they have many years of experience as members of supervisory boards of financial services companies and large commercial enterprises, as well as many years of experience as chairs of committees and advisory boards and proven expertise in the areas of accounting, auditing and non-financial reporting. For further information, see ESRS 2 GOV-1, Paragraph 23.

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

26. Disclosures on and monitoring of sustainability matters by administrative, management and supervisory bodies

a) Integration and communication

As part of the Group-wide strategy process, the sustainability and climate strategy was expanded to include ESG-related aspects in greater depth—specifically regarding measures, parameters, and targets. These aspects were also reflected as opportunities in the other sub-strategies. In addition, the risk inventory was extended to include related impacts and risks, and was linked to the overall risk strategy. The Executive Boards of IBB UV and IBB present the risk strategy that they have adopted to the Supervisory Board's Risk and Audit Committee, which makes a recommendation to the Supervisory Board. The Group-wide business strategy, including the sustainability and climate strategy, is also presented by the Executive Board at a meeting of the Supervisory Boards of IBB UV and IBB. As a result of the subsequent discussion, the Supervisory Board takes note of the strategies. The financing linked to management-relevant key figures such as the Sustainable Development Goals (SDG) is addressed in regular reporting, for example in management information and risk reporting. In addition, the materiality analysis in accordance with the CSRD is discussed at a meeting of the Supervisory Board.

b) Consideration of impacts, risks and opportunities in the context of strategy

The main impacts, risks and opportunities are developed as part of the stakeholder engagement of the materiality analysis with the experts from the relevant organizational units and then discussed with all relevant committees. The results of the materiality analysis are incorporated in the annual strategy process and are thus integrated into the business strategy. The material risks identified by the risk inventory and materiality analysis are incorporated into the risk strategy, allowing relevant measures to be derived. 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 the material impacts, risks and opportunities

The materiality analysis for determining the relevant aspects for non-financial reporting is discussed with the Supervisory Board at a meeting of the Supervisory Boards of IBB UV and IBB. Accordingly, the Supervisory Board dealt with the material impacts, risks and opportunities presented in Paragraph 48 (for further information, see ESRS 2 SBM-3, Paragraph 48).

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

29. Sustainability-related performance in incentive schemes

The principles of corporate governance for the State of Berlin require that variable remuneration for the management of the State's direct and indirect shareholdings—including the companies within the IBB Group—be linked to target agreements. These target agreements must include at least one sustainability-related objective that supports the Group's overall sustainability strategy.

The service contracts of the Executive Board members of IBB UV and IBB provide for total compensation consisting of a fixed annual salary and variable, performance-based remuneration, which is determined by an annual target agreement concluded within the financial year. The connection to sustainability considerations is explained in more detail under ESRS E1 GOV-3, Paragraph 13. For the 2024 financial year, 25% of the variable remuneration is tied to sustainability-related targets. The Supervisory Board receives no variable compensation components.

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

13. Climate-related performance in incentive schemes

In accordance with the statutory provisions, the members of the Supervisory Boards of IBB UV and IBB are identical; the same applies to the Executive Boards of IBB UV and IBB. The remuneration of both the members of the Supervisory Board and the Executive Board of IBB UV is covered by the remuneration for their activities as members of the Supervisory Board or Executive Board of IBB. The remuneration of the Supervisory Board does not provide for any variable remuneration components. The employment contracts of the members of the Executive Board provide for total remuneration, which is divided into a fixed component and variable performance-related remuneration based on an annual target agreement to be concluded in the financial year. Climate and sustainability-related considerations generally form part of the target agreements for members of the Executive Board.

1.2.6 GOV-4: Statement on due diligence

30-32. Due diligence process

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 most important aspects and steps of the due diligence process are covered in the following sections of the sustainability statement:

Core elements of due diligence	Paragraphs in the sustainability statement
a) Integration of due diligence into governance, strategy and business model	- ESRS 2 GOV-2: p. 48 - ESRS GOV-3: p. 48 - ESRS 2 SBM-3: p. 58 to 75
b) Involvement of affected stakeholders in all key due diligence steps	- ESRS 2 GOV-2: p. 48 - ESRS 2 SBM-2 (incl. topic-related ESRS): p. 55 to 58 - ESRS 2 IRO-1: p. 75 to 82
c) Identification and assessment of negative impacts	- ESRS 2 IRO-1: p. 75 to 82 - ESRS SBM-3: p. 58 to 75
d) Measures to counter these negative impacts	- MDR-A (3.1, E1-3: p. 98-100; S1-4: p. 130; S3-4: p. 152-157; S4-4: p. 161-163; G1-4: p. 173)
e) Tracking the effectiveness of these efforts and communication	- MDR-M (5.1, S1-2: p. 123; S1-3: p. 127; S1-4: p. 130; S3-2: p. 150; S3-3: p. 151; S3-4: p. 152; S4-2: p. 160; S4-3: p. 160; S4-4: p. 162

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

36. Main features of risk management and internal control systems in relation to sustainability reporting

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

As a development bank of the State of Berlin, 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, follows the regulatory requirements.

Risk Controlling is responsible for the appropriate monitoring and communication of material risks, taking into account the impact of ESG risks. Risk drivers associated with these risks are identified and evaluated in the risk inventory and are included in the assessment of material risks via the relevant risk factors. Regular stress tests are carried out for the material risks, including the impacts of climate and environmental risks. Sustainability risks are also taken into account when drawing up the risk strategy and deriving strategic sustainability targets. The instruments for recording and managing climate and environmental risks and their integration into risk management are continuously being developed.

In IBB's lending process, sustainability-related factors are recorded via the ESG customer questionnaire, included in various modules of the industry score, individual score and score of the financing object using the S-ESG score and taken into account in the lending decision alongside other factors (e.g. energy efficiency class for real estate financing).

b) Risk assessment approach followed

Risks are generally assessed and prioritized in the IBB Group in accordance with the requirements of MaRisk, which require a regular review of the overall risk profile, taking ESG risks into account as part of a holistic risk inventory. Risks are prioritized in this context by assessing and determining the materiality of identified risks.

All potentially relevant ESG factors are first recorded and described in the risk inventory. A materiality analysis is then carried out to assess whether these ESG factors can contribute to the materiality of a risk type. To this end, the vulnerability of the most important business activities to the ESG factors and the potential financial impact due to unfavorable changes are qualitatively assessed. This year's risk inventory identified climate-related and environmental factors that could have a material impact on the IBB Group's counterparty risk and therefore need to be integrated into the risk management processes.

In order to explain and assess the potential impact of these climate and environmental factors in more detail, a climate-related scenario analysis was carried out for the first time in 2024 using the climate scenarios of the Network for Greening the Financial System (NGFS). Among other things, the aim was to derive scenario-specific risk parameter changes for counterparty risk. Based on the time series in the NGFS scenarios, deflections of PD and LGD were determined, which were then taken into account in the risk measurement in order to quantitatively determine the possible extent of the counterparty risk's vulnerability to physical and transitory climate change risks. This calculation is in turn used to determine an ESG buffer in the IBB Group's economic risk-bearing capacity.

In the lending business, the borrower risks associated with ESG factors, in particular climate and environmental risks, are assessed using the S-ESG score (with the exception of exposures in the real estate retail customers segment, wind-down exposures and the municipal lending business). Alternatively, the ISS ESG score is used for the capital market business.

c) Identified risks and mitigation strategies

The following climate- and environment-related risk factors were identified in the 2024 risk inventory, the unfavorable development of which could result in material transitory and physical risks for the IBB Group's business activities (primarily from an "outside-in" perspective):

- Greenhouse gas emissions and energy consumption/efficiency; transitory risks may arise due to changes in political and legal framework conditions, technological change or changes in consumer preferences.
- Heat stress and heat waves, water scarcity and droughts; physical risks may arise from the intensification of temperature- and water-related extremes and from the need for adaptation to avoid and mitigate temperature- and water-related climate change impacts.

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

The results of the risk inventory are incorporated into management-relevant processes and internal controls. This is a regulatory requirement under MaRisk. Via the Group-wide strategy process, the results of the risk inventory are incorporated into the sustainability strategy, including the development of strategic ESG objectives, the due diligence process and the process for preparing the risk strategy. It is also an elementary component of the materiality analysis. If new material risks are identified, corresponding implementation activities are initiated, such as the definition of business area-specific ESG targets, which in turn are integrated into the sustainability statement. Relevant stakeholders such as the Staff Council, Executive Board, Supervisory Board and the Risk and Audit Committee are informed of the corresponding results.

The materiality analysis in accordance with the CSRD was carried out for the first time in the 2024 reporting year. The risk inventory and risk identification processes for the materiality analysis and the strategy process were still running in parallel. The processes were initially dovetailed through the close exchange between experts from the ESG team and Risk Controlling.

Further development of the existing processes and the further integration of sustainability reporting have already begun.

e) Reporting

As part of the quarterly risk reporting by Risk Controlling, the Executive Board and the Supervisory Board/Risk and Audit Committee are informed of the risks classified as material, taking into account the impact of ESG risks, such as sustainability-related sectoral and geographical concentrations.

The results of the materiality analysis, including the ESG risks identified as part of the risk inventory, are reported annually to the Executive Boards of IBB and IBB UV and the Supervisory Boards of IBB and IBB UV. This process is explained in ESRS 2 GOV-2 Paragraph 26 a.-c.). In addition, the Executive Boards and Su-

pervisory Boards of IBB and IBB UV are informed quarterly as part of the IBB Group's management information system by means of economic ESG reporting on the relevant developments in SDG mapping and the assessment of ESG risks in the new business of real estate and business development and treasury.

1.3 Strategy

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

40. Key elements of the general business strategy relating to sustainability matters

a) Overview of the most important key elements

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

i. Significant product groups and/or services

The IBB Group carries out the majority of its activities in the downstream value chain through its development services. IBB carries out development measures in compliance with EU state aid regulations and acts in a non-competitive manner in cooperation with commercial banks and venture capital providers. It has a promotional product portfolio consisting of revolving financial instruments in the form of loans and mezzanine capital as well as grant programs and advisory services.

IBB operates in three areas: business development, housing and real estate development, and labor market promotion. The business development funding programs in the form of grants and loans promote investments in climate protection measures as well as transformation financing and innovation. In the area of housing and real estate development, the development programs support various strategic goals, such as energy-saving and refurbishment measures as well as investments in "green buildings" or the use of renewable energies. In the area of labor market promotion, the grant programs contribute in particular to the sustainability goals of promoting employment, education, diversity and inclusion.

IBB UV's other major investments include IBB Capital GmbH as an equity financing company for implementing the development programs initiated by IBB, KfW and the State of Berlin as part of the "Corona Aid for Start-ups" and "RegioInnoGrowth", IBB Ventures to support innovative start-ups in Berlin and IBB Business Team GmbH to promote start-ups, real estate, science transfer and digitalization as well as climate protection in the State of Berlin.

The refinancing and source of funds for the IBB Group's activities on the liabilities side in the upstream value chain is carried out, among other things, in the course of the treasury business on the money and capital markets, through the issuance of bonds or government funds from the EU, the federal government and the State of Berlin (e.g. the co-financing of development programs with funds from the European Social Fund Plus (ESF+) or the European Regional Development Fund (ERDF)). IBB operates its treasury and municipal lending business in accordance with *Verständigung II* to support its development activities. 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

The important markets are concentrated in the Berlin metropolitan region due to the IBB Group's focus on development.

The IBB Group's customer groups are divided into commercial and private customers. Customer groups in the business development segment include, in particular, start-ups, small and medium-sized enterprises (SMEs) and, in some cases, large companies as well as innovative and social enterprises.

The target group for the developmentHousing and real estate development business area includes, in particular, municipal and private housing associations, housing cooperatives, private real estate investors and companies, commercial banks as syndicate partners, cooperation and sales partners as well as private customers and tenants. Project sponsors are also assigned to labor market promotion.

The IBB Group's range of development programs has a positive impact on a variety of sustainability aspects for the aforementioned customer groups and the region. In this regard, the offerings in business development (e.g. creating and securing jobs, providing infrastructure for wastewater disposal), housing and real estate development (e.g. building affordable housing in Berlin, creating age-appropriate and barrier-free housing, promoting energy-saving properties and property renovation and modernization) and labor market promotion (e.g. promoting measures for activation and professional integration) all contribute to this.

iii. Head count of employees by geographical area

All 1,047 employees of the IBB Group are employed in Berlin as of December 31, 2024.

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 in financial statements by significant ESRS sectors

IBB UV is currently not yet obliged to disclose the information specified in ESRS 2 SBM-1, Paragraph 40 b), as the European Commission has not yet issued a delegated act to define the list of ESRS sectors.

c) List of additional significant ESRS sectors beyond those reflected in Paragraph 40 b)

IBB UV is currently not yet obliged to disclose the information specified in ESRS 2 SBM-1, Paragraph 40 c), as the European Commission has not yet issued a delegated act to define the list of ESRS sectors.

d) Business activities

According to the [Draft] European Sustainability Reporting Standard SEC1 Sector classification standard, the business activities of the IBB Group can be classified in the ESRS sector group "Financial Services/Banking" (see Paragraph 40 a)). Accordingly, the IBB Group is not directly active in the areas of fossil fuels, production of chemicals, controversial weapons or cultivation and production of tobacco.

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 validity period of five years. As part of its core business, the IBB Group is primarily active in the Berlin metropolitan region, where its only company location is located. In accordance with its corporate purpose, the IBB Group's sustainability goals with regard to its geographical areas and relationships with stakeholders focus on the region and the residents 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 construction and the training of employees in order to balance out social inequalities. Furthermore, the promotion of innovation and investment in the digitalization of processes, as well as energy-efficient products, are set as core strategic content. The IBB Group's goal from 2020 to 2030 is to enable EUR 20 billion in sustainable funding based on the SDGs in all business areas of the IBB Group. Specific objectives of the sustainability and climate strategy with regard to the most important groups of products and services are the integration of material ESG aspects into the financing products as well as the identification and presentation of the environmental and social impacts of financing in order to achieve the overarching goal of achieving climate neutrality at IBB Group level by 2045.

In terms of refinancing, the focus is on reporting the sustainable refinancing share. With regard to customers, the aim is to measure the impact of the IBB Group's products and services on various Berlin target groups.

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

The significant markets and customer groups for the IBB Group have already been explained in ESRS SBM-1, Paragraph 40 a). The most important products and services with regard to the IBB Group's sustainability goals can be identified on the basis of the percentage share of the promotional volume with sustainability relevance in revenue. Accordingly, the most important products and services for the IBB Group with a promotional effect in real estate promotion are to be found in particular in the areas of infrastructure measures, new social construction promotion and refurbishment and modernization. In the area of labor market promotion, the most important financing commitments can be found in the areas of securing skilled workers, education and social inclusion, and in the area of business development, the most important grant programs are those related to the transformation and innovation of SMEs. In 2024, for example, over 6,700 people were supported by project sponsors in the area of empowering people in the labor market. In 2024, a total volume of EUR 756.5 million was awarded in real estate funding for development programs with the cross-cutting themes of environmental and climate protection and resource efficiency.

In order to achieve the net-zero target at Group level by 2045 and further opportunities for impact measurement, the sustainability strategy was further developed and a climate strategy implemented.

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

Challenges and opportunities for the IBB Group with regard to the implementation of ESG criteria are included in the sustainability and climate strategy and thus also as part of the business strategy. The most relevant challenges are the availability of customer data, the technical infrastructure for implementing an ESG database and adapting the product strategy to integrate uniform ESG criteria into development programs. The fact that major customers of the IBB Group are also affected by the CSRD reporting obligation means that better data availability can be expected in the future.

In close cooperation with product development and in coordination with the State of Berlin, work is being carried out on possibilities for sustainable lending in order to be able to increasingly generate data from non-reporting SMEs. In order to be able to centralize ESG data at IBB in the long term, the implementation of an ESG database including the necessary structures in the IBB Group is planned for the future.

42. Description of the business model and the value chain

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

The upstream value chain in the core operations comprises the direct suppliers and service providers, e.g. in the area of energy supply, purchased products and services, transport companies and water supply. Specific procurement processes, guidelines and specifications have been defined for suppliers and service providers for all types of procurement. As a public company, IBB is subject to the requirements of the Berlin Tendering and Public Procurement Act (BerlAVG) and the Administrative Regulation on Procurement and the Environment (VwVBU). Above the EU threshold, EU procurement law must be taken into account. The IBB also checks suppliers for compliance with obligations regarding compliance with collective bargaining agreements, minimum wages and social security contributions (from an estimated contract value of EUR 10,000 net for supplies/services and from EUR 50,000 net for construction services) and the requirements of the German Ordinance on the Advancement of Women (from an estimated contract value of EUR 25,000 net for supplies/services and from EUR 200,000 net for construction services). In addition, the department enters into dialogue with the service providers in order to achieve results that are better than the specified standard on a voluntary basis.

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 in the core business is carried out through government funding from the EU, the federal government and the State of Berlin as well as through refinancing on the money and capital markets and the issuance of bonds. IBB's Treasury conducts refinancing on the money and capital markets, manages maturities of issues, hedges interest rate risks and ensures the Bank's regulatory ratios and solvency by holding liquid bonds. The measures include ESG rating management for bond investments and business partners in the capital market business, dedicated ESG investments (Green, Social & Sustainable Bonds), norms-based screenings using IBB's exclusion criteria, engagement calls and the issue of IBB's own social bonds in accordance with the ICMA standard.

For an overview of the IBB Group, its business activities, key financial figures, guarantee structure and refinancing activities, an investor presentation and information published specifically for investors is available on the IBB website.

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 includes, in particular, direct business relationships with customers in the development and lending business. These include major customers, particularly from the real estate sector, energy and water supply and the transportation sector, as well as SMEs from other sectors of Berlin's economy, project sponsors and private individuals, house banks and state and municipal institutions.

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

The ESRS SBM-1, Paragraph 42 c) is already integrated in Paragraphs 42 a) and b).

1.3.2 SBM-2: Interests and views of stakeholders

45. Stakeholder engagement

a) Overview of stakeholders

The IBB Group defined its stakeholder groups at the beginning of the topic of sustainability in the development bank and regularly reviews this in the annual strategy process.

In addition to the State of Berlin, the relevant stakeholders are primarily the customers in the labor market, real estate and business development sectors, representatives of politics and policy-related organizations, chambers and associations as well as the employees of the IBB Group, because they have an original interest in the development of the Bank. The stakeholder groups are represented in the committees of IBB UV and IBB and in the IBB Advisory Board appointed by the Supervisory Board. The Corporate Governance Report and the Report of the Supervisory Board included in the Annual Report provide annual information on the cooperation with the Supervisory Boards of IBB UV and IBB. The Supervisory Boards of IBB UV and IBB have nine members, one third of whom are representatives of the State of Berlin as the owner, one third are members of the Staff Council and one third are independent experts.

The IBB Group is in dialogue with the Supervisory Board on strategic issues and actively involves its members in the strategy process. The process includes meetings of the Supervisory Board focusing on strategy and product strategy workshops with the Berlin Senate departments to implement the plans agreed in the coalition agreement.

For IBB-specific issues, the IBB 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 organized as part of its operational memberships in associations that are important for development banks (national and EU-wide) as well as through regional associations.

All stakeholder positions are regularly evaluated as part of the strategy process for which the Executive Board is responsible.

b) Engagement with key stakeholders in the context of the business strategy

The central element of customer contact is the biennial customer survey. In addition, the customer advisors from Labor Market and Business Development and Housing and real estate development/Real Estate Development are in regular contact with the various customer groups. Furthermore, the IBB Group in particular regularly organizes events for exchange with customers and stakeholder groups or is represented with presentations at these events (e.g. at the Chamber of Industry and Commerce or partners such as the KEK). Regular publications (e.g. the annual IBB Housing Market Report) or dialogue rounds with Berlin companies (e.g. as part of the Mehrwert Initiative) offer the opportunity to exchange views on key funding topics. In order to be able 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 central management and administration of ESG data. This objective is also set out in the sustainability and climate strategy for the period up to 2026. To this end, the product strategy must be adapted to ensure the uniform implementation of ESG criteria in the development programs.

For further information, see ESRS 2 IRO-1, Paragraph 53.

c) Adjustments to the business strategy in relation to stakeholders

The IBB Executive Board has decided that the business strategy should be continued over the planning horizon of five years and only adjusted in selected points. This concerns, among other things, the expansion of the sustainability strategy to include the climate strategy. The background to this is the existing goal of the owner, the State of Berlin, that Berlin should become climate-neutral by 2045. In addition, the Sustainability Guidelines, i.e. the documents that operationalize the strategy, have been adapted to extend them to the lending, development (grant), guarantee and investment business throughout the IBB Group. This has resulted, for example, in the implementation of a holistic approach to sustainable development and lending business and the definition of exclusion criteria. In addition, the other sustainability action areas, such as the capital market business, employees and the efficient use of resources for building operations, are also presented and defined.

A change in the relationship with the stakeholders and their points of view is not to be expected as a result of the aforementioned adjustments.

d) Involvement of the administrative, management and supervisory bodies

The involvement of the executive bodies is explained under ESRS 2 IRO-1, Paragraph 53.

1.3.2.1 S1.SBM-2: Inclusion of the Company's own workforce

12. Involvement of the Company's own workforce

The Human Resources functional strategy is a key element of IBB's business strategy as part of the Group-wide business strategy. As part of the strategy process, the People & Culture department takes into account the channels and procedures described in ESRS S1-2, Paragraph 27, in order to take into account the interests, views and rights of employees, including respect for their human rights.

IBB promotes an appreciative and non-discriminatory culture, which is regulated in the service agreement "Anti-discrimination" and the work instruction "Code of Conduct" and is valid for IBB employees. The employee representatives established in the IBB Group, the People & Culture 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. The IBB Group acts in full compliance with the General Equal Treatment Act (AGG), the Berlin State Equal Treatment Act (LGG), the State Anti-Discrimination Act (LADG) and the German Social Security Code (SGB).

1.3.2.2 S2.SBM-2: Inclusion of workers in the value chain

9. Inclusion of workers in the value chain

No material impacts, risks and/or opportunities for workers in the value chain or relating to human rights were identified in the materiality analysis for the 2024 reporting year. The expansion of sustainable refinancing and financing products as well as the use and systemic further development of sustainability criteria along the entire value chain are part of the sustainability and climate strategy (Group-wide business strategy).

1.3.2.3 S3.SBM-2: Involvement of affected communities

7. Involvement of affected communities

The IBB Group's mission is to promote the State of Berlin and its residents. The residents of Berlin have been identified as the affected community. Positive impacts on this group result from the provision of support and consulting services, particularly by IBB and IBB Business Team GmbH. IBB and IBB Business Team GmbH thus make a positive contribution to promoting the labor market and housing for this group and support the capital's economic growth by helping to secure and create jobs. The overarching corporate objective is defined by the statutory mandate to provide support and advice in order to:

- Promote economic growth in the capital, secure existing jobs and create new jobs,
- Make a contribution to promoting the labor market and housing and
- Support the State of Berlin in achieving its climate targets.

The topic of sustainability is defined in the IBB Group as E (Environment), S (Social) and G (Governance) and is anchored at various levels. The basis is formed by the public mandate ("Law on the Reorganization of the Legal Relationships of Investitionsbank Berlin") and the business model (business strategy of the IBB Group), in which the topic of sustainability is already taken into account as a central component of business activities from the time of foundation. The social impact of financing on the affected communities plays a central role in the area of social issues. Within the social impact, the interests and rights of the Berlin population are considered in particular.

The Executive Board of IBB UV is responsible for the topic of sustainability and has anchored the transformation to a sustainable impact group in the Group-wide business strategy. The Executive Board has appointed an ESG officer who is responsible for the implementation of systematic ESG management in the IBB Group in cooperation with the specialist departments and the other subsidiaries. This function is located in central ESG management with a direct reporting line to the chairman of the Executive Board. The work of the ESG officer is supported by the Sustainability Working Group, in which various departments from all IBB Group companies are represented.

The funding guidelines for individual target groups of the Berlin population are developed together with the responsible Senate departments and then implemented and processed by IBB and IBB Business Team GmbH. This is done by awarding grants on the basis of the respective funding guidelines, whereby measures can also be implemented. The current development programs and their implementation can be found on the IBB website, the IBB Business Team GmbH website and in the funding guide. The respective viewpoints, interests and rights of the Berlin population, including respect for human rights, are taken into account by the responsible Senate department within the framework of the funding guidelines.

Implementation in the IBB Group is carried out via central ESG management, which is organizationally located in IBB and IBB UV. The main impetus for all of the IBB Group's sustainability efforts is controlled by the central ESG management. The implementation of systematic ESG management, the anchoring of a sustainability and climate strategy within the business strategy and IBB's public mandate ensure that relevant social issues such as the consideration of the views and rights of affected communities are integrated into business activities.

The sustainability and climate strategy is a cross-cutting strategy that sets out key sustainability targets for a five-year period and is coordinated with the other strategies in the IBB Group in a regulated strategy process.

The objectives and measures for the implementation of the strategy in the IBB Group are implemented by means of guidelines, among other things. For example, the IBB Group's Sustainability Guidelines define

business practices that are not in line with the IBB Group's values. Human rights violations are therefore generally excluded from the IBB Group's lending, development, guarantee and investment business. The assessment is made on a project and company basis. Specifically, the IBB Group follows the UN General Assembly Resolution on the Universal Declaration of Human Rights and, building on this, the human rights set out in the Basic Law of the Federal Republic of Germany when defining controversial practices with regard to human rights. Operationalization takes place in particular by means of a commitment to compliance with the Charter of Fundamental Rights of the EU and consideration of the requirements of the UN Convention on the Rights of Persons with Disabilities.

1.3.2.4 S4.SBM-2: Involvement of consumers and/or end users

8. Involvement of consumers and/or end users

As part of its Group-wide business strategy, IBB UV also takes into account the interests and viewpoints of consumers and/or end users, among other things, by processing these on the basis of the operational activities of managers and the Management and summarizing them in key topics. The current focus here is on simplifying procedures by implementing digital processes and products in order to increase customer and process orientation and thus meet increased customer requirements. The various communication channels through which consumers and/or end users can communicate their concerns are explained in more detail in ESRS S4-1, Paragraphs 16 b) and 16 c), and ESRS S4-2, Paragraph 20. IBB UV and its subsidiaries are based in Berlin and are therefore subject to German legislation. In the case of business relationships between consumers and/or end users, only persons who are resident in Germany are supported. This means that the requirements and regulations for the protection of privacy and personal data as well as freedom of expression and freedom of the press are automatically respected (see ESRS S4-1, Paragraph 16 a).

1.3.3 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model

48. Material impacts, risks and opportunities and their interaction with strategy and business model

a) Explanation of the identified material impacts, risks and opportunities

The following table lists the impacts, risks and opportunities (IROs) of the IBB Group that were identified in the CSRD materiality analysis for the 2024 reporting year.

Material IROs exist both in the core operations and in the value chain. In the value chain, the IROs result from the IBB Group's core business. In the core operations, IROs arise from the operation of the office building and in relation to the Company's employees. IROs arise primarily in Germany due to the IBB Group's business activities. The only exceptions are the positive impact "Climate protection through the application of exclusion criteria and the issue of green bonds in refinancing" and the opportunity "Green bonds in refinancing". IBB Treasury supports the Bank's activities by refinancing development loans and meeting regulatory liquidity requirements. To this end, Treasury is active both nationally and internationally.

Material sustainability topics for the IBB Group and subsidiaries of the IBB Group are: Climate protection, adaptation to climate change, company workforce, affected populations, corporate governance, corruption and bribery, and political engagement and lobbying activities. 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 section 289c HGB.

Material impacts, risks and opportunities for the IBB Group

Overview	Part of the value chain (core operations* / core business**)	Description of the IRO
E1: Climate change mitigation		
<ul style="list-style-type: none"> • Material IROs were identified at subsidiary level for IBB, IBB Business Team GmbH, IBB Capital GmbH and IBB Ventures • The topic is material at Group level due to the Group's goal of supporting the State of Berlin in achieving its climate protection targets 		
Financing of activities with high CO₂ emissions / intensities and / or high energy consumption	Core business	Negative impacts arise from the exposure of companies in CO ₂ -intensive sectors, such as the energy and housing industries and general CO ₂ emissions from financed companies. A continuous time horizon for these negative impacts can currently be assumed.
Climate protection through the financing and promotion of energy-efficient and low-CO₂ technologies	Core business	Positive impacts arise from the financing and subsidization of climate-relevant projects with the aim of CO ₂ savings and energy-efficient business as well as from the promotion of companies that develop energy-efficient or low-carbon technologies. An ongoing time horizon for these positive impacts can currently be assumed.
Climate protection through the application of exclusion criteria and the issue of green bonds in refinancing	Core business	Positive impacts were identified in the Treasury division of IBB through the application of the Treasury Sustainability Guidelines, which include, among other things, the observance of sustainability ratings and exclusion criteria. An ongoing time horizon for these positive impacts can currently be assumed. A medium-term opportunity of one to five years may result from the expansion of the treasury exclusion criteria and the target value of the ESG sub-portfolio for IBB.
Energy consumption and associated GHG emissions of the office location	Core operations	Negative impacts arise from the emission of CO ₂ emissions due to the ongoing core operations of the IBB Group. This relates, for example, to the operation of the office building through the purchase of electricity, heat, business travel and supplies. A continuous time horizon for these negative impacts can currently be assumed.

E1: Climate change adaptation

- **Material IROs were only identified for IBB at subsidiary level.**
- **The issue is not material at Group level.**

Possible default risk in the future due to increasing natural hazards in financed projects	Core business	An increased risk of default may result from the possible occurrence of natural hazards in financed projects (e.g. due to storms, heavy rain, lightning, severe weather and flooding) and the associated damage to assets (real estate, collateral) as well as disrupted supply chains. This can lead to additional investments, extraordinary write-downs and other financial losses. Although this risk is perceived, the probability of occurrence is estimated with a long-term time horizon of five years or more.
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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 human resources functional strategy in the Group-wide business strategy.**

Various positive impacts from measures to promote IBB's own employees	Core operations	The positive impacts include the planning and introduction of a certified health and safety management system over a medium-term time horizon of one to five years, measures to prevent addiction and psychosocial crises, various measures in the area of equal opportunities, such as the establishment of a diversity officer and employee training in the area of anti-discrimination, as well as strategic training management for various qualifications and the active promotion of co-determination rights, for example through the internal feedback system. An ongoing time horizon for these positive impacts can currently be assumed.
Shortage of skilled workers and the associated higher workload	Core operations	The shortage of skilled workers and the associated higher workload for employees is actually having a negative impact on employee well-being. At present, a medium-term time horizon for these negative impacts can be assumed. Not filling positions due to the shortage of skilled workers can potentially have a negative financial impact and therefore represents a material risk with a long-term time horizon of five years or more.

S3: Affected communities

- **Material IROs were only identified at subsidiary level for IBB and IBB Business Team GmbH (IBT).**
- **The issue is not material at Group level**

Promotion of employment, education, diversity and inclusion in Berlin by IBB	Core business	Material positive impacts of IBB through funding to improve the quality of life in the city, e.g. through access to mobility, provision of affordable housing, labor market promotion and qualification of people, financing of schools, financing of infrastructure for wastewater disposal and securing jobs through labor market promotion. A continuous time horizon for these positive impacts can currently be assumed.
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E1: Climate change adaptation

- **Material IROs were only identified for IBB at subsidiary level.**
- **The issue is not material at Group level.**

IBT's statutory mandate to provide support and advice	Core business	Positive impacts by supporting the IBT of the capital's economic growth, securing existing jobs, enabling new jobs and contributing to the labor market and housing promotion. An ongoing time horizon for these positive impacts can currently be assumed.
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S4: Consumer protection and product safety

- **Material IROs were only identified at subsidiary level for IBB Business Team GmbH (IBT).**
- **The issue is not material at Group level**

Potential negative impact of a data leak in the context of data processing of private individuals	Core business	Approximately 80% of IBT's customer base consists of private individuals whose personal and sensitive data is stored at IBT. This data can be stolen and/or misused due to data leaks, which can have a negative impact on consumers and/or end users, which is why this issue has been assessed as material for IBT. Currently, a medium-term time horizon for these negative impacts can be assumed, as well as the non-recoverability in the event of a data leak.
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* Core operations = operation of the office location incl. employees

** Core business = business activities, including lending and promotional business, grant business, treasury

In the course of identifying and assessing the impacts, risks and opportunities of the IBB UV subsidiaries (bottom-up phase), none of the identified IROs in G1 were assessed as material. The overall validation process of the materiality analysis subsequently involved the Executive Boards of IBB/IBB UV, the Supervisory Boards of IBB/IBB UV and the IBB Staff Council. Due to the general relevance (especially for capital market-oriented financial institutions) of the ESRS G1 sustainability topics "Corporate culture", "Political engagement and lobbying activities" and "Corruption and bribery", the relevant sub-topics of the standard were classified as material for Investitionsbank Berlin AöR (IBB) at subsidiary level during the consolidation phase (for more information, see ESRS G1).

The following table lists the impacts, risks and opportunities (IROs) of IBB that were identified as relevant or material in the CSRD materiality analysis for the 2024 reporting year and are reported on in the ESRS G1 disclosures.

Overview	Part of the value chain (core operations* / core business**)	Description of the IRO
G1: Corporate culture, corruption and bribery, and political engagement and lobbying activities <ul style="list-style-type: none"> The sustainability topics of corporate culture, political engagement and lobbying activities as well as corruption and bribery were only classified as material for Investitionsbank Berlin AöR (IBB) during the consolidation phase. The sustainability issues are not material at Group level or for other IBB UV subsidiaries 		
Positive impact 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 Company (e.g. trade fair for IBB employees, IBB company party, New Year's reception, production of magazines for employees, Christmas videos, blind coffee dates, etc.).
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. Stakeholders have access to the ombudsman's office and the compliance officers. This has a positive impact on the corporate culture.
Cooperation with the VÖB	Core operations	IBB does not engage in any strategic lobbying activities. It represents its interests vis-à-vis political decision-makers via the banking industry associations. IBB is a member of the German Association of Public Sector Banks (VÖB) and the European Association of Public Banks (EAPB). The members of the Executive Board are represented on the respective committees of the associations. This has a potentially positive impact, as IBB is particularly committed to sustainability issues.
Potential risk as a result of corrupt behavior and/or bribery	Core operations	Corrupt behavior in connection with transactions with third parties and within extraordinary events or donation/sponsoring campaigns can lead to potential financial risks for IBB. IBB has appropriate processes and comprehensive guidelines, including on the subject of conflicts of interest, and is subject to public procurement law, so that potential risks are mitigated. A residual risk remains.

b) Current and anticipated effects of the material impacts, risks and opportunities on the business model and the value chain

Various measures were derived from the materiality analysis for the 2024 financial year. Negative impacts and risks were identified in the area of climate protection. In order to better assess the impact of the business model, a climate balance sheet was drawn up with regard to the financed emissions. Based on this, a climate strategy was developed to curb CO₂e emissions and define decarbonization pathways through specific measures.

The results of the materiality analysis are not expected to have any impact on the business model or the value chain in the 2024 reporting year.

For further information, see ESRS 2 GOV-2, Paragraph 26 b).

c) Material impacts

In the description of the material IROs in ESRS 2 SBM-3, Paragraph 48 a), the information required here is presented.

d) Current financial effects of the material risks and opportunities

It is currently not feasible to prepare quantitative disclosures. No procedures have been implemented to quantify the impact of sustainability-related risks in the main risk types.

The financial impact of sustainability-related risks (in particular climate and environmental risks) is currently assessed qualitatively as part of the risk inventory. This year's risk inventory indicates a low financial vulnerability of the analyzed exposures to the transitory and physical risks considered.

As of December 31, 2024, IBB examined the effects of ESG risks on the result of the calculation of general valuation allowances for the first time and made a management adjustment of EUR 1.5 million for these risks.

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 reporting year, the phase-in is used in accordance with ESRS 1 Appendix C.

f) Resilience of the strategy and the business model

For the purpose of a qualitative analysis of the resilience of the strategy and business model, a climate-related scenario analysis with a focus on credit risk was conducted in 2024 to better understand how the IBB Group and its business could develop over a short, medium and long-term observation period, taking into account plausible future climate states/development paths and under certain assumptions and constraints.

The IBB Group's strategy and business model is determined by its public development mandate. Closely linked to this is the goal of supporting the transformation of Berlin's economy towards climate neutrality, promoting a more sustainable and socially just future and thus supporting the State of Berlin in achieving 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. It is also approved by the Supervisory Board.

g) Changes in material impacts, risks and opportunities compared to the previous reporting period

The materiality analysis in accordance with CSRD and ESRS was carried out for the first time for the current statement. For the 2024 financial year, the Group Sustainability Statement will be included in the Group Management Report, not separately as for 2023. The information disclosed for the 2024 financial year is based for the first time on the requirements of the CSRD Directive and the European Sustainability Reporting Standards (ESRS), which is why a detailed comparison of changes to the IROs can only be made in the next sustainability statement.

h) Company-specific impacts, risks and opportunities and resulting disclosure requirements

As no company-specific impacts were identified in the materiality analysis, all impacts, risks and opportunities identified as material are subject to the disclosure requirements of the ESRS.

1.3.3.1 E1.SBM-3: Material impacts, risks and opportunities 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 2024 risk inventory, the unfavorable development of which could result in material transitory and physical risks for the IBB Group's business activities:

- Greenhouse gas emissions and energy consumption/efficiency; transitory risks may arise due to changes in political and legal framework conditions, technological change or changes in consumer preferences.
- Heat stress and heat waves, water scarcity and droughts; physical risks may arise from the intensification of temperature- and water-related extremes and from the need for adaptation to avoid and mitigate temperature- and water-related climate change impacts.

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

Information on this disclosure requirement is explained in more detail in ESRS 2 SBM-3, Paragraph 48 et seq.

1.3.3.2 E4.SBM-3: Material impacts, risks and opportunities for biodiversity and ecosystems

16. Process for identifying material impacts, risks and opportunities related to biodiversity and ecosystems

a) Sites of operations and sites under operational control

The IBB Group only operates the site at Bundesallee 210, 10719 Berlin. There are no other locations under the operational control of the IBB Group.

b) Negative impacts in terms of land degradation, desertification or soil sealing

No IROs with a material negative impact on desertification, land degradation and/or *soil sealing* were identified for the IBB Group's core business and core operations.

c) Operations with an impact on threatened species

The core operations and core business focus on the Berlin metropolitan region. The IBB Group's activities in the "construction, real estate and housing" sector, which poses a risk to threatened species, are linked to the funding conditions and building regulations of the State of Berlin. These already regulate the handling of endangered species and compensation for newly sealed areas. These aspects were therefore not identified as material in the IBB Group in the 2024 reporting year.

1.3.3.3 S1.SBM-3: Material impacts, risks and opportunities related to the Company's own workforce

13. Material impacts, risks and opportunities in relation to the Company's own workforce and their interaction with the strategy and business model

a) Connection between the material impacts and the Company's business strategy

Human resources policy is an elementary component of the Group-wide business strategy 2024-2028, which is reflected in the two overarching strategic objectives on the topic of human resources and in a separate functional strategy for human resources ("Stabilizing personnel expenses: seizing the opportunities of demographics" and "Attracting and retaining talent and specialists: mitigating the risks of demographics").

The main positive impacts are directly attributable to the HR functional strategy and its corresponding measures. Particular attention is paid to qualification and further training as development measures, as well as to the work-life balance. IBB is thus actively taking measures to strengthen employer branding and the perception of IBB as an employer and thus counteract the shortage of skilled workers.

The identified negative impact and the potential financial risk both result from the existing shortage of skilled workers. In some departments of IBB, an increased workload for existing employees is evident due to the shortage of skilled workers and the failure to fill advertised positions, resulting in some actual negative impacts on these employees. This negative impact and the potential risk therefore do not stem from the business strategy or the business model, but originate from IBB's dependence on highly qualified specialists and experts. These developments have already been addressed in the human resources functional strategy.

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

The identified potential risk that vacancies cannot be filled due to the general shortage of skilled workers and that this could result in negative financial impacts due to productivity losses is directly related to the identified negative impacts. In order to mitigate the negative impacts of the skills shortage on the affected employees and prevent them in the future, targeted measures (e.g. further training opportunities, flexible working hours, childcare, etc.) are used to promote the retention of top performers and measures are developed and implemented that have a positive effect on staffing at IBB (for more information, see ESRS 2 SBM-3, Paragraph

14 d and ESRS S1-4, Paragraph 38 a). Securing qualitative and quantitative human resources is also part of the human resources functional strategy as part of the Group-wide business strategy. Beyond this, no material opportunities were identified in connection with the Company's own workforce, which is why no relationship can be established between the opportunities and the identified impacts.

14. Description of the different types of own employees and description of the material impacts, risks and opportunities 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 employment relationships. External employees are employed by a third-party company, but still work for IBB.

A distinction is made between the following types of internal employees:

- Employees with a fixed-term or permanent employment contract
- Interns
- Apprentices
- Dual students

In 2024, external employees were employed in the areas of processing coronavirus emergency aid and providing support in the coordination of coronavirus emergency aid, as well as in canteen operations, building and room cleaning, facility management, security, company doctor and IT services.

The only negative impact in connection with the Company's own workforce was identified at IBB due to the increased workload caused by the shortage of skilled workers.

In the following, the term "employees" refers exclusively to IBB's internal employees. Reference points and information on external employees or non-employees are shown separately if required.

b) Material negative impacts

The negative impacts on IBB's workforce result from the shortage of skilled workers. There is a structural shortage of skilled workers on the German labor market, which will become even more acute in the future due to demographic change. The negative impact is therefore systemic in nature and does not result from an individual incident.

c) Material positive impacts

A number of material positive impacts on IBB's employees were identified:

- Establishing diversity as a strategic focus topic and creating a low-discrimination corporate culture with established processes for those affected as well as preventative measures and training in this area.
- The creation of a safe workplace in compliance with the legal requirements of occupational health and safety legislation, including health management for employees, such as addiction prevention and acute support in psychosocial crises.
- Comprehensive training and qualification management to strengthen the personal and professional development of employees.
- Strengthening employee participation rights and co-determination beyond the legal requirements in the form of various staff representative bodies, but also through internal feedback and ideas management and an open discussion format between managers and employees in the form of the BIALOG.

Further information on this disclosure requirement is provided in ESRS S1-1, Paragraph 19. The general activities behind these positive impacts follow the following steps: Identification of focus topics based on stakeholder engagement (e.g. staff appraisals, employee surveys, feedback and ideas management), creation of structures and processes (e.g. in the form of work instructions and service agreements), establishment and maintenance of a corporate culture in which the use of existing processes is lived practice.

All direct, permanent employees benefit from these activities, including trainees, dual students, interns and temporary and permanent employees. 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 Company's own workforce. The potential financial risk identified results from the structural shortage of skilled workers. There is already an increased workload for existing employees in some departments, which in some cases is already having a real, negative impact on these employees.

e) Material impacts that may arise from transition plans to reduce negative impacts on the environment and achieve greener and climate-neutral operations

Currently, IBB has no transition plans in place to reduce the negative impact on the environment and to realize more environmentally friendly and climate-neutral activities that have a negative impact on IBB employees.

f) Operations at material risk of incidents of forced labor

The rejection of child and forced labor and the fundamental respect of internationally recognized labor and human rights is a matter of course for IBB. IBB has employees exclusively in Germany—a country in which the risk of child or forced labor, particularly in the financial sector, is considered negligible (see also ESRS S1-1, Paragraph 20 a). No activity within the core operations could be identified that poses a higher risk for the occurrence of child or forced labor among internal or external employees.

g) Operations at material risk of incidents of child labor

See ESRS 2, Paragraph 14 f).

15. Identification of material impacts, risks and opportunities related to own employees with certain characteristics and communities that could be more affected

In order to determine which employees at IBB are affected or at risk due to negative impacts, a risk assessment of mental stress is carried out at IBB approximately every three years under the supervision of the Occupational Health and Safety Committee. In-depth workshops are held in areas and staff units that show anomalies. The aim is to optimize working conditions and strengthen resources in order to avoid work-related mental stress. Measures derived from these workshops are generally implemented using existing tools, such as the Employee Assistance Program, solution-oriented leadership dialogue, process optimization, communication (e.g. on the intranet, in the company magazine or by managers), collegial advisors, company doctor and further training measures (e.g. stress management, addiction prevention, healthy leadership, mental fitness). Central responsibility for implementation lies with the managers.

The regular communication between managers and employees that is actively practiced within IBB also helps to ensure that employees can express their concerns directly (see ESRS S1-3, Paragraph 32 b) and that managers get a feel for the current work situation, workload and mood of employees and can therefore react directly if necessary. To this end, managers and persons of trust are trained accordingly so that they are sensitized to the early recognition of signs of overload and to employees who are confronted with work-related stress in their everyday work. As part of regular communication, the annual BIALOG is a discussion format between employees and their managers in which individual learning and development goals as well as general working conditions and the current workload are discussed. This makes the BIALOG a very important process for IBB in terms of gaining an understanding of employees at risk. IBB employees can also contact the employee representatives (Staff Council, women's representatives, representatives for severely disabled employees) at any time to report on their current work situation or similar. The information provided is processed within IBB under strict confidentiality and thus also contributes to a better understanding of the workload and risks faced by employees at IBB.

In addition, IBB has a reporting system in which the over- and under-reporting in the respective departments is reported and discussed. Personnel changes (e.g. actual/target analysis) are also discussed in a monthly exchange between the Human Resources department and the Staff Council so that the Executive Board can be informed and appropriate measures initiated if necessary.

Company integration management (BEM) is a further instrument of prevention and also provides information on the extent to which employees are affected by negative impacts. IBB employees who are temporarily unable to work are offered voluntary participation in BEM. The BEM works on BEM cases and individual (remedial) measures in regular team meetings to enable the prompt integration of those affected.

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

The identified negative impact and the potential financial risk both result from the existing shortage of skilled workers. In some IBB departments, an increased workload for existing employees is evident due to the shortage of skilled workers and the failure to fill advertised positions, resulting in some actual negative impacts on these employees.

1.3.3.4 S2.SBM-3: Material impacts, risks and opportunities related to workers in the value chain

10. Process for identifying material impacts, risks and opportunities related to workers in the value chain and their interaction with strategy and business model

The materiality analysis for the 2024 financial year did not identify any material IROs for workers in the value chain, which is why no further disclosures are required. For further information, see ESRS 2 SBM-3, Paragraph 48 and ESRS 2 IRO-1, Paragraph 53.

11. Impact of products, services or business relationships on workers in the value chain

a) Types of workers in the value chain that may be materially impacted by the Company

No material impacts, risks and/or opportunities for employees in the value chain or related to human rights were identified in the materiality analysis for the 2024 reporting year. The employees associated with the IBB Group along the value chain are presented below:

Workers in the upstream value chain in own operations are connected to the IBB Group via purchased products and services, employees of the canteen operator, insurance and mobility (e.g. public transport) and in the area of facility management as well as universities, technical colleges and vocational schools. Downstream workers are involved in the rental of office buildings, accommodation in hotels and the use of transportation, advertising agencies, print shops and communication service providers, waste disposal such as water or waste and the postal association. The business relationships with the respective employees of the companies are only indirect.

In the core business, the IBB Group's value creation is linked upstream through direct business relationships with the contractual partners from refinancing as well as the State of Berlin, KfW, the European Social Fund, data providers and rating agencies. The employees of the respective contractual partners, Senate departments and companies are only connected to the IBB Group through indirect business relationships. For the downstream value chain, there are direct business relationships with customers from the development and lending business as well as the pass-through business (e.g. SMEs, house banks, start-ups, project sponsors and housing associations) and with the syndicate banks. The employees of the respective companies are in turn only connected to the IBB Group through indirect business relationships.

b) Geographical areas where there is a material risk of child labor or forced labor among workers in the Company's value chain

The IBB Group is mainly active in Germany and primarily in the Berlin metropolitan region as part of its core business (in particular the development and lending business). There are no indications that business activities are conducted in areas or in relation to raw materials with a high risk of child or forced labor. IBB Treasury supports the Bank's activities by refinancing development loans and meeting regulatory liquidity requirements. To this end, the Treasury is active both nationally and internationally. The current exclusion criteria for the countries in which the IBB Group operates are set out in the Sustainability Guidelines.

c) Material negative impacts

As no material IROs for employees in the value chain or with human rights implications were identified in the materiality analysis for the 2024 reporting year, the requirements of ESRS S2 SBM-3, Paragraph 11 c) are not relevant for the IBB Group.

d) Material positive impacts

As no material IROs for employees in the value chain or with human rights implications were identified in the materiality analysis for the 2024 reporting year, the requirements of ESRS S2 SBM-3, Paragraph 11 d) are not relevant for the IBB Group.

e) Material risks and opportunities

As no material IROs for employees in the value chain or with human rights implications were identified in the materiality analysis for the 2024 reporting year, the requirements of ESRS S2 SBM-3, Paragraph 11 e) are not relevant for the IBB Group.

12. Impact on workers in the value chain with particular characteristics

No material impacts, risks and/or opportunities for workers in the value chain or related to human rights were identified in the materiality analysis for the 2024 reporting year.

13. Impact on particular groups of workers in the value chain

The materiality analysis for the 2024 reporting year did not identify any material risks and/or opportunities for workers in the value chain or with human rights implications.

1.3.3.5 S3.SBM-3: Material impacts, risks and opportunities for affected communities

9. Description of the different types of affected communities and description of the material impacts, risks and opportunities

a) Description of the types of communities affected by material impacts

As part of the materiality analysis, a large number of positive impacts on the population of Berlin were identified, particularly in connection with the development programs offered by IBB and IBB Business Team GmbH. Here, both the offers in business development (e.g. creating and securing jobs) and in the area of housing and real estate development (e.g. construction of affordable housing in Berlin, creation of age-appropriate and barrier-free housing) as well as labor market promotion (e.g. promotion of measures for activation and professional integration) contribute.

In line with its current business strategy, the IBB Group plans to continue to strengthen Berlin's economy in the future by providing subsidies and financing social housing and training for employees in order to mitigate social inequalities.

Due to the wide range of support provided by IBB and IBB Business Team GmbH (business/real estate/labor market promotion), many different people (groups) in Berlin can benefit directly or indirectly from the positive impacts:

- With its financial services and comprehensive coaching, IBB's business development product portfolio is aimed in particular at small and medium-sized enterprises (SMEs), start-ups and founders in Berlin. Companies are supported with financing solutions at every stage (foundation, growth, consolidation). The targeted strengthening of Berlin companies through IBB's support has an impact on prosperity and the number of people in employment in Berlin, among other things. IBB also supports major infrastructure financing in Berlin. For example, IBB also supports the Berlin population's access to clean drinking water through targeted financing and enables the corresponding infrastructure for wastewater disposal.

- With labor market promotion, IBB has a business segment that is specifically dedicated to supporting people and investing in equal employment opportunities. This segment includes a large number of development programs from the joint operational program of the EU and the State of Berlin (ESF+), which can be requested and used by the Berlin population. This contributes to meeting the existing demand for skilled workers in Berlin and strengthens the participation of people in Berlin society through education and social inclusion. By promoting the labor market, IBB not only strengthens social cohesion, but also actively promotes independence from state transfer payments. The direct target group of the labor market promotion funding instruments are project sponsors that implement measures for various Berlin target groups such as young people, students interested in starting a business, single parents, people at risk of addiction, the long-term unemployed, people with a migration background, older people at risk of poverty or exclusion, etc.
- In the area of real estate promotion, IBB is active in the fields of energy efficiency, demographic development and new residential construction, among others. IBB offers low-interest loan programs and grants for landlords and investors, homeowners and tenants. Together with the State of Berlin, IBB also offers interest-free loans for the construction of new affordable social housing. The further expansion of housing promotion (including new construction, expansion of the competence center for social housing) and the positioning of IBB as a financier of schools, student accommodation and social real estate are priority topics in real estate promotion. IBB already finances schools to a large extent.
- The product portfolio of IBB Business Team GmbH is also diverse, so that the affected communities include founders who are advised and/or financially supported in setting up a business and small and medium-sized enterprises (SMEs) that are supported in the further expansion of their company in the form of advice and/or grants for investments. In addition, IBB Business Team GmbH supports people who need help, for example, with the installation of solar equipment or the sustainable conversion of their property.

The materiality analysis could not identify any other population group besides the "Berlin population" that is affected by material impacts of IBB or IBB Business Team GmbH. One of the reasons for this is that both IBB and IBB Business Team GmbH are predominantly active in the Berlin metropolitan region as part of their banking business (in particular the development and lending business), in which their only company location is also located, and therefore no negative impact on indigenous peoples was identified in relation to their reporting boundaries (no indigenous peoples represented in Berlin). In addition, IBB and IBB Business Team GmbH do not carry out any physical activities and are essentially positioned and oriented throughout Germany, which is why no negative impact on indigenous peoples or other population groups was identified here either.

As part of the materiality analysis, no negative impacts on the Berlin population were identified at IBB and IBB Business Team GmbH.

b) Material negative impacts

IBB's mission is to support the State of Berlin and its residents. In this way, IBB contributes to improving the quality of life in the city through its product range, e.g. by promoting mobility, providing affordable housing, promoting the labor market (e.g. qualification of people), connecting to digital infrastructures and promoting the attractiveness of Berlin as a business location. The materiality analysis did not identify any negative impacts on Berlin's population.

Furthermore, the materiality analysis did not identify any negative impacts on other population groups. One of the reasons for this is that IBB's banking business (in particular development and lending business) is predominantly active in the Berlin metropolitan region and therefore no material negative impact on indigenous peoples can be identified within the scope of its reporting boundaries (no indigenous peoples were identified in Berlin).

The principles for a sustainable development and lending business are set out in writing in the Sustainability Guidelines for the IBB Group. Among other things, the handling of defined exclusion criteria is regulated by means of the review of applicants with regard to controversial business practices and controversial business areas, with the aim of excluding business practices or business areas that are not in line with the values of the IBB Group and conflict with the transformation into a sustainable society from funding (for more information, see ESRS S3, Paragraph 32 a) and Paragraph 35).

In addition, IBB's direct upstream and downstream value chain is essentially positioned and oriented throughout Germany, which is why no material negative impact on indigenous peoples or other population groups was identified here either.

General Treasury Sustainability Guidelines apply in the treasury business; these are based on the IBB Group's Sustainability Guidelines, in which exclusion criteria are set out that oblige borrowers to comply with the Charter of Fundamental Rights of the EU, among other things. Controversial business practices such as human rights violations in accordance with the United Nations Universal Declaration of Human Rights and the Basic Law of the Federal Republic of Germany are excluded, as are child labor in accordance with the UN Convention on the Rights of the Child (CRC), violations of the Federal Nature Conservation Act or damage to the environment within the meaning of the Environmental Damage Act. For investments in the public sector, the countries in which the issuer is based must also have ratified the Paris Climate Agreement and the Convention on Biological Diversity, among others. This means that no material negative impact on indigenous peoples or other affected communities can be identified in the TR business either.

IBB Business Team GmbH has no negative impact on population groups as part of its banking operations and is active exclusively in the Berlin metropolitan region as part of its business activities (development business). This means that no negative impacts on indigenous peoples could be identified. In the context of the upstream and downstream value chain, IBB Business Team GmbH is essentially positioned and oriented throughout Germany, which is why no negative impact on indigenous peoples or other population groups can be identified here either.

c) Material positive impacts

As part of the materiality analysis, a large number of positive impacts on the Berlin population were identified, particularly in connection with IBB's range of development programs. Here, both the business development offerings (e.g. creating and securing jobs) and the housing and real estate development offerings (e.g. construction of affordable housing in Berlin, creation of age-appropriate and barrier-free housing) as well as the labor market promotion (e.g. promotion of measures for activation and professional integration) contribute.

In line with its current business strategy, IBB plans to further expand its housing promotion activities (including new construction, expansion of the competence center for social housing) and to position IBB as a financier of schools, student accommodation and social real estate. IBB already finances schools to a large extent.

In addition, IBB also supports the Berlin population's access to clean drinking water through targeted financing and enables the corresponding infrastructure for wastewater disposal.

Due to IBB's broad range of funding (economic/real estate/labor market promotion), many people (groups) in Berlin can benefit directly or indirectly from the positive impacts:

- With its financial services and comprehensive coaching, IBB's business development product portfolio is aimed in particular at small and medium-sized enterprises (SMEs), start-ups and founders in Berlin. Companies are supported with financing solutions at every stage (foundation, growth, consolidation). IBB is the first German development bank to make its programs available to social enterprises. Since October 12, 2018, social enterprises can be financed with IBB programs. For this reason, IBB has defined the goal of strengthening the economy for the common good in its sustainability program and continuing to work on needs-based financing for social enterprises. This led to an expansion of the guidelines in the Pro FIT and Berliner Innovationsfachkräfte programs in order to also be able to support companies in the social economy. In addition, an expert opinion was drawn up—initiated by the Senate department—on the definition of social economy enterprises. As a result, social enterprises with a particularly sustainable orientation have had even easier access to technology development programs since January 1, 2021. The IBB's targeted strengthening of Berlin companies has an impact on investment, economic output and the number of people in employment in Berlin, among other things. Based on an economic impact analysis by IBB economists, around EUR 1,992 million in business development (IBB) was granted in the 2024 reporting year, which contributed to the retention of 5,059 jobs and the creation of 1,630 new jobs.

- With labor market promotion, IBB has a business segment that is specifically dedicated to supporting people and investing in equal employment opportunities. This segment includes a large number of development programs from the joint operational program of the EU and the State of Berlin (ESF+), which can be requested and used by the Berlin population. This contributes to meeting the existing demand for skilled workers in Berlin and strengthens the participation of people in Berlin society through education and social inclusion. By promoting the labor market, IBB not only strengthens social cohesion, but also actively promotes independence from state transfer payments. The direct target group for the funding instruments of labor market promotion are project sponsors that implement measures for various Berlin target groups such as young people, students interested in starting a business, single parents, people at risk of addiction, the long-term unemployed, people with a migration background, older people at risk of poverty or exclusion, etc. In the 2024 reporting year, a total of around EUR 35 million in effective investment volume was awarded in Berlin as part of labor market promotion (IBB). The exact breakdown of the 2024 funding commitments for the individual programs can be found in the 2024 Annual Report. In total, more than 6,700 people were able to acquire new skills through their participation in the projects. A total of 115 approvals were granted to project sponsors.
- In the area of real estate promotion, IBB is active in the fields of energy efficiency, demographic development and new residential construction, among others. IBB offers low-interest loan programs and grants for landlords and investors, homeowners and tenants. In total, around EUR 1,545.9 million in loans, equity investments and guarantees and around EUR 113.7 million in grants were approved in the 2024 reporting year as part of the IBB real estate promotion program. The effective investment volume in Berlin amounted to around EUR 1,437.8 million.

The activities of IBB Business Team GmbH also have a material positive impact on the Berlin population by supporting the labor market and strengthening Berlin's economic growth. This involves supporting the creation and safeguarding of jobs, the further development of Berlin's economic development policy priorities and the promotion of innovative start-ups. This is achieved through the implementation of various funding guidelines, as a result of which grants are awarded for consulting, start-up expenses or investments. Among others, start-ups, SMEs and users of solar devices are supported.

d) Material risks and opportunities

According to the materiality analysis, no risks and/or opportunities for IBB and IBB Business Team GmbH resulting from the positive impact on the Berlin population were identified.

10. Identify key impacts, risks and opportunities related to affected communities with particular characteristics and communities that may be more affected

IBB's mission is to promote the State of Berlin and its residents. In this way, IBB contributes to improving the quality of life in the city through its product range. The materiality analysis did not identify any material negative impacts on the Berlin population or other population groups.

Strict compliance with labor and human rights is ensured in the allocation of development funds. In addition, the IBB Group tries to generally exclude controversial business practices from funding using the options available in its lending, funding, guarantee and investment business. Controversial business practices include, for example, human rights violations, child labor and systematic/discriminatory labor law violations. This helps to ensure that negative impacts on affected communities are specifically prevented/averted.

For IBB Business Team GmbH, no material negative impacts were identified in relation to the Berlin population as the only significant affected community. In addition, the consideration of exclusion criteria in the individual development programs helps to prevent negative impacts.

11. Material risks and opportunities relating to specific groups of affected communities

The materiality analysis identified only the Berlin population as a relevant affected community.

According to the materiality analysis, no risks and/or opportunities for IBB and IBB Business Team GmbH resulting from the impacts and dependencies on the Berlin population were identified.

1.3.3.6 S4.SBM-3 Material impacts, risks and opportunities for consumers and end customers

9. Processes for identifying material impacts, risks and opportunities for consumers and end customers

a) Connection between material impacts and the Company's business strategy

As part of the materiality analysis for the 2024 reporting year, a potentially negative impact in the area of consumer protection was only identified for the subsidiary IBB Business Team. No material impacts were identified in the area of product safety. The potential negative impact in the area of consumer protection is presented in ESRS 2 SBM-3, Paragraph 48 a). The potential impact does not originate from the business strategy. The business model of IBB Business Team GmbH, which primarily offers grant programs for private individuals, creates an increased risk of negative impacts due to the necessary processing of sensitive data of private individuals in the context of application processing, especially in comparison with the other subsidiaries of IBB UV. The strategy or business model will not be adjusted due to the potential negative impact, but appropriate mitigation measures will be implemented to protect the data.

b) Connection between the material risks and opportunities and the Company's business strategy

No risks or opportunities in connection with consumers and/or end users were identified as part of the materiality analysis for the 2024 reporting year.

10. Impact of products, services or business relationships on consumers and end customers

a) Materially impacted consumers and end users

The IBB Group has direct and indirect business relationships with various consumers and/or end users within the downstream value chain. These include private individuals who are eligible for KfW special programs, corona emergency aid and various grant programs, private individuals in the context of labor market promotion and end customers of energy aid, business development and real estate promotion.

As part of the materiality analysis, a potentially negative impact in the area of consumer protection was only identified for IBB UV's subsidiary IBB Business Team GmbH for the 2024 reporting year. IBB Business Team GmbH has a direct business relationship with consumers and/or end users through various grant programs.

- i. The materiality analysis did not identify any material negative impacts or risks from IBB Business Team GmbH's products on human health. It can therefore be assumed that the business activities do not increase the risk of chronic diseases.
- ii. Private individuals are eligible to apply as consumers for the various grant programs of IBB Business Team GmbH. The storage of personal and sensitive data of private individuals creates a potential negative impact in the area of personal data protection and the right to privacy. The materiality analysis did not identify any material negative impacts or risks from IBB Business Team GmbH's products on the right to freedom of expression and non-discrimination.
- iii. The funding guidelines for IBB Business Team GmbH products, including detailed information on the funding conditions, are available on the IBB and IBB Business Team GmbH websites. The customer advisors are also listed on the relevant pages and are available to answer any further questions. Due to its business model, IBB Business Team GmbH does not offer any risky products with a direct detrimental effect in comparison to the financial sector.
- iv. The materiality analysis did not identify any material negative impacts or risks from IBB Business Team GmbH's products on human health. All customer data is protected in accordance with legal requirements (e.g. GDPR). There are no distinctions in the treatment of the data of the consumer groups. Those in need of financial protection may be part of the IBB Business Team GmbH value chain. Care is always taken to protect the relevant groups. This is part of the funding guidelines and regulations.

b) Negative impacts

As part of the materiality analysis for the 2024 reporting year, a potentially negative impact in the area of consumer protection was only identified for the subsidiary IBB Business Team GmbH. No material impacts were identified in the area of product safety. The potential negative impact in the area of consumer protection is presented in ESRS 2 SBM-3, Paragraph 48 a). Since IBB Business Team GmbH's grant programs are primarily aimed at private customers and thus consumers and/or end users, it is necessary to process data from this group. This is neither a systemic impact nor individual incidents or individual business relationships.

c) Positive impacts

The materiality analysis did not identify any material positive impacts of the IBB Group's products and services on consumers and/or end users.

d) Risks and opportunities

The materiality analysis did not identify any material risks and opportunities arising from the impacts and dependencies in connection with consumers and/or end users.

11. Consumers and end users with particular characteristics

As part of the materiality analysis for the 2024 reporting year, a potentially negative impact in the area of consumer protection was only identified for the IBB UV subsidiary IBB Business Team GmbH. No material impacts were identified in the area of product safety.

Around 80% of IBB Business Team GmbH's customer base consists of private individuals whose personal and sensitive data is stored at IBB Business Team GmbH. The risk of a data leak was identified as a potential negative impact. All consumers and/or end customers would be affected, so no specific consumer groups could be identified.

Consumers and/or end users with special characteristics or a higher susceptibility to a greater risk of damage (e.g. young consumers and/or end users, women, financially vulnerable people, etc.) can be part of the consumers/end users of IBB Business Team GmbH, but also as part of IBB's labor market and real estate promotion. An understanding of the relevant groups was established as part of the analysis of the IBB Group's value chain with the involvement of internal experts. Attention is always paid to the protection of the relevant groups. This is part of the funding guidelines and regulations. In addition, the IBB Group offers consultations and workshops on development programs in order to remove any obstacles.

12. Risks and opportunities for specific groups of consumers and end customers

The materiality analysis did not identify any material risks and/or opportunities arising from the impacts and dependencies in connection with consumers and/or end users. Accordingly, it is not possible or necessary to differentiate between specific groups of consumers and/or end users.

1.4 Management of impacts, risks and opportunities

1.4.1 IRO-1 Description of the process for identifying and assessing material impacts, risks and opportunities

53. Description of the process for identifying and assessing the material impacts, risks and opportunities

The objective of the materiality analysis is to identify potential and actual impacts, risks and opportunities (IROs) and to assess their materiality for the IBB Group. The methodology of the materiality analysis is primarily derived from the ESRS, but Group-specific interpretations are also applied in order to harmonize the requirements of the CSRD with the individual characteristics and features of the IBB Group. The principle of dual materiality applies in accordance with ESRS 1 Chapter 4.

Identification and evaluation of IROs

The identification and evaluation of the IROs was carried out in a multi-stage process: A bottom-up analysis at subsidiary level, followed by a consolidation phase of the individual results at Group level.

First, the sustainability topics to be assessed were defined on the basis of ESRS 1, AR 16. A longlist of impacts, risks and opportunities ("IROs") was determined for each sustainability topic. The following sources were used for this:

- Portfolio analysis of the IBB Group
- Group-wide business strategy 2023-27 and 2024-28
- Risk strategy and risk inventory
- Sustainability strategy and guidelines
- Corporate guidelines of the IBB Group (e.g. Anti-Discrimination Guidelines, IBB Treasury Sustainability Guideline)
- Internal corporate guidelines of the IBB Group (e.g. compliance manual)
- Internal expert assessments from various specialist areas

The analysis covers the entire upstream and downstream value chain (see ESRS 2 SBM-3). As IBB is the main subsidiary of IBB UV, 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 development business and loan portfolio, as this is where the greatest environmental and social impacts are expected compared to IBB's own core operations. The primary business of the IBB Group, apart from refinancing, is located in Berlin. The various geographical conditions in Berlin were included in the analysis. The core operations were analyzed using the Company'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 impacts, risks and opportunities was analyzed using publicly available databases and information.

Stakeholder expertise was used to identify and evaluate the IROs. Internal experts from the specialist departments act as representatives for internal and external stakeholder groups. These experts have the necessary 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 using the criteria set out in ESRS 1 Section 3.4 Materiality of impact and ESRS 1 Section 3.5 Financial materiality on a four-point scale. 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 deemed to be material. The materiality threshold for impacts as well as risks and opportunities was ≥ 2.5 .

The following evaluation criteria were used to assess the positive and negative impacts:

- Scale
- Scope
- Likelihood
- Irremediability (negative impacts) / scalability (positive impacts)

It should be noted that in the event of possible negative impacts on human rights, the severity of the respective impact takes precedence over its probability of occurrence. In procedural terms, this means that in the event of negative impacts on human rights, a case-by-case assessment is carried out in the form of a separate quality assurance loop. When calculating the materiality threshold, the "severity level" counts twice in the case of negative impacts on human rights. This means that the degree of severity is prioritized, and human rights violations are adequately reflected.

Risks and opportunities were identified in close coordination with the IBB Group's Risk Controlling department (see ESRS 2 GOV-5, Paragraph 36 a-d)). The following assessment criteria were applied in the assessment of financial materiality:

- Scale of the potential financial effect
- Likelihood of the financial effect

Sustainability risks are not considered as a separate risk type, but as ESG risk drivers that impact existing risk types to which the institution is exposed. As part of the risk inventory, the impact of ESG risk drivers on the most important segments (business activities by geographical area or economic sector) is analyzed and assessed. If an ESG risk driver (via previously identified transmission channels) can have a material impact on a risk type, it must be integrated as a relevant risk factor in the assessment of the material risk types. There are currently no procedures in place to quantify the impact of sustainability-related risks in the material risk types. However, this year's risk inventory shows that counterparty risk is particularly affected by climate and environmental risk drivers.

As a rule, there are interactions and dependencies between financial and non-financial IROs, which are taken into account in the analysis (see ESRS 1, Paragraph 38). For example, an impact may also result in risks or opportunities, or mitigation measures taken for an IRO may have a negative impact elsewhere in the future (see ESRS 1, AR 13). In these cases, each identified IRO is included in the analysis as an individual aspect 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 in risk management or the business strategy, throughout the entire process.

Scope and manner of integration into the general management 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. ESG risks are included in the IBB Group's risk management in accordance with the requirements for risk management (MaRisk). Starting with the risk inventory, a materiality assessment is performed to identify all climate- and environment-related risk drivers that could have a material impact on known risk types to which the IBB Group is exposed. For these risk drivers, qualitative and—where appropriate—quantitative methods and procedures are then developed and implemented to assess the impact on the risk profile, for example with the help of scenario analyses. In future, climate and environmental risks with a material impact will be taken into account in the process of ensuring adequate capital resources (Internal Capital Adequacy Assessment Process [ICAAP]) and when carrying out stress tests. Furthermore, the data infrastructure and reporting system relating to climate and environmental risks will be continuously developed. In addition, the results of the materiality analysis, including ESG risks, are reported annually to the Staff Council, the Executive Boards of IBB and IBB UV and the Supervisory Boards of IBB and IBB UV (see ESRS 2 GOV-4, Paragraph 26 a-c)). In addition, the results of the materiality analysis are included in the strategy process. The material impacts, risks and opportunities identified are incorporated into both the business strategy (including the sustainability strategy) and the risk strategy (see ESRS 2 GOV-2, Paragraph 26 a-c)). The materiality analysis is thus integrated into the regular due diligence process.

Material changes to the process

The materiality analysis in accordance with CSRD and ESRS was carried out for the first time for the current statement. For the 2023 financial year, the non-financial Group report of IBB UV was published separately in accordance with the CSR Directive Implementation Act of April 11, 2017, and Sections 340i(5) in conjunction with Sections 315b and c HGB and was published outside of the Group Management Report. In accordance with this procedure, the method was applied for the first time in 2017. For the 2024 financial year, the Group Sustainability Statement is not published separately as for 2023, but within the Management Report. The information disclosed for the 2024 financial year is based for the first time on the requirements of the CSRD Directive and the European Sustainability Reporting Standards (ESRS). Material changes in the materiality analysis for this financial year were the scope of consolidation, the scope of the sustainability topics considered, the inclusion of stakeholders and the methodology for evaluating the IROs. The analysis is carried out annually and adjusted if necessary.

1.4.1.1 E1.IRO-1: Description of the processes for identifying and assessing material climate-related impacts, risks and opportunities

20. Description of the processes for identifying and assessing the material climate-related impacts, risks and opportunities

a) Processes for identifying and assessing the impact of the Company's GHG emissions

The process for determining and assessing the (climate-related) impacts is described in detail in ESRS 2 IRO-1, Paragraph 53. The core operations were analyzed using their own consumption data. The emissions emitted were considered as part of the determination and assessment of the impacts. Negative impacts from the emission of CO₂ emissions due to the ongoing core operations of the IBB Group were identified. 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 CO₂-intensive sectors such as the energy and housing industries was analyzed, and the largest financings as a percentage of the IBB Group's total assets were examined with regard to their impact on climate change. The range of products and services offered as part of the development and lending business was also examined for their impact on climate change (it was possible to determine from the funding guidelines and funding purposes whether a corresponding connection exists) and impacts on climate change were identified in the context of refinancing. No other potential future sources of greenhouse gas emissions were identified. A detailed description of the identified IROs can be found in ESRS 2 SBM-3, Paragraph 48 a. The assessment of positive and negative impacts was based on the criteria of extent, scope, probability of occurrence and recoverability (negative impacts) / scalability (positive impacts). In this context, a threshold value was defined above which materiality is determined.

b) Processes for identifying and assessing the impact of climate-related physical risks

In the annual risk inventory, all short-, medium- and long-term climate-related risks relevant to the Bank are assessed to determine whether they can significantly contribute to the materiality of a known risk type (identification of climate- and environment-related risk drivers). This includes climate-related physical risks and transition risks. The assessment is largely qualitative and involves an expert assessment of the vulnerability of the most important economic sectors (for transitional risks) and geographical areas (for physical risks) in which the institution's counterparties carry out their main activities or in which collateral is located to the climate-related and environmental risk drivers under consideration. Based on the entirety of the IBB Group's balance sheet and off-balance sheet transactions, the first step of the vulnerability assessment is to identify those segments that are to be included in the further analysis and assessment of ESG factors due to their (financial) materiality. The exposure, sensitivity and adaptive capacity of the key industry and country segments to the respective risk drivers are then assessed qualitatively. Current scientific findings are used (e.g. regional climate projections by the German Weather Service, climate impact and risk analyses for Germany by the German Environment Agency), some of which were also prepared on the basis of RCP8.5 of the Intergovernmental Panel on Climate Change (IPCC). The degree or extent of the potential financial impact of the risk drivers is assessed qualitatively on the basis of the transmission channels identified for individual risk types. In the materiality assessment, a distinction is made between short- (< 3 years), medium- (3 years to 5 years) and long-term periods (> 5 years, including consideration of a period of at least 10 years).

Climate scenario analyses are carried out to quantify the impact of ESG risk factors on the main risk types and the risk-bearing capacity of IBB and IBB UV.

c) Processes for identifying and assessing the impact of climate-related transition risks

Further information on this disclosure requirement is explained in more detail in ESRS E1 - IRO-1, Paragraph 20 b). The annual risk inventory described in Paragraph 20 b) includes the identification and assessment of the impact of climate-related transition risks.

In the petroleum refining sector, critical business activities were identified that are associated with transitory risks resulting from the global movement towards more sustainable energy sources. In terms of holding period/remaining term and GHG volume (0.5% of the total GHG balance), this sector is of subordinate 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 decarbonization measures and anchoring in the climate strategy.

21. Description of the climate-related scenario analysis for identifying material risks

In order to analyze the short-, medium- and long-term effects of the climate and environmental risk drivers assessed as material for the material risk types, impact analyses are carried out taking into account climate scenarios from the NGFS (as of November 2023). 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 transitory and physical risk drivers identified as material as part of the scenario analysis.

Two climate scenarios are examined as part of the climate scenario analyses for 2024. As the risk type most directly affected by ESG risk factors, the focus of this year's analyses is on counterparty risk. On the one hand, shifts in default probabilities are derived on the basis of the macroeconomic developments assumed in the scenarios (driven by both transitory and chronic physical ESG risk factors). On the other hand, discounts on real estate prices are calculated from the CO₂ price developments assumed in the scenarios, from which shifts in loss rates in the event of default are derived.

The two scenarios examined are the Net Zero 2050 scenario and the Fragmented World scenario of the NGFS (Phase IV). Both scenarios, including the key assumptions, are available on the NGFS website. The scenario-specific data and time series for Germany and the IAM MESSAGEix-GLOBIOM were retrieved via the NGFS Scenario Explorer. No adjustments were made to the NGFS scenarios themselves.

The net zero 2050 scenario assumes an abrupt and intensive transition, as a result of which the 1.5 °C target of the Paris Climate Agreement can be met with a probability of 50%. The scenario is characterized by high transitory risks in the short term, in particular due to sharply rising CO₂ prices. On the other hand, acute and chronic physical risks can be effectively contained in the medium and long term. The scenario is used to examine the short-term effects of an immediate, strong transition, particularly on the IBB Group's real estate loan portfolio.

The fragmented world scenario assumes the absence of new climate policy measures until 2030. From the 2030s onwards, countries begin to implement new climate measures, so that transitory risks materialize in the medium term. However, the measures taken are too weak and too uncoordinated to effectively mitigate the physical consequences of climate change. In the medium and long term, additional physical risks therefore arise in the scenario. The scenario is intended to shed light on the effects of (chronic) physical risks in particular on the IBB Group's portfolio, as these are of secondary importance in the first scenario examined.

When interpreting the analysis results, it should be noted that they are associated with major uncertainties. On the one hand, these stem directly from the NGFS scenarios (such as the lack of modeling of climate tipping points and the lack of sectoral/fine-regional data). On the other hand, as part of the further modeling of the effects of ESG factors on the risk parameters, assumptions must be made and simplifications made that can be interpreted as limiting.

Potential further developments for the climate scenario analyses of subsequent years include the derivation of more detailed parameter shifts and the consideration of additional risk types.

1.4.1.2 E2.IRO-1: Description of the processes for identifying and assessing material pollution-related impacts, risks and opportunities

11. Description of the processes for identifying and assessing material pollution-related impacts, risks and opportunities

a) Processes for identifying and assessing material pollution-related impacts, risks and opportunities

The process for identifying actual and potential impacts, risks and opportunities in the context of the IBB Group's own activities and within the value chain is described in detail in ESRS 2 IRO-1, Paragraph 53. The topic of environmental pollution and the associated subtopics of air, water and soil pollution, microplastics and substances of concern were specifically considered in accordance with ESRS 1, AR 16. No dependencies on ecosystem service providers were identified as part of the materiality analysis. The IBB Group's offices and primary business activities are located in the Berlin metropolitan region. The specific geographical and regulatory conditions there were included in the analysis. Databases were used to analyze the value chain, which show the effects of various economic sectors on the basis of industry averages. The results were compared with the sectors served by the IBB Group and assessed in accordance with ESRS 2 IRO-1, Paragraph 53.

No material impacts, risks or opportunities were identified for this topic.

b) Consultations with affected communities

No consultations were carried out with affected communities. Instead, assessments by experts were relied upon.

1.4.1.3 E3.IRO-1: Description of the processes for identifying and assessing material water and marine resources-related impacts, risks and opportunities

8. Description of the processes for identifying and assessing material water and marine resources-related impacts, risks and opportunities

a) Processes for identifying and assessing material water and marine resources-related impacts, risks and opportunities

The process for identifying actual and potential impacts, risks and opportunities in the context of the Company's activities and within its value chain is described in detail in ESRS 2 IRO-1, Paragraph 53. The topic of water and marine resources was specifically considered in accordance with ESRS 1, AR 16. The IBB Group's offices and primary business activities are located in the Berlin metropolitan region. The specific geographical and regulatory conditions there were included in the analysis. Databases were used to analyze the value chain, which show the effects of various economic sectors on the basis of industry averages. The results were compared with the sectors served by the IBB Group and assessed in accordance with ESRS 2, IRO-1, Paragraph 53.

No material impacts, risks or opportunities were identified for this topic.

b) Consultations with affected communities

No consultations were carried out with affected communities. Instead, expert assessments were relied upon.

1.4.1.4 E4.IRO-1: Description of the processes for identifying and assessing material biodiversity and ecosystem-related impacts, risks and opportunities

17. Description of the processes for identifying and assessing material biodiversity and ecosystem-related impacts, risks and opportunities

a) Processes for identifying and assessing material biodiversity and ecosystem-related impacts, risks and opportunities

The process for identifying actual and potential impacts, risks and opportunities in the context of the Company's activities and within its value chain is described in detail in ESRS 2 IRO-1, Paragraph 53. The topic of biodiversity and ecosystems was specifically considered in accordance with ESRS 1, AR 16. The IBB Group's offices and primary business activities are located in the Berlin metropolitan region. The specific geographical and regulatory conditions there were included in the analysis. Databases were used to analyze the value chain, which show the impacts of various economic sectors on the basis of industry averages. The results were compared with the sectors served by the IBB Group and assessed in accordance with ESRS 2 IRO-1, Paragraph 53.

No material impacts, risks or opportunities were identified for this topic.

b) Assessment of dependencies

The databases used for the analysis contain dependencies on biodiversity and also contain information on ecosystem services. These were included in the consideration of materiality in the value chain. The procedure described in ESRS 2 IRO-1, Paragraph 53 was used for the topic of biodiversity.

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

As a development bank of the State of Berlin, 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, follows the regulatory requirements. The databases used for the analysis contain risks and opportunities associated with the loss or decline of biodiversity and ecosystem services/regulatory services of the ecosystem and the associated transitory risks. These were included in the consideration of materiality in the value chain.

No financially material risks or opportunities were identified. The procedure for identifying risks is described in ESRS GOV-5, Paragraph 36.

d) Systemic risks

Systemic risks from the area of biodiversity have not yet been considered individually, as no scientific models, for example from Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Service (IP-BES), are yet available for assessing systemic risks.

e) Consultations with affected communities

No consultations were conducted with affected communities. No negative impacts on affected communities were identified in the materiality analysis (see IRO-1, Paragraph 53). Therefore, e) i - iii. are not applicable.

19. Analysis of the sites and potential mitigation measures

a) Sites in or near areas with biodiversity in need of protection

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, there are no nature conservation areas in Berlin Wilmersdorf. It therefore not be assumed that there is any biodiversity in need of protection in or around the site.

b) Mitigation measures in relation to biodiversity

After completion of the materiality analysis, no remedial action was found to be necessary in relation to biodiversity.

1.4.1.5 E5.IRO-1: Description of the processes for identifying and assessing material resource use and circular economy-related impacts, risks and opportunities

11. Description of the processes for identifying and assessing material resource use and circular economy-related impacts, risks and opportunities

a) Screening of assets and business activities

The process for identifying actual and potential impacts, risks and opportunities in the context of the Company's activities and within its value chain is described in detail in ESRS 2 IRO-1, Paragraph 53. The topic of resource use and circular economy was specifically considered in accordance with ESRS 1, AR 16. The IBB Group's offices and primary business activities are located in the Berlin metropolitan region. The specific geographical and regulatory conditions there were included in the analysis. Databases were used to analyze the value chain, which show the effects of various economic sectors on the basis of industry averages. The results were compared with the sectors served by the IBB Group and assessed in accordance with ESRS 2 IRO-1, Paragraph 53. No material impacts, risks and opportunities were identified for this topic.

b) Consultations conducted

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

1.4.1.6 G1.IRO-1: Description of the processes for identifying and assessing of material impacts, risks and opportunities in relation to business conduct matters

6. Description of the processes for identifying and assessing the material impacts, risks and opportunities in relation to business conduct matters

The procedure for determining material impacts, risks and opportunities (described in detail in ESRS 2 IRO-1, Paragraph 53) in connection with the corporate policy was based on the IBB Group's sole location in Berlin. IBB UV is a financial holding company within the meaning of Section 2f of the German Banking Act, is the parent company of IBB and is in turn wholly owned by the State of Berlin. It is the superordinate company of the IBB Group under supervisory law. IBB UV is therefore subject to supervision by the German Federal Financial Supervisory Authority (BaFin) as well as European and national laws, particularly in the area of compliance. As a development institution of the State of Berlin, IBB is particularly responsible for legally compliant action and observes compliance with legal requirements, including the German Banking Act (KWG), the German Money Laundering Act (GwG), the German Securities Trading Act (WpHG), MaRisk and the European Market Abuse Regulation (MAR).

The consideration of IROs in relation to the corporate culture and policy was carried out as part of the IBB Group's own operations in close cooperation with the Corporate Compliance department. No material negative impacts or risks were identified due to existing compliance requirements and regulations at IBB. However, the materiality of Standard G1 – Business conduct from an overarching perspective results from the business model of IBB as a development bank of the State of Berlin and IBB UV as a financial holding company. The sub-topics identified as material were corporate culture, political engagement and lobbying, as well as corruption and bribery.

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

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

The table below provides a list of the disclosure requirements that were followed in preparing the sustainability statement based on the results of the materiality assessment, as well as an overview of all data points arising from other EU legislation listed in Appendix B of this standard:

Disclosure requirements to be complied with in accordance with CSRD and materiality analysis	Paragraph in accordance with ESRS	Page number	Data points resulting from other EU legislation (in accordance with ESRS 2, Appendix C)	
ESRS 2 General disclosures				
ESRS 2 - BP1	General basis for the preparation of sustainability statements	Paragraphs 3 to 5	P. 40 to 41	
ESRS 2 - BP2	Disclosures in relation to specific circumstances	Paragraphs 6 to 17	P. 41 to 43	
ESRS 2 - GOV 1	The role of the administrative, management and supervisory bodies	Paragraphs 19 to 23	P. 43 to 48	
ESRS 2 - GOV 1	Gender diversity in the management and supervisory bodies	Paragraph 21(d)	S. 44	X
ESRS 2 - GOV 1	Percentage of non-executive members of the management body	Paragraph 21(e)	S. 44	X
ESRS 2 - GOV 1 - G1	The role of the administrative, management and supervisory bodies	Paragraph 5 (G1)	P. 47 and 48	
ESRS 2 - GOV 2	Information provided to and sustainability matters addressed by the Company's administrative, management and supervisory bodies	Paragraphs 24 to 26	S. 48	
ESRS 2 - GOV 3	Integration of sustainability-related performance in incentive schemes	Paragraphs 27 to 29	P. 48 and 49	
ESRS 2 - GOV 3 - E1	Integration of climate-related considerations in the remuneration of members of the administrative, management and supervisory bodies	Paragraph 13 (E1)	S. 49	
ESRS 2 - GOV 4	Statement on due diligence	Paragraphs 30 to 33	S. 49	
ESRS 2 - GOV 4	Main aspects and steps of the due diligence process	Paragraph 32	S. 49	X

Disclosure requirements to be complied with in accordance with CSRD and materiality analysis		Paragraph in accordance with ESRS	Page number	Data points resulting from other EU legislation (in accordance with ESRS 2, Appendix C)
ESRS 2 - GOV 5	Risk management and internal controls over sustainability reporting	Paragraphs 34 to 37	P. 49 to 51	
ESRS 2 - SBM 1	Strategy, business model and value chain	Paragraphs 38 to 42	P. 51 to 55	
ESRS 2 - SBM 1	Participation in activities related to fossil fuels	Paragraph 40(d)(i)	P. 53	X
ESRS 2 - SBM 1	Participation in activities related to chemicals production	Paragraph 40(d)(ii)	P. 53	X
ESRS 2 - SBM 1	Participation in activities in connection with controversial weapons	Paragraph 40(d)(iii)	P. 53	X
ESRS 2 - SBM 1	Participation in activities related to the cultivation and production of tobacco	Paragraph 40(d)(iv)	P. 53	X
ESRS 2 - SBM 2	Interests and views of stakeholders	Paragraphs 43 to 45	P. 55 to 58	
ESRS 2 - SBM 2 - S1	Interests and views of own workforce	Paragraph 12 (S1)	P. 56	
ESRS 2 - SBM 2 - S3	Interests and views of affected communities	Paragraph 7 (S3)	P. 57 and 58	
ESRS 2 - SBM 3	Material impacts, risks and opportunities and their interaction with strategy and business model	Paragraphs 46 to 49	P. 58 to 75	
ESRS 2 - SBM 3 - E1	Climate-related risks	Paragraphs 18 to 19 (E1)	P. 64	
ESRS 2 - SBM 3 - E4	List of sites that have a negative impact on biodiversity-sensitive areas	Paragraph 16(a)(i) (E4)	P. 64	X
ESRS 2 - SBM 3 - E4	Material negative impacts with regard to land degradation, desertification or soil sealing	Paragraph 16(b) (E4)	P. 64	X
ESRS 2 - SBM 3 - E4	Activities that affect threatened species	Paragraph 16(c) (E4)	P. 64	X
ESRS 2 - SBM 3 - S1	Material impacts, risks and opportunities and their interaction with strategy and business model	Paragraphs 13 to 16 (S1)	P. 64 to 67	

Disclosure requirements to be complied with in accordance with CSRD and materiality analysis		Paragraph in accordance with ESRS	Page number	Data points resulting from other EU legislation (in accordance with ESRS 2, Appendix C)
ESRS 2 - SBM 3 - S1	Risk of forced labor	Paragraph 14(f) (S1)	P. 66	X
ESRS 2 - SBM 3 - S1	Risk of child labor	Paragraph 14(g) (S1)	P. 66	X
ESRS 2 - SBM 3 - S2	Material risk of child labor or forced labor in the value chain	Paragraph 11(b) (S2)	P. 68	X
ESRS 2 - SBM 3 - S3	Impacts, risks and opportunities and their interaction with strategy and business model	Paragraphs 8 to 11 (S3)	P. 69 to 73	
ESRS 2 - IRO 1	Description of the processes for identifying and assessing material impacts, risks and opportunities	Paragraphs 51 to 53	P. 75 to 82	
ESRS 2 - IRO 1 - E1	Description of the processes for identifying and assessing material climate-related impacts, risks and opportunities	Paragraphs 20 to 21 (E1)	P. 77 to 79	
ESRS 2 - IRO 1 - G1	Description of the processes for identifying and assessing material impacts, risks and opportunities	Paragraph 6 (G1)	P. 82	
ESRS 2 - IRO 2	Disclosure requirements in ESRS covered by the Company's sustainability statement	Paragraphs 54 to 59	P. 83 to 92	
ESRS E1 Climate change reporting standard				
ESRS E1-1	Transition plan for climate change mitigation	Paragraphs 14 to 17	P. 92 to 94	
ESRS E1-1	Transition plan to achieve climate neutrality by 2050	Paragraph 14	P. 92 to 94	X
ESRS E1-1	Companies that are excluded from the EU Paris-aligned benchmarks	Paragraph 16 letter g	P. 92 to 94	X
ESRS E1-2	Strategies related to climate change mitigation and adaptation	Paragraphs 22 to 25	P. 94 to 98	
ESRS E1-3	Actions and resources in relation to climate change strategies	Paragraphs	P. 98 to 100	
ESRS E1-4	Targets related to climate change mitigation and adaptation	Paragraphs 30 to 34	P. 100 and 102	

Disclosure requirements to be complied with in accordance with CSRD and materiality analysis		Paragraph in accordance with ESRS	Page number	Data points resulting from other EU legislation (in accordance with ESRS 2, Appendix C)
ESRS E1-4	GHG emission reduction targets	Paragraph 34	P. 100 and 102	X
ESRS E1-5	Energy consumption and energy mix	Paragraphs 35 to 43	P. 102 and	
ESRS E1-5	Energy consumption from fossil fuels broken down by source (high climate impact only)	Paragraph 38	P. 102 and 103	X
ESRS E1-5	Energy consumption and energy mix	Paragraph 37	P. 102 and 103	X
ESRS E1-5	Energy intensity in connection with activities in high climate impact sectors	Paragraphs 40 to 43	P. 103	X
ESRS E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	Paragraphs 44 to 55	P. 103 to 107	
ESRS E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	Paragraph 44	P. 103 to 107	X
ESRS E1-6	Intensity of gross GHG emissions	Paragraphs 53 to 55	P. 103 to 107	X
ESRS E1-7	GHG removals and GHG mitigation projects financed through carbon credits	Paragraphs 56 to 61	Not material	
ESRS E1-7	GHG removals and carbon credits	Paragraph 56	Not material	X
ESRS E1-8	Internal carbon pricing	Paragraphs 62 to 63	P. 107	
ESRS E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Paragraphs 64 to 70	Use of the phase-in	
ESRS E1-9	Risk position of the reference value portfolio against climate-related physical risks	Paragraph 66	Use of the phase-in	X
ESRS E1-9	Breakdown of monetary amounts by acute and chronic physical risk	Paragraph 66(a)	Use of the phase-in	X
ESRS E1-9	Location of significant assets at material physical risk	Paragraph 66(c)	Use of the phase-in	X
ESRS E1-9	Breakdown of the carrying value of real estate assets by energy efficiency class	Paragraph 67(c)	Use of the phase-in	X

Disclosure requirements to be complied with in accordance with CSRD and materiality analysis		Paragraph in accordance with ESRS	Page number	Data points resulting from other EU legislation (in accordance with ESRS 2, Appendix C)	
ESRS E1-9	Degree of exposure of the portfolio to climate-related opportunities	Paragraph 69	Use of the phase-in	X	
ESRS E2 Pollution					
ESRS E2-4	Quantity of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil		Paragraph 28	Not material	X
ESRS E3 Water and marine resources					
ESRS E3-1	Policies related to water and marine resources		Paragraph 9	Not material	X
ESRS E3-1	No policies on the topic of water resources		Paragraph 13	Not material	X
ESRS E3-1	Policies related to sustainable oceans and seas		Paragraph 14	Not material	X
ESRS E3-4	Total amount of water recycled and reused		Paragraph 28(c)	Not material	X
ESRS E3-4	Total water consumption in own operations in m ³ per net revenue		Paragraph 29	Not material	X
ESRS E4 Biodiversity and ecosystems					
ESRS E4-2	Sustainable land/agriculture practices or policies		Paragraph 24(b)	Not material	X
ESRS E4-2	Sustainable oceans/seas practices or policies		Paragraph 24(c)	Not material	X
ESRS E4-2	Policies to address deforestation		Paragraph 24(d)	Not material	X
ESRS E5 Resource use and circular economy					
ESRS E5-5	Non-recycled waste		Paragraph 37(d)	Not material	X
ESRS E5-5	Hazardous and radioactive waste		Paragraph 39	Not material	X
ESRS S1 Company's workforce					
ESRS S1-1	Policies related to own workforce		Paragraphs 17 to 24	P. 114 to 123	

Disclosure requirements to be complied with in accordance with CSRD and materiality analysis		Paragraph in accordance with ESRS	Page number	Data points resulting from other EU legislation (in accordance with ESRS 2, Appendix C)	
ESRS S1-1	Human rights policy commitments		Paragraph 20	P. 120 and 121	X
ESRS S1-1	Due diligence provisions relating to issues covered by the International Labor Organization's Fundamental Conventions 1 to 8		Paragraph 21	P. 121	X
ESRS S1-1	Procedures and measures to address trafficking in human beings		Paragraph 22	P. 121	X
ESRS S1-1	Workplace accident prevention policy or management system		Paragraph 23	P. 121 and 122	X
ESRS S1-2	Processes for engaging with own workforce and workers' representatives about impacts		Paragraphs 25 to 29	P. 123 to 127	
ESRS S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns		Paragraphs 30 to 34	P. 127 to 130	
ESRS S1-3	Grievance handling mechanism		Paragraph 32(c)	P. 129	X
ESRS S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions		Paragraphs 35 to 43	P. 130 to 134	
ESRS S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities		Paragraphs 44 to 47	P. 134 and 135	
ESRS S1-6	Characteristics of the Company's employees		Paragraphs 48 to 52	P. 135 to 138	
ESRS S1-7	Characteristics of non-employees in the Company's workforce		Paragraphs 53 to 57	P. 139	
ESRS S1-8	Collective bargaining coverage and social dialogue		Paragraphs 58 to 63	P. 139 and 140	
ESRS S1-9	Diversity metrics		Paragraphs 64 to 66	P. 140 and 141	
ESRS S1-10	Adequate wages		Paragraphs 67 to 71	P. 142	

Disclosure requirements to be complied with in accordance with CSRD and materiality analysis		Paragraph in accordance with ESRS	Page number	Data points resulting from other EU legislation (in accordance with ESRS 2, Appendix C)	
ESRS S1-11	Social protection		Paragraphs 72 to 76	P. 142	
ESRS S1-12	People with disabilities		Paragraphs 77 to 80	P. 142	
ESRS S1-13	Training and skills development metrics		Paragraphs 81 to 85	P. 143	
ESRS S1-14	Health and safety metrics		Paragraphs 86 to 90	P. 144	
ESRS S1-14	Number of fatalities and number and rate of work-related accidents		Paragraph 88(b) and (c)	P. 144	X
ESRS S1-14	Number of days lost due to injury, accident, death or illness		Paragraph 88(e)	P. 144	X
ESRS S1-15	Work-life balance metrics		Paragraphs 91 to 94	P. 144 and 145	
ESRS S1-16	Remuneration metrics (pay gap and total remuneration)		Paragraphs 95 to 99	P. 145 and 146	
ESRS S1-16	Unadjusted gender pay gap		Paragraph 97(a)	P. 145 and 146	X
ESRS S1-16	Excessive remuneration of members of the management bodies		Paragraph 97 letter b	P. 146	X
ESRS S1-17	Incidents, complaints and severe human rights impacts		Paragraphs 100 to 104	P. 147	
ESRS S1-17	Incidents of discrimination		Paragraph 103(a)	P. 147	X
ESRS S1-17	Non-compliance with the United Nations Guiding Principles on Business and Human Rights and OECD Guidelines		Paragraph 104(a)	P. 147	X

Disclosure requirements to be complied with in accordance with CSRD and materiality analysis	Paragraph in accordance with ESRS	Page number	Data points resulting from other EU legislation (in accordance with ESRS 2, Appendix C)	
ESRS S2 Workers in the value chain				
ESRS S2-1	Human rights policy commitments	Paragraph 17	Not material	X
ESRS S2-1	Policies related to workers in the value chain	Paragraph 18	Not material	X
ESRS S2-1	Non-compliance with the United Nations Guiding Principles on Business and Human Rights and OECD Guidelines	Paragraph 19	Not material	X
ESRS S2-1	Due diligence provisions relating to issues covered by the International Labor Organization's Fundamental Conventions 1 to 8	Paragraph 19	Not material	X
ESRS S2-4	Human rights issues and incidents connected to the upstream and downstream value chain	Paragraph 36	Not material	X
ESRS S3 Affected communities				
ESRS S3-1	Policies related to affected communities	Paragraphs 12 to 18	P. 148 to 150	
ESRS S3-1	Human rights policy commitments	Paragraph 16	P. 149 and 150	X
ESRS S3-1	Non-compliance with the United Nations Guiding Principles on Business and Human Rights and OECD Guidelines	Paragraph 17	P. 150	X
ESRS S3-2	Processes for engaging with affected communities about impacts	Paragraphs 19 to 24	P. 150 and 151	
ESRS S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	Paragraphs 25 to 29	P. 151 and 152	
ESRS S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	Paragraphs 30 to 38	P. 152 to 157	
ESRS S3-4	Human rights issues and incidents	Paragraph 36	P. 156	X
ESRS S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Paragraphs 39 to 42	P. 157 and 158	
ESRS S4 Consumers and end users				
ESRS S4-1	Strategies in connection with consumers and end users	Paragraph 16	P. 159	X

Disclosure requirements to be complied with in accordance with CSRD and materiality analysis		Paragraph in accordance with ESRS	Page number	Data points resulting from other EU legislation (in accordance with ESRS 2, Appendix C)	
ESRS S4-1	Non-compliance with the United Nations Guiding Principles on Business and Human Rights and OECD Guidelines		Paragraph 17	P. 159 and 160	X
ESRS S4-4	Human rights issues and incidents		Paragraph 35	P. 163	X
ESRS G1 Business conduct					
ESRS G1-1	Business conduct policies and corporate culture		Paragraphs 7 to 11	P. 164 to 170	
ESRS G1-1	United Nations Convention against Corruption		Paragraph 10(b)	P. 169	X
ESRS G1-1	Protection of whistleblowers		Paragraph 10(d)	P. 170	X
ESRS G1-2	Management of relationships with suppliers		Paragraphs 12 to 15	Not material	
ESRS G1-3	Prevention and detection of corruption and bribery		Paragraphs 16 to 21	P. 171 and 172	
ESRS G1-4	Confirmed incidents of corruption or bribery		Paragraphs 22 to 26	P. 173	
ESRS G1-4	Fines for violation of anti-corruption and anti-bribery laws		Paragraph 24(a)	P. 173	X
ESRS G1-4	Anti-corruption and anti-bribery standards		Paragraph 24(b)	P. 173	X
ESRS G1-5	Political engagement and lobbying activities		Paragraphs 27 to 30	P. 173 and 174	
ESRS G1-6	Payment practices		Paragraphs 31 to 33	Not material	

57. Disclosure on the materiality of climate change

The sustainability topic of climate change was identified as material during the materiality analysis for the 2024 reporting year.

59. Disclosure on the determination of material information in relation to material impacts, risks and opportunities

The material sustainability topics for the 2024 reporting year were identified during the materiality analysis; a detailed description of the process can be found under IRO-1, Paragraph 53. In order to determine the material information, the sustainability topics were initially mapped to the corresponding disclosure requirements in accordance with ESRS 1 AR16. The mapping was verified by Info Paper ID 177 – Links between AR16 and Disclosure Requirements – published by the European Financial Reporting Advisory Group (EFRAG) on July 1, 2024.

The impacts, risks and opportunities identified as material are covered by the ESRS with sufficient granularity.

2 ESRS E1: Climate change

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

16. Information on the transition plan

a) Objectives of the Company in line with the Paris Agreement

The IBB Group is pursuing a 1.5 °C target for its core business and aims to achieve net zero emissions from 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 real estate sector, which provide parameters for meeting the Company's contribution to a 1.5 °C climate target. The IEA Net Zero scenario and the CRREM 1.5 °C pathway are regarded as industry standards, are scientifically sound and are in line with the Paris Agreement.

b) Decarbonization levers and climate change mitigation actions

As part of the efforts to reduce greenhouse gas emissions, four decarbonization 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 set. These are described under ESRS E1-4.

Energy supply - focus on new business: This decarbonization lever aims to gear new financing and projects in the energy supply sector towards sustainable and climate-friendly initiatives through financial incentives and CO_{2e} limits.

Energy supply - focus on existing business: The focus of this decarbonization lever is on actively supporting existing customers in the energy supply sector in order to reduce CO_{2e} emissions in this portfolio and successfully support business partners' sustainable transition plans.

Real estate - existing properties: Targeted development programs with interest-subsidized loans and grants promote the energy-efficient refurbishment of existing properties.

Real estate - new construction: This decarbonization lever supports the construction of energy-efficient new buildings through special development programs, monetary incentives and CO_{2e} emission limits to ensure compliance with the 1.5 °C climate target.

The decarbonization levers are backed by a series of measures:

Energy supply - focus on new business

1. Incentivizing climate-friendly financing: Improved interest rate offers, loan conditions including a commitment to continuous CO₂e reduction
2. Directive for CO₂e emissions in the business area
3. Project financing with a focus on renewable energies

Energy supply - focus on existing business

1. Dialogue and support for customers in the implementation of their transition plans (e.g. sustainable project financing in the sense of decarbonization of customers)

Real estate - existing properties

1. Financial incentives via existing subsidy programs for the renovation of existing properties through improved accessibility and monetary incentives (interest subsidy/repayment subsidy)
2. Development and introduction of new products and services with the aim of further reducing CO₂e emissions
3. Actively approaching existing customers and jointly developing possible financing models and/or subsidies for refurbishment activities

Real estate – new construction

1. Promotion of sustainable and energy-efficient new construction

These measures are aimed at achieving the GHG emission reduction targets in accordance with ESRS E1-4. The measures are explained in detail in ESRS E1-3.

d) Information on locked-in GHG emissions

There are no Scope 1 and Scope 2 relevant cumulative locked-in GHG emissions in connection with significant assets as well as products sold.

g) Information on EU Paris-aligned benchmarks

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

h) Information 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 overarching business strategy. The business strategy, and therefore also the climate strategy, applies to the entire IBB Group and was created upstream as part of the strategy process in order to enable links to be made with other sub-strategies. The climate strategy is reviewed as part of the annual strategy process to ensure that it is up to date. To this end, the IBB Group's carbon footprint is assessed annually as part of the climate strategy process in order to identify the relevant sectors. The carbon footprint can be used to check compliance with the climate targets and decarbonization pathways that were drawn up for the relevant sectors based on the base year 2023. In the event of deviations from these, the decarbonization measures within the transition plan must be adjusted. This ensures that the decarbonization pathways are achieved. Compliance with the corresponding sector-specific decarbonization pathways ensures that the 1.5 °C target is met. The information is taken into account accordingly for embedding in the business strategy. As the climate strategy was established for the first time in the business strategy for the 2025 financial year, no adjustments have yet been made.

i) Information on approval by the administrative, management and supervisory body

The transition plan was approved by the Executive Board on December 31, 2024, and by the Supervisory Board in 2025.

j) *Explanation on the progress in implementing the transition plan*

As part of the climate strategy, several key measures to reduce greenhouse gas emissions were planned in the transition plan. These planned measures aim to gradually reduce CO_{2e} emissions and thus achieve the long-term climate targets. Progress in implementing the measures is regularly reviewed and documented. Continuous monitoring and regular assessments of progress are necessary in order to make timely and relevant adjustments to the transition plan.

As the climate strategy was initially established for the financial year, no progress can yet be measured.

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

25. Integration of climate change mitigation and into the policies

In principle, the ESG risks considered in the guidelines include both physical and transition risks.

Guidelines: Sustainability and Climate Strategy of the IBB Group

Most important content incl. general objectives	The sustainability strategy governs the strategic orientation, the establishment of impact measurement and the integration of the sustainability topics identified as material for the IBB Group, including climate protection and adaptation to climate change. The climate strategy is part of the sustainability strategy and has the primary goal of meeting the IBB Group's 1.5 °C target.
Reference to material IROs	The strategic objectives with regard to climate protection and adaptation to climate change include determining and presenting the environmental impact of financing, reporting the sustainable refinancing share and creating and adhering to a transition plan in line with the 1.5 °C target to achieve net zero by 2045 (primary content of the climate strategy). The impacts, opportunities and risks of CO _{2e} emissions in core operations and the core business, i.e. the development and lending business, including through the financing of CO _{2e} -intensive sectors and in refinancing, are examined.
Area of application	The Sustainability and Climate Strategy applies to the IBB Group
Monitoring process	The Sustainability and Climate Strategy is reviewed as part of the annual strategy process to ensure that they are up to date, and the status of implementation is monitored by ESG management in quarterly internal reporting. The climate strategy was established for the first time for the business strategy from 2025.
Responsibility	Central ESG management is an independent unit that reports directly to the chairman of the Executive Board.
Documentation / Availability	The Sustainability and Climate Strategy as part of the Group-wide business strategy can be viewed digitally on the IBB intranet under "Sustainability".

Guidelines: Sustainability Guidelines of the IBB Group

Most important content incl. general objectives	The Sustainability Guidelines form the basis for the development, lending and capital market business, taking ESG criteria into account. They also define the exclusion criteria for which financing is fundamentally viewed critically and which are not in line with the values of the IBB Group and the transformation to a sustainable society. The Sustainability Guidelines therefore aim to exclude ESG-critical commitments, divided into controversial business practices and business areas, from funding. The aim of the exclusion criteria is therefore to avoid negative impacts on the sustainability issues of climate protection and adaptation to climate change. The IBB Group considers violations of the Federal Nature Conservation Act or damage to the environment within the
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Guidelines: Sustainability Guidelines of the IBB Group

	meaning of the Environmental Damage Act to be controversial environmental behavior. Furthermore, fossil energy generation is viewed critically and classified as a controversial business area.
Reference to material IROs	The aim of the exclusion criteria is therefore to avoid negative impacts on the sustainability issues of climate protection and adaptation to climate change. The IBB Group considers violations of the Federal Nature Conservation Act or damage to the environment within the meaning of the Environmental Damage Act to be controversial environmental behavior. Furthermore, fossil energy generation is viewed critically and classified as a controversial business area.
Area of application	The Sustainability Guidelines apply to the IBB Group.
Monitoring process	The Sustainability Guidelines are reviewed and adjusted annually by ESG Management in coordination with the other organizational units and deputies of the Senate departments. Central ESG management is located in a separate unit with a direct reporting line to the chairman of the Executive Board.
Responsibility	In addition to the overall topics relevant to sustainability, responsibility for implementing the Sustainability Guidelines and, in particular, the exclusion criteria, lies with the individual organizational units of the IBB Group.
Documentation / Availability	The Sustainability Guidelines can be viewed digitally on the IBB Group website.

Guidelines: IBB Treasury Sustainability Guideline

Most important content incl. general objectives	In order to make IBB's capital market business sustainable, the Treasury Sustainability Guidelines provide a framework for the treasury portfolios and trading activities. The IBB Treasury sustainability approach consists, among other things, of the implementation of a process to check whether relevant business partners meet the current exclusion criteria in accordance with the applicable Treasury Sustainability Guidelines as well as further standards-based criteria for the public sector. In addition, investment targets are set for dedicated ESG bonds that must meet relevant standards.
Reference to material IROs	In future, the Treasury will record the greenhouse gas emissions of its business partners in accordance with legal requirements (mainly industrial companies). The aim is to present corresponding decarbonization pathways in future and to incorporate these into the annual review and assessment of business partners.
Area 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 derivatives counterparties and DCM partners (Debt Capital Markets stands for the service of issuing public bonds). Public sector counterparties such as states, federal states, regions, municipalities or cities are excluded from the exposure calls. For these public counterparties, the responsibility to initiate a change lies with the voters.
Monitoring process	These guidelines are reviewed annually and on an ad hoc basis and developed further on a regular basis. The review process is carried out in close consultation with ESG Management and is approved by the Executive Board.
Responsibility	The implementation of the IBB Treasury Sustainability Guideline is the sole responsibility of the Treasury organizational unit.
Documentation / Availability	The IBB Treasury Sustainability Guideline can be viewed in the "Investor Relations" section of the IBB website.

Work instruction: Basic Regulations on Sustainability

Most important content incl. general objectives	The work instruction describes the requirements for implementing sustainability-related topics at IBB. Operationalization, areas of application, responsibilities and update processes are defined for non-financial reporting, the Sustainability Guidelines, SDG mapping and the EU taxonomy in order to implement ESG processes and subsequently document, monitor and control them.
Reference to material IROs	With regard to the sustainability issues of climate protection and adaptation to climate change, the opportunities, risks and impacts identified in this area are therefore taken into account. These are in particular the CO ₂ e emissions generated in the core business (development and lending business), including through the financing of CO ₂ e-intensive sectors and in refinancing. The positive impacts resulting from the financing and subsidization of climate-relevant projects with the aim of CO ₂ e savings and energy-efficient management as well as from the promotion of companies that develop energy-efficient or low-CO ₂ e technologies can also be recorded and financial and physical risks from negative environmental impacts on IBB can be managed.
Area of application	These cross-process Group work instructions apply to departments from the areas of labor market promotion, real estate promotion support, controlling & finance, risk management and controlling, credit management, business development, housing and real estate development, treasury and corporate communications.
Monitoring process	The Sustainability Guidelines are reviewed annually by ESG Management in coordination with the other organizational units. If this process results in adjustments to the work instruction, these are implemented accordingly. Internal reporting is used to monitor compliance by central ESG management and to ensure that the respective organizational unit complies with the work instruction.
Responsibility	Central ESG management is responsible as a separate unit reporting directly to the chairman of the Executive Board.
Documentation / Availability	The work instruction is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

Guidelines: Sustainability in the Lending Business – ESG Scores

Most important content incl. general objectives	The work instruction Sustainability in the Lending Business - ESG Scores describes the ESG lending process and the procedures used at IBB to assess sustainability risks in the lending business, in particular climate and environmental risks. The integration of ESG aspects into the credit processes supports the goal of being able to measure these by assigning transactions to an S-ESG score. A distinction is made between risk-relevant and non-risk-relevant lending, development and fiduciary business. The work instruction includes the assessment of ESG criteria in the lending business using the S-ESG score. The assessment of the risks evaluated by the S-ESG score is based on customer questionnaires regarding the financing object, business partners and SDGs/taxonomy (eligibility). The latter is regulated precisely in the work instruction Basic Regulations on Sustainability. Furthermore, the involvement of ESG management in ESG-critical commitments and the recording of energy certificates are agreed.
Reference to material IROs	The ESG score and the energy certificate data are part of the quarterly ESG reporting by ESG Management and are incorporated into the carbon footprint, among other things, with the responsibility of ESG Management. The aim is to achieve continuous improvement and review of the transformation plan for the prospective reduction of emissions through the planned annual assessment of the carbon footprint.
Area of application	These guidelines apply to all credit exposures in all organizational units of IBB involved in the lending business for new and existing business (with the exception of the

Guidelines: Sustainability in the Lending Business – ESG Scores

	real estate retail customers segment, wind-down exposures and the municipal lending business).
Monitoring process	The Policy department of the Credit Management division, which is part of the Back Office, is responsible for regularly updating the work instruction.
Responsibility	This is the responsibility of the Credit Management department, which is part of the Back Office.
Documentation / Availability	The work instruction is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

Guidelines: Loan Agreements and Conditions

Most important content incl. general objectives	The work instruction Loan Agreements and Conditions describes the regulations to be observed when drafting contracts in IBB's lending business for the various types of loan agreements. In accordance with the work instruction Loan Agreements and Conditions, borrowers may be required to provide sustainability documentation throughout the term of the loan in order to assess the current and future credit risk with regard to ESG criteria. This includes the sustainability documents defined in the work instruction Sustainability in the Lending Business – ESG Scores, such as the ESG self-declaration in connection with the operationalization of the Sustainability Guidelines, the ESG questionnaires (on the business partner, financing object and SDG allocation or taxonomy eligibility) and the energy certificates for each new business in real estate promotion.
Reference to material IROs	The sustainability documents have the aforementioned impacts in the area of climate protection and adaptation to climate change, in particular the improvement of the annual carbon footprint and the associated reduction in emissions.
Area of application	The cross-process work instruction is valid for the entire Divisions 1 and 2. The provisions of the work instruction must be observed when drafting contracts in IBB's lending business.
Monitoring process	The Legal department, which is part of Division 1 Market, is responsible for the work instruction.
Responsibility	The Legal department, which is part of Division 1 Market and reports directly to the chairman of the Executive Board, is responsible for the work instruction.
Documentation / Availability	The work instruction is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

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

29. Disclosure on climate change mitigation actions

Decarbonization lever	No.	Action	Time horizon	Scope of the action	Anticipated/achieved results/GHG reduction of the actions in tCO ₂ e
Energy supply - focus on new business	1	Incentivizing climate-friendly financing: Improved interest rate offers/loan conditions including a commitment to continuous CO ₂ reduction	2025-2045	New business in the energy supply sector	748,203
	2	Guidelines for CO ₂ Emissions in New Business	2025-2045	New business in the energy supply sector	187,051
	3	Project financing with a focus on renewable energies	2025-2045	New business in the energy supply sector	187,051
Energy supply - focus on existing business	1	Dialogue and support in the implementation of customer transition plans	2025-2045	Portfolio business in the energy supply sector	2,618,711
Total energy supply					3,741,015
Real estate - existing properties	1	Financial incentives via existing development programs for the renovation of existing properties through improved accessibility and monetary incentives	2025-2045	Accessibility of existing subsidy programs in the real estate portfolio business	55,834
	2	Development and introduction of new projects and offers with the aim of further reductions	2025-2045	Product expansion in existing business	55,834
	3	Actively approaching existing customers and jointly developing possible financing models and/or subsidies for refurbishment activities	2025-2045	Portfolio 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
Real estate total					251,253

The most important planned climate protection measures for achieving the climate targets are described below:

Focus on new business in the energy supply sector:

1. Incentivizing climate-friendly financing: Improved interest rate offers/loan conditions including a commitment to continuous CO₂e reduction
 - Attractive loan conditions and interest rate offers are intended to create incentives for climate-friendly financing. By taking advantage of these subsidies, customers also commit to a continuous reduction in CO₂e emissions within their projects.
2. Guidelines for CO₂e Emissions in New Business
 - Introduction of guidelines that include CO₂e intensity in the business assessment for new business. These guidelines set out clear requirements and standards that must be met for new business activities in order not to have an irreversible negative impact on compliance with the 1.5 °C target.
3. Project financing with a focus on renewable energies
 - The measure comprises the targeted promotion of project financing for renewable energies in new business. By supporting projects that rely on sustainable energy sources such as solar, wind and hydropower, the aim is to reduce CO₂e emissions.

Focus on existing business in the energy supply sector:

1. Dialogue and support in the implementation of customer transition plans
 - This measure aims to accompany customers in the existing portfolio through targeted dialogue and support in the implementation of transition plans. For example, the support can include the provision of project financing for the decarbonization of customers.

Real estate - existing properties:

1. Financial incentives via existing development programs for the renovation of existing properties through improved accessibility and monetary incentives
 - The measure includes financial incentives through the use of development programs to facilitate the energy-efficient refurbishment of existing properties. This is to be achieved through improved access to subsidies and monetary incentives such as interest subsidies and repayment grants. The aim is to increase the use of development programs in the existing business and in the existing portfolio and thus reduce CO₂e emissions from existing buildings.
2. Development and introduction of new products and services with the aim of further reducing CO₂e emissions
 - New products are intended to expand the existing product portfolio in order to offer innovative solutions for improving energy efficiency and reducing CO₂e emissions in existing buildings.
3. Actively approaching existing customers and jointly developing possible financing models and/or subsidies for refurbishment activities
 - By actively approaching existing customers, the measure aims to jointly develop possible financing models and subsidies for refurbishment activities. The aim is to improve the energy efficiency of existing buildings and reduce their CO₂e emissions through this cooperation in the real estate sector's existing portfolio.

Real estate - new construction:

1. Promotion of sustainable and energy-efficient new construction
 - To promote sustainable and energy-efficient new construction, special new construction loans with additional interest subsidies and repayment grants are offered as an incentive for energy-efficient construction projects. This measure aims to support new construction activity in the real estate sector and thus contribute to a reduction in CO₂e emissions.

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

34. Disclosure on the GHG emission reduction targets

The requirements in accordance with ESRS E1-4, Paragraph 34 a) to c) are subsumed under Paragraph 34 a) and explained in more detail. There are currently no climate-related targets for core operations. For this reason, no measures are yet available for the 2024 financial year. The core business of the development and lending business covers over 99% of the IBB Group's CO₂e emissions.

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

As part of the ongoing efforts to reduce greenhouse gas emissions, specific GHG emission reduction targets have been set for the Scope 3.15 category. These targets are specified both in absolute values (tons of CO₂ equivalent) and in intensity values.

The current base year is 2023 with the reference value in the energy sector totaling 3,741,015 tCO₂e and in the real estate sector (residential) totaling 279,170 tCO₂e.

Sectors	Base year		Reduction targets Financed GHG emissions - Scope 3.15 (in tons of CO ₂ e/ in intensities)					
	Values	2023	2025	2030	2035	2040	2045	2050
Real estate (residential real estate only)	Absolute values	279,170 tCO ₂ e	231,008 tCO ₂ e	130,096 tCO ₂ e	61,815 tCO ₂ e	19,216 tCO ₂ e	8,419 tCO ₂ e	8,419 tCO ₂
	Intensities	27.53 kgCO ₂ e/m ²	22.78 kgCO ₂ e/m ²	12.83 kgCO ₂ e/m ²	6.10 kgCO ₂ e/m ²	1.89 kgCO ₂ e/m ²	0.83 kgCO ₂ e/m ²	0.83 kgCO ₂ e/m ²
Energy	Absolute values	3,740,903 tCO ₂ e	3,139,104 tCO ₂	1,634,608 tCO ₂	422,840 tCO ₂	29,519 tCO ₂	0 tCO ₂ e	0 tCO ₂
	Intensities	289 gCO ₂ e/kWh	242 gCO ₂ e/kWh	126 gCO ₂ e/kWh	33 gCO ₂ e/kWh	2 gCO ₂ e/kWh	0 gCO ₂ e/kWh	0 gCO ₂ e/kWh

The targets cover the main sub-portfolios of the business development and housing and real estate development divisions. The base value and the targets for the real estate sector represent residential real estate and are consistent with 92% of the financed emissions in the housing and real estate development portfolio. The baseline and targets for the energy supply sector are consistent with 83% of the financed emissions in the Businessbusiness development portfolio. The stated targets in the real estate and energy supply sectors comprise 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 IBB's climate-related goals of achieving net zero by 2045 and meeting the 1.5 °C target. In addition to the State of Berlin, the IBB Group's stakeholders are primarily the customers in business and real estate development, the representatives of politics and policy-related organizations, chambers and associations as well as the employees of the IBB Group, because they have an original interest in its development. The requirements and interests of the political organizations have been incorporated into the preparation of the report. Target achievement is continuously measured and reviewed in the course of annual CSRD reporting. A description of the process for reviewing the climate targets is provided in more detail in E1-1 Paragraph 16 h). No changes were made to the calculation methodology in accordance with the Partnership for Carbon Accounting Financials (PCAF) for the preparation of the carbon footprint for the 2024 financial year compared to the base year 2023.

e) Background information on the GHG emission reduction targets

The decarbonization pathways in the energy and real estate sectors are based on the calculated financed emissions of the 2023 climate balance sheet. For the energy sector, the target pathway was created by adapting the relative emission reductions of the Net Zero Roadmap of the International Energy Agency (IEA). The sources for this are Net Zero Roadmap: A Global Pathway to Keep the 1.5 °C Goal in Reach and World Energy Outlook 2023. In the real estate sector, the relative reduction in emissions was adapted in accordance with CRREM (Carbon Risk Real Estate Monitor). 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 - March 6, 2024. The IEA and CRREM scenarios used to define the climate-related targets are designed to meet the Bank's contribution to a 1.5 °C climate target. Both sources are considered scientifically sound and in line with the Paris Agreement. To meet the 1.5 °C target, the existing commitments in the sectors were included with regard to their remaining term. In addition, future sector-specific transactions were taken into account for compliance with the 1.5 °C target on the basis of medium-term planning. The decarbonization pathways result from the aforementioned procedure.

f) Description of the expected decarbonization levers

The total reduction contributions for each decarbonization lever are shown in the following table:

Decarbonization lever	Estimated contribution in percent (between 2024 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 decarbonization levers were identified for Scope 3.15 (see ESRS E1-1, Paragraph 16 b), which contribute significantly to achieving the CO₂e emission reduction targets. The reductions are approximate values based on expert assessments. By taking into account the scientifically based scenarios and pathways of the IEA and CRREM, climate scenarios are taken into account that are consistent with limiting global warming to 1.5 °C. The IBB Group plans to offset residual emissions from 2045 onwards. The necessary use of new technologies is planned from 2030. It is assumed that a better assessment of the technologies available for planning the use of these technologies will be possible at this time.

2.5 ESRS E1-5: Energy consumption and energy mix

37. Information on total energy consumption

The IBB Group is not assigned to a climate-intensive sector due to its business activities. The calculation was carried out using the tool provided by the VfU (Verein für Umweltmanagement und Nachhaltigkeit in Finanzinstituten e. V.). A more detailed description is provided under ESRS E1-6, Paragraph 44.

Energy consumption and energy mix	2023	2024
(1) Fuel consumption from coal and coal products (MWh)	-	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	-	9
(3) Fuel consumption from natural gas (MWh)	-	1,136
(4) Fuel consumption from other fossil sources (MWh)	-	0
(5) Consumption from purchased or acquired electricity, heat, steam and cooling and from fossil sources (MWh)	3,308.8	3,408
(6) Total consumption of fossil energy (MWh) (sum of rows 1 to 5)	3,308.8	4,553
Share of fossil sources in total energy consumption (in %)	47.6	55
(7) Consumption from nuclear power sources (MWh)	-	0
Share of consumption from nuclear sources in total energy consumption (in %)	-	0
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biological origin), biofuels, biogas, hydrogen from renewable sources, etc. (MWh)	-	0
(9) Consumption from purchased or acquired electricity, heat, steam and cooling and from renewable sources (MWh)	3,635.3	3,744
(10) Consumption of self-generated non-fuel renewable energy (MWh)	-	0
(11) Total consumption of renewable energy (MWh) (sum of rows 8 to 10)	3,635.3	3,744
Share of renewable sources in total energy consumption (in %)	52.4	45
C1 Total energy consumption (MWh) (sum of rows 6, 7, and 11)	6,944.1	8,297

Heating energy is obtained from district heating through combined heat and power plants. The entire electricity generation for electricity consumption is sourced 100% from renewable energies and is nuclear-free. In 2024, no renewable energy was generated and therefore not consumed. Total energy consumption is made up of electricity consumption from renewable energies 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 climate-intensive 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 Paragraphs 44 to 52 of ESRS E1-6 are subsumed under the table in ESRS E1-6, Paragraph 44, and explained accordingly. The companies described in accordance with ESRS 2, BP-1, Paragraph 5, were included in the calculation. As all workplaces of IBB Group employees are located in the same building, the subsidiaries of IBB UV are not reported separately.

44. Information on total GHG emissions

	Retrospective				Milestones and target years			
	Base year 2023	Comparison	2024	% 2024/2023-1	2025	2030	2050	Annual % Target / base year
Scope 1 GHG emissions (tCO_{2e})								
Scope 1 GHG gross emissions (tCO _{2e})	2.9	12.10	15	417.24	-	-	-	-
Percentage of Scope 1 GHG emissions from regulated emissions trading systems (in %)	0	0	0	-	-	-	-	-
Scope 2 GHG emissions (tCO_{2e})								
Site-related Scope 2 GHG gross emissions	300.37	1,430.63	1,731	476.29	-	-	-	-
Market-related Scope 2 GHG gross emissions	0	308	308	-	-	-	-	-
Material Scope 3 GHG emissions (tCO_{2e})								
Total indirect (Scope 3) gross GHG emissions	5,144,874.76	-110,539.42	5,034,335.34	-2.15	-	-	-	-
1 Purchased goods and services	-	-	3	-	-	-	-	-
[Optional sub-category; Cloud computing and data center services]	-	-	-	-	-	-	-	-
2 Capital goods	-	-	-	-	-	-	-	-
3 Activities related to fuels and energy	0.09	654.91	655	727,677.78	-	-	-	-

	Retrospective				Milestones and target years			
	Base year 2023	Comparison	2024	% 2024/2023-1	2025	2030	2050	Annual % Target / base year
(not included in Scope 1 or Scope 2)								
4 Upstream transportation and distribution	1.58	-1.58	0	-100	-	-	-	-
5 Waste generation in companies	-	-	55	-	-	-	-	-
6 Business trips	3.34	11.66	15	349.10	-	-	-	-
7 Commuting employees	-	-	2,096	-	-	-	-	-
8 Upstream leased assets	-	-	-	-	-	-	-	-
9 Downstream transportation	-	-	-	-	-	-	-	-
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	5,144,869.75	-133,358.41	5,031,511.34	-2.20	4,891,862	3,316,369	0	-
Total GHG emissions (tCO₂e)								
Total GHG emissions (location-based)	5,145,178.03	-109,096.69	5,036,081.34	-2.12	-	-	-	-

	Retrospective				Milestones and target years			
	Base year 2023	Comparison	2024	% 2024/2023-1	2025	2030	2050	Annual % Target / base year
Total GHG emissions (market-related)	5,144,877.65	-110,219.32	5,034,658.34	-2.14	-	-	-	-

The IBB Group uses the standard industry tool of the VfU (Verein für Umweltmanagement und Nachhaltigkeit in Finanzinstituten e. V.) to determine Scope 1, Scope 2 and Scope 3 (categories 1 to 14) emissions. The emissions data used by the tool is checked and validated externally.

The VfU indicator tool calculates the emissions using the EcolInvent database. Complete process chains, as modeled in EcolInvent, are used as system boundaries. The EcolInvent database has a recursive structure and processes can influence each other: for example, electricity production requires coal, but coal mining also requires electricity. The greenhouse gas conversion factors are provided by the company Greendelta. The selection of EcolInvent processes and GHG factors by Greendelta was audited by the Öko-Institut.

The IBB Group does not participate in regulated emissions trading systems.

2.6.1 Information on financed Scope 3 emissions according to PCAF

Activity	Total outstanding amount of financing/residual debt (EUR)	Financed GHG emissions (tons of CO ₂ e)	Emission intensity (tons CO ₂ e/EUR)	PCAF score
Material Scope 3 GHG emissions				
15. Investments	22,213,655,467.13	5,031,511.34	0.000227	4.3
Investitionsbank Berlin AöR	21,974,224,129.03	4,997,659.93	0.000227	4.29
Treasury	6,505,537,816.82	338,240.81	0.000052	4.45
Housing and real estate development	9,401,091,173.8	363,643.09	0.0000387	4.39
Business development	6,067,595,138.42	4,295,776.04	0.000708	3.97
IBB Ventures	131,603,040.39	13,866.38	0.000105	5
IBB Capital	107,828,297.71	19,985.04	0.000185	5

The greenhouse gas emissions for Scope 3.15 were calculated in accordance with the guidelines of the Partnership for Carbon Accounting Financials (PCAF). A standardized PCAF framework based on scientifically sound methods and specific emission factors was used to calculate the financed emissions. The emission factors that were determined as part of the carbon footprint were derived from primary data from the counterparties or were derived using average values. The percentage of emissions calculated using primary data is

65% for IBB, 73% for business development, 38% for Treasury and 0% for Housing and real estate development, IBB Ventures and IBB Capital.

In its climate strategy, the IBB Group has committed to improving data quality by using more primary data from counterparties and relying less on approximate data. The IBB Group aims to improve the PCAF score in 2025 and subsequent reporting years.

53. Disclosure on GHG intensity based on net revenue

GHG intensity per net revenue (tCO ₂ eq/currency unit)	Comparison	2024 (tons CO ₂ e/EUR)	% 2024 / 2023-1
Total GHG emissions (location-based) per net revenue		0.03	
Total GHG emissions (market-based) per net revenue		0.03	
Net revenue used to calculate the greenhouse gas intensity			160,867.071
Net income (other)			
Total net revenue (in the financial statements)			160,867.071

The total GHG emissions (location-based and market-based) are explained in more detail under ESRS E1-6, Paragraph 44. The net revenues are identical to the total net revenues.

2.7 ESRS E1-8: Internal carbon pricing

62. Internal carbon pricing

The IBB Group does not use an internal CO₂e pricing system.

3 Information in accordance with the Taxonomy Regulation

Regulation (EU) 2020/852 (hereinafter referred to as the "Taxonomy Regulation") came into force in July 2020 and establishes a uniform classification system for environmentally sustainable economic activities in the EU. It requires non-financial and financial companies that are obliged to report non-financial information in accordance with the Accounting Directive (2013/34/EU) to state how and to what extent their activities are linked to economic activities that can be classified as environmentally sustainable.

In the past, disclosures on environmental, employee and social matters, respect for human rights and combating corruption and bribery were made in non-financial reporting under commercial law (in accordance with Sections 289b et seq. or 315b et seq. HGB). The second delegated act published on July 7, 2021, (Delegated Regulation (EU) 2021/2178) expanded the Taxonomy Regulation (EU) 2020/852 with regard to the presentation and content of the information to be disclosed and, together with the delegated act of June 4, 2021, (Delegated Regulation (EU) 2021/2139) establishing the technical assessment criteria, formed the basis for the limited reporting of taxonomy-eligible assets for the 2021 and 2022 reporting periods. The reporting requirements were specified by Delegated Regulation (EU) 2023/2486 published on June 27, 2023, on the basis of which reporting on taxonomy alignment was carried out for the first time as of the reporting date of December 31, 2023.

On December 21, 2023, the European Commission published a new FAQ document (Draft Commission Notice) on the application of the EU Taxonomy Regulation and published it in the Official Journal on November 8, 2024. It answers questions on the application and interpretation of certain legal provisions of Delegated

Regulation (EU) 2021/2178 of July 2021 on the content and presentation of taxonomy disclosures (Disclosure Delegated Act) for financial entities. The FAQs explain the provisions contained in the applicable legislation.

After carrying out a gap analysis of the FAQ document listed above, IBB concludes that, due to the business model, there are only a few relevant points in the FAQs that fall within IBB's scope of application. From the Bank's point of view, the relevant points are mainly clarifications and not extended requirements. In particular, the clarification in FAQ No. 18 that, in principle, real estate financing for private households with an equivalent arrangement for collateralization by residential properties are relevant within the meaning of the EU taxonomy was not implemented as of December 31, 2023. In IBB's view, this clarification went beyond the previous legal requirement. Instead, only loans secured on residential real estate to private households were taken into account in accordance with Annex V Section 1.2.1.3 of the Delegated Regulation (EU) 2021/2178. Based on a review and analysis of the portion of the portfolio not taken into account, the effect on the green asset ratio (GAR) is not material. Real estate financing that is not secured by real estate was taken into account for the first time as of the reporting date of December 31, 2024, for new business from January 1, 2024. In addition, due to an amendment to FAQ No. 15 in the version of the Commission Notice published in the Official Journal, risk exposures to regional governments and local authorities without a specific purpose are only excluded from the numerator of the GAR as of the reporting date of December 31, 2023, but not from the denominator as previously. This leads to a noticeable deterioration in GAR due to IBB's municipal focus.

3.1 Qualitative information

The consideration of ESG factors is firmly anchored in IBB's business and risk strategy in accordance with the tasks formulated in Section 4 of the Investment Bank Act (IBBG) with the aim of strengthening IBB's role as a sustainable development bank for the State of Berlin. The operationalization of the strategy depends on the business area. An important business area for IBB is housing and real estate development, in which the strategy of expanding sustainable development products is being pursued. To this end, the aim is to intensify the promotion of a climate-neutral and growing city through building renovations and the construction of energy-efficient residential buildings. Compliance with Regulation (EU) 2020/852 in the product design process is in line with this objective, as it requires a classification of the products, i.e. the sustainable economic activities supported, in terms of the taxonomy. This in turn enables a more targeted promotion of taxonomy-aligned, i.e. sustainable economic activities. Cooperation with customers and counterparties is particularly important for this, as they can provide IBB with important data that enables classification in accordance with the EU taxonomy (see also Section 3.2).

In 2023, IBB carried out a survey of energy certificates for the portfolio business in cooperation with numerous large and small customers in order to classify the associated loans in accordance with the taxonomy. Further energy certificates were recorded in 2024. For new business, development programs based on the KfW efficiency standards are launched, among other things, and require a range of data when concluding transactions, which is used for the purposes of the taxonomy.

The fulfillment of the taxonomy reporting obligations requires interdisciplinary cooperation between different areas of IBB, such as Accounting, Risk Controlling, Sustainability Management, Corporate Compliance, HR Support and the Front and Back Office. This cooperation is also reflected in the quantitative indicators presented in Section 3.2 as well as the underlying assets and data sources.

The basis for the assets taken into account in the quantitative reporting is the FinRep balance sheet of the regulatory scope of consolidation of IBB UV as of December 31, 2024, whereby assets are taken into account at their gross carrying amount, i.e. before deduction of any impairments. In accordance with the re-

quirements of the Delegated Regulation (EU) 2021/2178, risk exposures to central banks, central governments¹ and supranational issuers as well as derivatives are completely excluded from the calculation of the KPI taxonomy. Exposures to² companies not subject to the NFRD are included in the population of relevant assets, but are generally not taxonomy-eligible.

As in previous reporting periods, the classification of business partners and transaction types of the individual assets for filling in the reporting forms listed in Sections A.1 and A.2 of the annex in accordance with Annex VI of the Delegated Regulation (EU) 2021/2178 is based in particular on indicators that are also used in reporting (such as the German Federal Bank customer classification system) and additional information from the portfolio management system.

The assessment of taxonomy alignment takes into account all environmental objectives in accordance with Article 9 of Regulation (EU) 2020/852, while the assessment of taxonomy alignment for the 2023 reporting year is carried out exclusively for environmental objective 1 (climate change mitigation) and environmental objective 2 (climate change adaptation) on the basis of the technical assessment criteria in Annex I and Annex II of Delegated Regulation (EU) 2021/2139. From the 2024 reporting year onwards, environmental objectives 3-6 will also be taken into account (see Delegated Regulation (EU) 2023/2486 on the technical assessment criteria).

Due to IBB's special business model as a regional development bank of the State of Berlin, the economic activities in the construction and real estate sector of private households and (public) housing associations account for the majority of taxonomy-eligible and taxonomy-aligned assets. In this area, IBB is generally involved in the strategic action areas of energy efficiency, demographic development and new housing construction, which aims to make a significant contribution to the first environmental objective—climate protection—within the meaning of Article 9 of Regulation (EU) 2020/852.

The classification of assets as "taxonomy-eligible" and "taxonomy-aligned" in accordance with the EU taxonomy is carried out in two steps.

Taxonomy eligibility

Taxonomy eligibility is assessed for retail business with households on the basis of overarching development programs that were set up specifically for the acquisition or renovation of residential properties, among other things, and thus enable a clear allocation of the subsidized economic activity. Since October 1, 2022, all other relevant assets have been reviewed on an engagement-specific basis by the relevant departments. The assessment of taxonomy eligibility is based on uniform procedures and definitions published in the IBB's written regulations.

In addition, there is general financing in the form of debt securities, registered securities and money market transactions for which the taxonomy-eligible portion is determined using the latest taxonomy KPIs published by the respective business partner as part of non-financial reporting. The KPIs are determined by IBB as part of the taxonomy process from publicly available sources and checked using the dual control principle. The latest publications available at the time of reporting are generally used. As a result, the KPIs from the previous year are generally used.

Taxonomy alignment

The assessment of taxonomy alignment is carried out for taxonomy-eligible assets or purpose-bound financings based on Annex I of the technical screening criteria of Delegated Regulation (EU) 2021/2139. In accordance with Article 3 of Regulation (EU) 2020/852, this assessment covers the three aspects discussed

¹ Due to an amendment to FAQ No. 15 in the version of the Commission Notice published in the Official Journal, risk exposures to regional governments and local authorities without a specific purpose are only excluded from the numerator, but not from the denominator as before, in deviation from the reporting date December 31, 2023.

² Companies that are required to prepare a non-financial statement in accordance with Article 19a or Article 29a of Directive 2013/34/EU.

below. In contrast, for general-purpose financing, the taxonomy-aligned share is determined based on the KPIs³ published by the business partner.

Material contribution to environmental objective 1:

To assess whether there is a significant contribution to environmental objective 1 in the area of Construction and real estate, information from the energy performance certificate must be checked, which is requested from the respective business partner. If no energy performance certificate is available and it can be assumed that the technical assessment criteria are not met due to the year of construction of the respective property, the asset is classified as not compliant with the taxonomy. Conversely, taxonomy alignment is not derived solely from the year of construction.

Do no significant harm (DNSH):

In addition to a significant contribution to environmental objective 1, it must be ensured that the financed economic activity does not lead to a significant impairment of the other environmental objectives. For the economic activities financed by IBB, environmental objective 2—adaptation to climate change—should be emphasized, for which the technical screening criteria provide for an assessment of the material climate risks to the economic activity through a robust climate risk and vulnerability assessment based on best practices and available guidance and best available scientific evidence in accordance with the requirements of Annex A of Annex I to Regulation (EU) 2021/2139.

IBB has carried out a climate risk and vulnerability assessment for properties located in the greater Berlin area based on current climate data from various sources, including the German Weather Service and the Federal Environment Agency, with the result that the real estate portfolio financed by IBB is not systematically affected by climate risks and that there are only a few exceptional cases that are located in flood or forest fire risk areas and were subject to a case-by-case assessment.

Minimum social safeguards (MSS):

Compliance with the minimum safeguards for social and governance aspects must be assessed for assets in the form of financing with a specific purpose for companies subject to the NFRD. For example, compliance with the standards of the OECD (Organization for Economic Cooperation and Development), the ILO (International Labor Organization) or the International Bill of Human Rights is assessed. For general financing, on the other hand, no explicit review of the MSS criteria is required, as the counterparties may report only taxonomy-aligned sales or CapEx KPIs if the MSS criteria are met.⁴

For IBB, a full review of all requirements is not necessary due to the business model, as the necessary information is only available for large multinational companies (10,000+ employees) that do not correspond to IBB's regional focus and development mandate, taking into account the regulatory requirements as of the reporting date of December 31, 2024. Against this background, the minimum social safeguards are reviewed as part of processes already established for the relevant business partners. These include, in particular, the annual engagement review. In addition to the pure review of financial circumstances in accordance with Section 18 KWG, the documents and available information are reviewed for any indications of money laundering, terrorist financing or other criminal acts.

In addition, a special ESG questionnaire has been developed to take account of the European Banking Authority's (EBA) guidelines on lending and credit monitoring, among other things. This records information from the relevant business partners with a particular focus on the consideration of ESG risks (E = environment, S = social, G = governance).

³ For finance companies, there are generally no KPIs for taxonomy alignment, as these are published for the first time in 2024.

⁴ Business loans (financial/non-financial) are generally classified as general financing.

The questions on social aspects and corporate governance also address working conditions and possible human rights violations at the companies.

An assessment of country risks is not relevant for IBB, as only German business partners or business partners with activities in the EU for financing are affected.

3.2 Quantitative data of the IBB Group

The quantitative information in the format of the reporting templates provided for in Annex VI of the Delegated Regulation (EU) 2021/2178 can be found in sections A.1 and A.2 of the Annex. The templates listed include the information relevant for the 2024 reporting year pursuant to Article 10 of the Delegated Regulation (EU) 2021/2178 in accordance with Annex V in the templates in Annex IV and Annex XII. Of a total of 12 templates, the following templates are relevant:

An-nex	No.	Designation	Relevance to IBB	Note
VI	0	Summary of the KPIs	Yes	
	1	Assets for the calculation of the GAR	Yes	
	2	GAR sector information	Yes	
	3	GAR KPI stock	Yes	
	4	GAR KPI flow	Yes	
	5	KPI off-balance sheet exposures	Yes	
	6	KPI fees and commissions income from services other than lending and asset management	No	Reporting obligation only from 2026, generally not relevant for the IBB business model
XII	7	KPI trading book portfolio	No	Reporting obligation only from 2026, generally not relevant for the IBB business model
	1	Nuclear energy and fossil gas related activities	Yes	
	2	Taxonomy-aligned economic activities (numerator)	No	Taxonomy-eligible and taxonomy-aligned economic activities in the areas of nuclear energy and fossil gas are only indirectly available for the reporting date December 31, 2024, and only to a very limited extent from general financing to credit institutions. Against this background, templates 2-4 are not published.
	3	Taxonomy-aligned economic activities (denominator)	No	
	4	Taxonomy-eligible but non-taxonomy-aligned economic activities	No	
5	Non-taxonomy-eligible economic activities	Yes		

Key information on the methodology for completing the templates and the main results are summarized below.

Methodology

To determine the share of risk positions for financing taxonomy-eligible economic activities, the individual transactions are examined with regard to their specific purpose. The review generally includes all individual transactions that are not excluded by the requirements of Delegated Regulation (EU) 2021/2178. At IBB, these include in particular loans and advances as well as debt securities to companies subject to the NFRD, loans to EU households secured by residential property or guarantees, and equity exposures. Only economic activities that are explicitly listed in Annexes I and II of Delegated Regulation (EU) 2021/2139 (environmental objectives 1-2) or Annex I - Annex IV of Delegated Regulation (EU) 2023/2486 (environmental objectives 3-6) are reported as taxonomy-eligible economic activities. All exposures to non-listed economic sectors are assigned to non-taxonomy-eligible economic activities. Taxonomy-eligible exposures are subject to a taxonomy alignment check taking into account the technical assessment criteria as well as DNSH and MSS.

General financing without a specific purpose to (financial) companies subject to NFRD is reported pro rata for taxonomy eligibility and taxonomy alignment on the basis of the taxonomy ratios (key performance indicators [KPIs]) published by the business partner. The taxonomy KPIs describe the proportion of the business partner's turnover or operating or investment expenditure (CapEx) that can be attributed to taxonomy-eligible or taxonomy-aligned economic activities. As there is usually both a turnover and CapEx-based KPI, the calculation is made on the basis of both KPIs, which means that the disclosure of Templates 1-5 is made twice—based on turnover and CapEx KPI. Template 05 is exempt from double disclosure, as the form provides for both a CapEx and a revenue-based Green Asset Ratio (GAR).

Exposures to sovereigns, central banks and supranational issuers as well as derivatives are included in the item "Share of exposures in non-taxonomy-eligible economic activities" and are reported separately in reporting Template 1 in Rows 44, 50 and 51. Exposures without a specific purpose to regional governments and local authorities are reported in line 30 in the denominator but not in the numerator in accordance with the version of the Commission Notice published in the Official Journal on November 8, 2024 (Question 15). This leads to a significant reduction in GAR compared to the previous year, which is compensated for by additional taxonomy-aligned business from general financing.

Exposures to companies not subject to the NFRD are also reported in Row 34 of Template 1 in the row "Share of exposures in non-taxonomy-eligible economic activities" and are also highlighted separately.

Classification of the results

In principle, a total of 51.1% of assets in relation to the Bank's total assets can be included in the calculation of the proportion of taxonomy-eligible or taxonomy-aligned assets as of December 31, 2024 (inclusion in the "numerator" of the GAR). In contrast, a total of 47.7% of assets are excluded from the calculation of the numerator in accordance with Article 7(2) and (3) and Annex V Section 1.1.2 of the Delegated Regulation (EU) 2021/2178. Based on Article 7(1) and Annex V Section 1.2.4, 1.2% of the assets are excluded completely (numerator and denominator) from the GAR calculation, as these are positions vis-à-vis sovereigns, central banks and supranational issuers.

As of December 31, 2024, EUR 259 million of the assets are classified as taxonomy-aligned in relation to the counterparties' sales KPIs, which corresponds to an overall GAR of 1.1%. In relation to the CapEx KPIs, this results in a ratio of 1.2% and an amount of EUR 280 million.

The sales and CapEx KPIs are very close to each other as of December 31, 2024, as the majority of the taxonomy-aligned volume comes from specific financing, which is included in both figures in equal measure.

⁵ The disclosure of "total environmentally sustainable assets" in template Template 0 relates to the sales KPIs, which are insignificantly lower.

The specific financing comprises a taxonomy-aligned total volume of EUR 160 million, which is made up entirely of real estate financing allocated to the economic activity "7.7 Acquisition and ownership of buildings".

A particular challenge in the alignment assessment of large new construction projects built after 2020 and with a usable building area of more than 5,000 m² is the availability of data relating to the analysis of life cycle global warming potential (GWP) and thermal integrity. Currently, a volume of EUR 347 million has been classified as non-taxonomy-aligned due to a lack of standards for verifying the technical assessment criteria.

Looking ahead to the coming years, the implementation of the CSRD and the associated expansion of the group of companies subject to NFRD is also relevant, which offers potential for taxonomy-aligned business at IBB, particularly in the area of business development.

With regard to the additional KPIs, the GAR (inflows) shows a lower compliance rate compared to the existing business with a sales KPI of 0.95% and a CapEx KPI of 1.13%. This is due to the composition of new business. The KPIs have increased significantly compared to the previous year, as this year general financing is also included in the calculation with a taxonomy-aligned share. In new business, the more demanding criteria of economic activity "7.1 New construction" must also be met due to the year of construction after 2020. As a significant proportion of the business volume here is attributable to the financing of large construction projects with a usable building area of more than 5,000 m², new business is particularly affected by the lack of standards on the market for verifying technical assessment criteria.

For the additional KPIs, there is neither a taxonomy-eligible nor a taxonomy-aligned proportion. In particular, IBB does not maintain a trading book and does not have any assets under management in its portfolio. There is also no fee and commission income from services other than lending. IBB currently only issues a very small number of financial guarantees to companies subject to the NFRD. There is currently neither a taxonomy-eligible nor a taxonomy-aligned proportion for these.

For the 2024 reporting year, templates in accordance with Annex XII of the Delegated Regulation (EU) 2021/2178 on activities in the areas of nuclear energy and fossil gas were disclosed for the first time, as IBB is promoting the remunicipalization of the Berlin district heating network, which, however, cannot be classified as taxonomy-eligible or taxonomy-aligned as of December 31, 2024, as there is no NFRD obligation for the associated business partner. Against this backdrop, only Template 5 on non-taxonomy-aligned economic activities with a focus on heat generation using fossil gas is disclosed. Disclosure of the other supplementary templates on activities in the areas of nuclear energy and fossil gas is waived due to the lack of taxonomy-eligible or taxonomy-aligned proportions.

The presentation of the taxonomy-eligible and taxonomy aligned business volume vis-à-vis companies subject to NFRD according to their NACE code reflects IBB's business model. This shows a particular concentration in the sector "68.20 Renting, leasing of own or leased land, buildings and apartments", which is due to IBB's special position as Berlin's development bank for housing projects. Looking ahead to future developments, it can be seen here that IBB's customers have a larger conforming CapEx than sales volume overall. This indicates an increased willingness to invest in a more sustainable business model, which is also likely to have a positive impact on the taxonomy-aligned revenue-based volume in the medium term.

4 ESRS S1: Own workforce

As part of the materiality analysis, the sustainability topics of ESRS S1 "Attracting, developing and retaining staff", "Equal opportunities and diversity" and "Fundamental rights of employees" were classified as material at Group level due to the existing human resources functional strategy, which is part of the Group-wide business strategy.

In addition, ESRS S1 was only identified as material for Investitionsbank Berlin AöR (IBB) at the individual company level, which is why the qualitative disclosure requirements of ESRS S1-1, S1-2, S1-3, S1-4 and S1-5 must only be disclosed for IBB. All other subsidiaries of IBB UV (including IBB Business Team GmbH, IBB Capital GmbH and IBB Ventures) are therefore excluded from disclosure of the qualitative disclosure requirements and only have to provide the metrics that are required in the disclosure requirements of ESRS S1-6 – S1-17. The other subsidiaries are not able to report due to their company-specific circumstances (see ESRS 2, BP-1, Paragraph 5 a)).

The focus of the text sections of ESRS S1-1 – S1-5 described below is therefore on IBB. The metrics presented in the text sections of ESRS S1-6 – S1-17 relate to the four main strategic companies (IBB, IBB Business Team GmbH, IBB Capital GmbH, IBB Ventures). Due to the Group perspective, topics and matters relating to the IBB Group are described accordingly at Group level.

The term "employees" is used in the disclosure requirements of ESRS S1-1 – S1-5 exclusively in connection with IBB's internal employees. Reference points and information on external employees are disclosed separately if required. In the metrics S1-6 – S1-17, the employees of the IBB Group are considered and the information is disclosed for the respective company. For further information, see ESRS 2 SBM-3.

4.1 ESRS S1-1: Policies related to the Own workforce

19. Policies related to the management of identified impacts, risks and opportunities related to the Company's workforce in accordance with ESRS 2-MDR-P

IBB has a number of internal guidelines that deal with the management of the IROs described in Paragraphs 13–15. In addition, there are overarching IBB UV guidelines that also apply to the subsidiaries and are implemented by them. The guidelines and service agreements described below are publicly available to all IBB employees in the written fixed regulations (SFO) on the IBB intranet. The principles for dealing with the SFO, such as the scope of application, obligation to take note, responsibilities and tasks of the units involved and ensuring that it is up to date, are regulated centrally in the work instruction Documentation Regulations – Principles of the Written Fixed Regulation (SFO), so that all work instructions must always be read in conjunction with it. The work instructions and service agreements relevant to the management of the identified IROs are described below:

The work instructions and service agreements relevant to the management of the identified IROs are described below:

Work instruction: Employment Contract Matters

Main content incl. general objectives	This work instruction describes the rights and obligations, including with regard to time off work, vacation and regulations on overtime and employment on Sundays and public holidays, including their compensation. The aim of the work instruction is to specify the rights and obligations in the employment relationship.
Reference to material IROs	The regulations that have been established, particularly on the subject of rest and compensation for overtime, limit the workload of employees to a legal level. This has a mitigating effect on the increased workload due to the shortage of skilled workers.
Area of application	The work instruction applies to all IBB employees, including trainees, interns, apprentices and dual students.

Work instruction: Employment Contract Matters

Monitoring process	The monitoring process for ensuring that employees have read and understood the content of the work instruction and that it is up to date is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).
Responsibility	The People & Culture department is responsible for recording personnel-related processes and the necessary data.
Documentation / Availability	The work instruction is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

Work instruction: Employer Obligations and Accident Prevention

Main content incl. general objectives	This work instruction describes the employer's obligations with regard to accident prevention, the establishment of occupational safety measures and the provision of health instructions, e.g. with regard to ergonomics and the avoidance of accidents in general. It thus implements the Occupational Health and Safety Act applicable in Germany. The aim of the work instruction is 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 with regard to accident prevention.
Reference to material IROs	The Occupational Safety Committee set up in accordance with the German Occupational Safety Act (ASiG) usually discusses the topics of occupational safety, health protection, accident prevention and fire protection once a quarter. This ensures and continuously monitors the safety and health of employees. This has a positive impact on IBB's employees.
Area of application	The work instruction applies to all divisions of IBB.
Monitoring process	The monitoring process for ensuring that employees have read and understood the content of the work instruction and that it is up to date is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).
Responsibility	Operational responsibility for compliance with the work instruction in the form of regular briefings lies with the respective managers and department heads. The Organizational Management department is responsible for measuring effectiveness and submitting regular reports to the Executive Board. The Service department (SE) is responsible for the content of the work instructions.
Documentation / Availability	The work instruction is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

Work instruction: Rules of Conduct

Main content incl. general objectives	This work instruction describes the regulations with regard to collegial cooperation with each other, behavior towards each other and loyal behavior (respect/implementation/compliance with the measures and regulations introduced by IBB) towards Investitionsbank Berlin.
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Work instruction: Rules of Conduct

	The aim of this work instruction is to specify rules of conduct. It includes topics relevant to IRO management such as bullying and sexual harassment in the workplace.
Reference to material IROs	The rules of conduct described in the work instruction and established at IBB as well as the incident-related support services support IBB's corporate culture and thus have a positive impact on employees.
Area of application	The work instruction applies to all divisions of IBB.
Monitoring process	The monitoring process for ensuring that employees have read and understood the content of the work instruction and that it is up to date is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).
Responsibility	Responsibility for this work instruction lies with the People & Culture department, while monitoring compliance with the regulations is the responsibility of the respective managers and department heads, who act as the first point of contact for those affected.
Documentation / Availability	The work instruction is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

Work instruction: Further Training

Main content incl. general objectives	This work instruction describes the development of competencies and the management of the professional development of IBB employees and describes the training process from planning to monitoring. The aim of this work instruction is to specify further training measures and to describe the procedure so that IBB employees can continue their training and development within the framework of further training activities.
Reference to material IROs	The further training process described in the work instruction and established at IBB as well as the offer of future-oriented transformation topics within the further training management contributes to the qualification of employees and their employability, resulting in a positive impact on IBB employees.
Area of application	The work instruction applies to all IBB employees and their managers.
Monitoring process	The monitoring process for ensuring that employees have read and understood the content of the work instruction and that it is up to date is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).
Responsibility	The work instruction is implemented by managers in cooperation with the People & Culture department. The People & Culture department manages the further training process centrally and company-wide, designs further training measures and bundles further training requirements. Managers discuss and agree learning objectives and the need for and relevance of further training measures as part of the annual BIALOG.
Documentation / Availability	The work instruction is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

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

Main content incl. general objectives	<p>This service agreement describes how to deal with employees at risk of addiction or suffering from addiction within IBB.</p> <p>The aim of this service agreement is to prevent and intervene with employees at risk of addiction or suffering from addiction and to offer employees with mental health problems help at an early stage. This is primarily achieved through regular training courses for all employees, as well as additional training for managers on how to deal with acute situations and how to conduct solution-oriented discussions.</p>
Reference to material IROs	The service agreement and the support services it contains contribute to the well-being and health of IBB employees, which is why it was identified as a positive impact in the materiality analysis.
Area of application	The service agreement applies to all IBB employees and supplements the service agreement Company Health Management and the work instruction Rules of Conduct.
Monitoring process	The monitoring process for ensuring that employees have read and understood the content of the service agreement and that it is up to date is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).
Responsibility	The service agreement is implemented by managers in cooperation with the People & Culture department. In addition, contact persons have been established in the People & Culture department and the employee representatives to whom those affected can turn at any time and who can establish contact with external counseling services.
Documentation / Availability	The service agreement is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

Work instruction: Idea Management

Main content incl. general objectives	<p>This work instruction describes the procedure for IBB employees to contribute their ideas to the Company.</p> <p>The aim of this work instruction is to collect structured suggestions for improvement from IBB employees on various topics relating to IBB's business and working at IBB and to encourage employees to submit them, e.g. ideas for new products or the further development of existing products can be recorded in this way, but also ideas regarding the improvement of the corporate culture, ideas for increasing the quality and efficiency of work or with regard to the further development of operational environmental protection.</p>
Reference to material IROs	Idea management increases employee participation and self-efficacy, which has a positive impact on employees.
Area of application	The work instruction applies to all divisions of IBB.
Monitoring process	The monitoring process for ensuring that employees have read and understood the content of the work instruction and that it is up to date is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).

Work instruction: Idea Management

Responsibility	Managers are called upon to motivate their employees to come up with ideas, while ideas management is administratively managed and monitored by the established ideas manager.
Documentation / Availability	The work instruction is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

Service agreement: Anti-Discrimination

Main content incl. general objectives	This service agreement describes the IBB principles of anti-discrimination, the various forms of discrimination and how to deal with complaints. The aim of the service agreement is, among other things, to establish and enforce equal opportunities, to raise awareness of the prevention and elimination of all forms of discrimination and to 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.
Area of application	The work instruction applies to all IBB employees and all members of service companies working at IBB.
Monitoring process	The monitoring process for ensuring that employees have read and understood the content of the work instruction and that it is up to date is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).
Responsibility	The implementation of the service agreement is based on prevention through training and communication, advice and the establishment of a complaints office consisting of representatives of the People & Culture department and a representative of the employee representatives.
Documentation / Availability	The service agreement is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

Service agreement: Company Health Management

Main content incl. general objectives	The service agreement describes the services, organization, roles, instruments and measures within the framework of company health management and how these are planned, financed and controlled. The aim of the service agreement is to maintain and promote the health of IBB employees in the form of complete physical, mental and social well-being.
Reference to material IROs	To ensure that health risks, including physical and psychological factors that can lead to health hazards in the workplace, can be identified, prevented and eliminated or reduced at an early stage, various elements of IBB's company health management system are linked together to have a positive impact on IBB employees: <ul style="list-style-type: none"> • Personnel development (training and further education) • Representatives for severely disabled employees, women's representatives, Staff Council • Occupational Safety Committee (ASA) • Safety officer • Collegial advisor for workplace addiction prevention • Company integration management (BEM) • Company sports association (BSG) • Offers from the canteen • External support: company doctor and occupational safety specialist
Area of application	The work instruction applies to all employees at IBB, including those employed for training purposes.
Monitoring process	The monitoring process for ensuring that employees have read and understood the content of the service agreement and that it is up to date is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).
Responsibility	Occupational health management is located in the Human Resources department and the design and implementation of workplace health promotion and the optimization of health-related framework conditions for healthy personnel management is carried out by the employee representatives.
Documentation / Availability	The service agreement is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

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

a) Respect for human rights, including labor rights

Respecting the human rights of employees is a fundamental part of the IBB Group's business activities.

The IBB Group respects the UN Guiding Principles and has implemented appropriate guidelines and compliance measures in accordance with the ILO core labor standards for issues where the risk of human rights violations is considered to be greater. Due to the business activities, which are mainly concentrated in the Berlin metropolitan region and the laws applicable here, as well as the business activities in the financial sector, the risk of forced labor (Convention 29) and child labor (Conventions 138 and 182) in our own core operations is considered negligible. All employees of the IBB Group are employed in Berlin. This means that all employees of the IBB Group are covered by Berlin, German and European laws and the IBB Group is committed to complying with them. There have been no violations of human rights arising from the IBB Group's function as an employer.

The Occupational Health and Safety Act (ArbSchG), the regulations of the German Social Accident Insurance (DGUV) and the Occupational Safety Act oblige the IBB Group as an employer to implement occupational safety measures to prevent accidents at work and work-related health hazards, including the humane organization of work.

IBB is a member of the Federal Association of German Public Sector Banks (VÖB). A collective bargaining agreement is concluded between the employers' association and the Verdi trade union and is fully applicable at IBB. The trade union works groups at IBB enjoy freedom of association and assembly outside working hours.

The Staff Council, the youth and trainee representatives, the women's representatives and the representatives for severely disabled employees represent the interests of IBB employees. Their rights and duties are based on the Berlin Staff Representation Act (PersVG Berlin), the Berlin State Equal Opportunities Act (LGG Berlin) and the German Social Code.

The employee representatives established at IBB (women's representatives, Staff Council, representatives for severely disabled employees), the People & Culture department and the managers pay attention to the diversity, equality and anti-discrimination of all employees. In this regard, they fully comply with the employer's organizational obligations based on the General Equal Treatment Act (AGG), the Berlin State Equal Treatment Act (LGG) and the German Social Code.

The employee representatives and the employer work together in a spirit of trust at IBB. They collectively negotiate many issues relevant to the employees beyond the framework for co-determination and participation regulated by the Berlin PersVG. Collective negotiations have currently resulted in 32 service agreements, eight of which have been concluded in the last three years.

The organization of occupational safety and accident prevention, company health management and the anti-discrimination service agreement are documented in IBB's SFO.

The development of a policy statement on respecting human rights for the IBB Group is planned for the coming years, but there is not yet a fixed timetable for this.

b) Engagement with the Company's workforce

IBB employees are involved in various ways:

To ensure a close exchange between employees and higher management levels, there is close regular communication between the employee representatives and the People & Culture department as well as with the Executive Board at IBB. The employee representatives also represent the interests of employees on the Supervisory Board and its committees. In addition, an employee survey is conducted every two years to obtain the views of employees. Further information is described in ESRS S1-3, Paragraphs 32 b) and 32 c).

(c) Measures to remedy human rights impacts

No negative impacts of the IBB Group as an employer on the human rights of its employees were identified. Due to the local orientation of the IBB Group, the risk of forced and child labor is considered to be very low. The applicable collective bargaining agreement for public banks also ensures appropriate remuneration for all employees. Freedom of association and collective bargaining are already established and practiced in the IBB Group. With regard to occupational health and safety, appropriate legal and voluntary measures have been established and the Anti-Discrimination Guidelines in accordance with the State Equal Opportunities Act establishes appropriate measures to ensure equal opportunities in the IBB Group and protection against discrimination. Further information is provided in ESRS S1-1, Paragraphs 23 and 24.

21. Alignment of policies with relevant internationally recognized 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, Paragraph 20 a).

22. Consideration of trafficking in human beings, forced labor and child labor in the policies

IBB UV is subject to the supervision of the 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 labor and child labor. The IBB Group undertakes to comply with applicable law in the Federal Republic of Germany. All employees of the IBB Group are subject to this legal protection. Further information can be found in ESRS S1-1, Paragraph 20.

23. Workplace accident prevention policy or management system

The Occupational Health and Safety Act (ArbSchG), the Occupational Safety Act (ASiG) and other regulations, such as the accident prevention regulations of the accident insurance provider, form the basis for the occupational safety management system. In accordance with the provisions of the Occupational Health and Safety Act, the employer is obliged to implement measures to prevent accidents at work as well as measures in the event of emergencies. In IBB's organizational structure, the Service department (SE) is centrally responsible for safety and emergency matters as well as measures for safety and health at work. This is a coordinating function to ensure compliance with legal requirements for all IBB employees. The process organization and documentation are thus ensured by the Service department (SE) and the respective managers. The process is reviewed by the internal audit department at least every 3 years. The work instruction Employer Obligations and Accident Prevention contains the legal basis as well as provisions and regulations that govern operational responsibility in the context of the transfer of employer obligations with regard to accident prevention. The work instructions also contain information on health, ergonomics and accident prevention. The work instruction applies equally to all IBB employees. In accordance with Section 11 ASiG, IBB has set up an Occupational Safety Committee (ASA) as a central management instrument for the topics of occupational safety, health protection, accident prevention and fire protection. The ASA consists of the following functionaries: Staff Council, representatives for severely disabled employees, women's representatives, representatives of the HR department, safety officer, the company doctor and the occupational safety specialist. This committee meets at least once a quarter, identifies the need for action on the aforementioned topics and then implements them together.

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

a) Specific policies to eliminate discrimination, promote equal opportunities or other ways to advance diversity and inclusion

The sustainability issues of eliminating discrimination (including harassment), promoting equal opportunities, and diversity and inclusion are strategically relevant to the IBB Group and are accordingly practiced in all aspects of the organization.

In addition to observing and implementing statutory organizational obligations based on the General Equal Treatment Act (AGG), the Berlin State Equal Opportunities Act (LGG) and the State Anti-Discrimination Act (LADG), the Participation Act (PartMigG) and the German Social Code, the sustainability issues of discrimination, equal opportunities and inclusion are set out both in the explanations of the Group-wide business strategy and in special internal guidelines:

- IBB Group Anti-Discrimination Guidelines (see ESRS S1-1, Paragraph 19)
- IBB service agreement Anti-Discrimination (see ESRS S1-1, Paragraph 19)
- IBB UV work instruction Code of Conduct (see ESRS G1, Paragraphs 9 and 10)
- IBB work instruction Rules of Conduct (see ESRS S1-1, Paragraph 19)

b) Recording the grounds for discrimination

The IBB Group Anti-Discrimination Guidelines and the IBB service agreement Anti-Discrimination 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

The IBB Group gives significant consideration to promoting diversity, equality and non-discriminatory work. Nevertheless, employees with specific characteristics (see ESRS S1-1, Paragraph 24 b) are still potentially at risk, which is why the IBB Group is committed to inclusion and support measures that help vulnerable people (groups):

Promoting inclusion and empowering women is a guiding principle for IBB. Accordingly, the fourth Women's Advancement Plan for IBB was adopted by the Executive Board in the 2024 financial year. It is valid for the years 2024 to 2029 and aims to further anchor the topics of women's advancement and gender equality in the Company's culture by December 31, 2029, to strengthen the work-life balance and to further increase the proportion of women in underrepresented areas. To this end, measures have been defined to continuously develop the targets set with regard to a modern and contemporary women's culture within the Company. The Women's Advancement Plan contributes to the implementation of the Berlin State Equal Opportunities Act and the promotion of equality between women and men.

In addition, by signing the Diversity Charter, IBB is committed to a working environment of appreciation, recognition and mutual trust, thereby promoting an organizational culture of diversity and respectful cooperation among IBB employees.

In order to promote the self-determined and equal participation in society of people with disabilities and people at risk of disability, and to prevent and counteract disadvantages, the implementation of an inclusion agreement is planned by the end of 2025.

The procedures and support measures that IBB has implemented to prevent and combat discrimination can be found in ESRS S1-1, Paragraph 24 d).

d) Implementation of the policies within the framework of specific procedures

IBB has various procedures in place to ensure that discrimination is prevented, contained and combated. In accordance with the Anti-Discrimination service agreement, the basic principle of prevention against discrimination is to promote responsible action through information, education and counseling. To this end, IBB offers regular target group-specific training courses to raise awareness among IBB employees about preventing and dealing with discrimination. In addition, all managers, trainees, employees in the People & Culture department and employee representatives receive training on how to deal with and conduct solution-oriented discussions in acute situations of discrimination. The regular review of targets and measures set in connection with discrimination helps to establish and further develop a non-discriminatory working environment.

If IBB employees are affected by acts of discrimination, they can contact the representative of the Complaints Office for referral advice or to lodge a complaint. In the event of sexual harassment, the women's representatives are available as a point of contact for those affected, providing advice and, if necessary, support in the complaints procedure. Those affected can also turn to external, professionally qualified and free-of-charge bodies (Insite, Pro Familia, the Federal and State of Berlin Anti-Discrimination Office, etc.) without having to exhaust internal complaint options first. If a complaint is submitted to the Complaints Office, case and topic-related experts (e.g. diversity officer, women's representatives, representative for severely disabled employees, Complaints Office representatives) are consulted in all cases of discrimination in order to deal with the concerns of those affected in a targeted manner. In addition to the precise investigation and examination of the facts, appropriate measures and sanctions such as a written warning, dismissal or criminal charges can then be taken.

More detailed information on the complaints procedure, countermeasures and implementation monitoring is documented in the internal anti-discrimination service agreement.

4.2 ESRS S1-2: Processes for engaging with the Company's workforce and workers' representatives about impacts

27. Processes for incorporating the views of the Company's own workforce into decisions and activities to manage the impact on its workforce

a) *Engagement with the Company's employees or workers' representatives*

IBB has various procedures in place to consider the views of employees in relation to potential and actual impacts. Customer and employee surveys are a key element in taking the views of IBB's own employees into account in decisions and activities and thus positively influencing the actual and potential impact on IBB's employees. Further information on the customer and employee survey can be found in the current paragraph (ESRS S1-2, Paragraph 27) and under ESRS S1-2, Paragraph 27 e) Evaluation of the effectiveness of inclusion.

The Staff Council, the youth and trainee representatives, the women's representatives and the representatives for severely disabled employees represent the interests of IBB employees. Their rights and duties are based on the Berlin Staff Representation Act (PersVG Berlin), the Berlin State Equal Opportunities Act (LGG Berlin) and the German Social Security Code. The employee representatives and IBB as the employer work together in a spirit of trust by collectively negotiating many relevant issues for the employees beyond the framework for co-determination and participation regulated by the Berlin PersVG. In addition, there is regular close communication between the employee representatives at IBB and the People & Culture department and the Executive Board. Employee representatives also represent the interests of employees on the Supervisory Board and its committees. There are clear objectives and a timetable for achieving these objectives for all of the aforementioned involvement processes. Timetables and activity plans as well as the achievement of targets are tracked by the respective person(s) responsible within the People & Culture department, the project or working group or the change initiative.

In addition, the BIALOG offers IBB employees the opportunity to communicate their views on organizational, structural and personal issues to their managers. The BIALOG is an annual discussion format between employees and their managers which, in addition to individual learning and development goals, also covers the personal requirements for cooperation that need to be implemented in order to overcome the challenges facing the team. Other topics of the BIALOG are the general working conditions and a healthy workplace. The agreements from the discussion are documented in writing by those involved and followed up, e.g. training measures.

The solution-oriented leadership dialogue is another IBB discussion format that deals with 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 cooperation, resilience and well-being in the workplace. The solution-oriented leadership dialogue is held at least every two years. In addition, needs-oriented discussion formats have been established for employees, e.g. company integration management and managing addiction and psychosocial crises, which are held when necessary.

Other implemented procedures that can be utilized by IBB employees at any time include discussions with the employee representatives (Staff Council, women's representatives, representatives for severely disabled employees) as well as the internal Complaints Office and the external ombudsman's office. Further information is explained in more detail in ESRS G1-1, Paragraph 10 c).

The channels and discussion formats described serve to obtain the views of IBB employees on various topics and then incorporate them into organizational and strategic corporate decisions. The BIALOG and the solution-oriented leadership dialogue are conducted as part of the managers' operational activities. For the customer and employee survey, additional funding is provided for an external market research institute, which prepares the survey and carries out the data collection and analysis. The Corporate Communications department is involved in the process on an ongoing basis and monitors the survey and its progress until the results are communicated. No additional internal personnel resources are used.

The materiality analysis did not identify any material positive and/or negative impacts on employees resulting from activities aimed at reducing CO₂ emissions. In addition to IBB's established procedures for working with its own employees (see ESRS S1-2, Paragraphs 27–29), employees are also sensitized to the issues

through various exchange offers (CO₂ challenge, ESG presentation at the internal trade fair, ESG multiplier:inside-JF, project team meetings as part of the Impact Bank Berlin project, in which climate issues were also discussed). In addition, corresponding employee capacities were built up to implement the new tasks in connection with the reduction of CO₂ emissions and topic-specific training courses (management workshop climate target alignment and in-house training courses on the topics of sustainability in real estate, sustainability in real estate valuation, overview of the EU taxonomy and implementation of the EU taxonomy as well as customer assessment) were held.

b) Stages, type and frequency of involvement

Customer and employee survey: Every 24 months (most recently in spring 2023)

BIALOG: The employee dialogue should be conducted at least once a year by all IBB employees (with the exception of trainees and dual students) by 31 December of each year at the latest. The dialogue is also conducted after longer absences to provide orientation with regard to motivation and development in the coming months. Past absences do not play a role in the timing of the dialogue. If desired, the progress of the agreed activities can be tracked in agreed interim review meetings. In addition, event-related feedback can also be provided during the year.

Solution-oriented leadership dialogue: The solution-oriented leadership dialogue is held every two years within a defined period. An additional Company-wide implementation round on a defined IBB focus topic can be convened if required.

The exchange with the Staff Council, HR and Executive Board takes place monthly; HR and Staff Council bi-weekly; HR and women's representatives weekly; HR and representatives for severely disabled employees monthly; beyond that as required.

All other channels and discussion formats take place individually as required.

c) Function and most senior role with operational responsibility for inclusion

The results of the customer and employee survey are presented to the Executive Board, the employees, the employee representatives and the Supervisory Board and then the critical issues are negotiated collectively (employee representatives and Executive Board) and implemented or postponed. The highest-ranking function/position at IBB with operational responsibility for involvement (below the Executive Board) in the customer and employee survey is the head of Corporate Communications.

During the BIALOG, the agreements made during the meeting are documented in a form provided for this purpose and signed/approved by both parties involved in the meeting. Both parties assume responsibility for the content and implementation of the agreements. The contents of the agreement are not passed on to or viewed by other parties. The contents of the agreement are not passed on to or viewed by other parties (e.g. next-highest managers, People & Culture department, Staff Council, women's representatives, etc.). The manager and the next-highest manager receive an ongoing, aggregated list of the status of implementation for their respective areas of responsibility. The People & Culture department can also view the status. The status of the interviews is evaluated throughout the Company on the annual reporting date of December 31. This evaluation is made available to the Executive Board, the staff representatives and the women's representatives. The aim is to reach joint agreements and agree on the next steps. The conceptual approach of the employee dialogue does not automatically trigger action by other stakeholders. The operational responsibility as to whether relevant topics/suggestions for improvement etc. that the employees have discussed with managers in the BIALOG are included in the company concept lies with the managers. If necessary, managers must "escalate" these topics by discussing them with the next-highest manager, the employee representatives and the Executive Board. The highest-ranking function/position at IBB with operational responsibility for inclusion (below the Executive Board) as part of the BIALOG is the head of People & Culture.

In the solution-oriented leadership dialogue, the key results are translated into an action plan. It is the task of the team to name the management needs to the manager, but not to define suitable development measures. It is then the operational responsibility of the manager to implement the agreed actions. The manager is responsible for implementing the action plan. They distribute the action plan to the team members and the next-highest manager, but not to the People & Culture department. The team participates in the implementation, for example by implementing activities for which it has taken responsibility in the leadership dialogue or

by asking the manager about the implementation status. For follow-up, the team also has the option of seeking a discussion with team members from the People & Culture department, the employee representatives or the next-highest manager. The People & Culture department/the HR Development team is available to advise managers and team members on implementation. However, the People & Culture department does not carry out implementation monitoring. The involvement of employees in the form of direct discussions between employees and their managers is a high priority at IBB (see preamble to the Staff Appraisals service agreement and the appendices). The highest-ranking function/position at IBB with operational responsibility for involvement (below the Executive Board) as part of the solution-oriented leadership dialogue is the head of People & Culture.

d) Agreements with workers' representatives

The information on this disclosure requirement is explained in ESRS S1-1, Paragraph 20.

e) Evaluation of the effectiveness of engagement

IBB does not carry out any dedicated evaluations or analyses with the aim of measuring and evaluating the effectiveness of cooperation with employees.

The evaluation of effectiveness is based on the respective procedural process. As part of the employee dialogue (BIALOG), specific agreements are made between the manager and the employees, which generally relate to the period between the current meeting and the next employee dialogue (approx. 12 months). These agreements and the status of their implementation are documented in writing on a form provided for this purpose and signed/approved by both parties involved in the discussion. Both parties involved in the dialogue are then responsible for the content and implementation of the agreements. The contents of the agreement are not passed on to or viewed by other parties. The manager and the next-highest manager receive an ongoing, aggregated list of the status of implementation for their respective areas of responsibility. The People & Culture department can also view the status. The status of the interviews is evaluated throughout the Company on the annual reporting date of December 31. This evaluation is made available to the Executive Board, the staff representatives and the women's representatives. If agreements reached cannot be adhered to or if agreements are not reached or not reached sufficiently, the parties involved in the discussions must take a stand independently and, if necessary, involve other stakeholders (e.g. HR support, Staff Council, women's representatives, representatives for severely disabled employees, etc.). If, despite support, it is not possible to reach an agreement, the manager will inform the relevant HR manager and inform the employee representatives. The HR department will then pursue the goal of finding a case-related solution.

As part of the solution-oriented leadership dialogue, the respective manager follows up after the event with the aim of initiating immediate work on the implementation of agreed actions, identifying their own areas for reflection more precisely and strengthening their own confidence in the feasibility of the agreed actions. The manager is responsible for implementing the action plan. They distribute the action plan to the team members and the next-highest manager, but not to the People & Culture department. The manager has various ways and means at their disposal for follow-up, such as an exchange with the HR Development team or reflection with an external coach (currently e.g. Carpe Diem). The team participates in the implementation, for example by implementing activities for which it has assumed responsibility in the leadership dialogue or by asking the manager about the implementation status. For follow-up, the team also has the option of seeking a discussion with team members from the People & Culture department, the employee representatives or the next-highest manager. The People & Culture department/the HR Development team is available to advise managers and team members on implementation. However, the People & Culture department does not carry out implementation monitoring.

In order to determine which employees at IBB are affected or at risk due to negative impacts, a risk and stress analysis is carried out at IBB approximately every three years—under the supervision of the Occupational Health and Safety Committee. More in-depth workshops are held in areas and staff units that show anomalies in the form of psychological stress, for example. The aim is to optimize working conditions and strengthen resources in order to avoid work-related mental stress. Measures derived from these workshops are generally implemented using existing tools, such as the employee assistance program, solution-oriented leadership dialogue, process optimization, communication (e.g. on the intranet, in the company magazine or by managers), collegial advisors, company doctor and further training measures (e.g. stress management, addiction prevention, healthy leadership, mental fitness). Central responsibility for implementation lies with the managers.

The customer and employee survey is a key element in taking the views of the Company's own employees into account in decisions and activities. The data for the customer and employee survey is collected by a market research institute using an online survey. After completion, the data is checked for completeness, plausibility and consistency. The results are summarized in a detailed overall presentation with graphics and a management summary, presented by target group and compared over time since 2013 and supplemented with information relevant for action. The results are then presented to the Executive Board, employees, employee representatives and the Supervisory Board. Critical issues are negotiated collectively (employee representatives and Executive Board) and either implemented or postponed. The survey takes place every 24 months, most recently in spring 2023.

28. Steps taken to gain insight into the perspectives of the Company's most vulnerable/at-risk/disadvantaged people

As part of a risk and stress analysis, which is carried out approximately every three years under the supervision of the Occupational Health and Safety Committee (ASA), areas and teams are identified in which mental stress is present. In-depth workshops are then held for the affected areas and staff with the aim of optimizing working conditions and strengthening resources in order to avoid work-related mental stress. Measures derived from these workshops are generally implemented using existing instruments, such as the employee assistance program, solution-oriented leadership dialogue, process optimization, communication (e.g. on the intranet, in the company magazine or by managers), collegial advisors, company doctor and further training measures (e.g. stress management, addiction prevention, healthy leadership, mental fitness).

In addition to direct contact with employee representatives (e.g. women's representatives, Staff Council, representatives for severely disabled employees), IBB offers its employees various channels, procedures and discussion formats to communicate their concerns and gain an insight into the views of their employees. Further information can be found in ESRS S1-1, Paragraph 20 a) and Paragraph 24 d); ESRS S1-2, Paragraph 27 a) and ESRS S1-3, Paragraph 32 a).

29. Disclosure of information and processes relating to the engagement with the Company's workforce

IBB's established procedures for cooperation with its own employees are described in ESRS S1-2, Paragraphs 27–29.

4.3 ESRS S1-3: Processes to remediate negative impacts and channels for the Company's workforce to raise concerns

32. Procedures, channels and approaches to remediate negative impacts

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

Occupational safety and employee health are of great importance to the IBB Group, as healthy employees are the basic prerequisite for sustainable corporate success. IBB therefore pursues the general approach of using comprehensive company health management to prevent negative impacts on employees and to offer targeted support and assistance when needed.

The risk and stress analysis is also a procedure that aims to optimize the working conditions at IBB by taking stock. Anomalies are identified and at the same time targeted remedial measures are derived and developed to help IBB employees with their professional and private challenges. The remedial actions are implemented using existing instruments, such as the employee assistance program, solution-oriented leadership dialogue, process optimization, communication (e.g. on the intranet, in the company magazine or by managers), collegial advisors, company doctor and further training measures (e.g. stress management, addiction prevention, healthy leadership, mental fitness).

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 BEM. The BEM works on BEM cases and individual (remedial) measures in regular team meetings to enable the prompt integration of those affected. In addition, IBB's Occupational Health and Safety Committee (ASA) actively deals with current issues as part of company 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 by adapting the acquisition process for new employees to the employee market. The attractiveness of the Company as an employer was also enhanced through an expanded and modernized website. In 2024, the measures also included early succession and replacement planning as well as the permanent employment of trainees and dual students.

The effectiveness of measures already implemented to increase the attractiveness of IBB as an employer with the aim of attracting and retaining employees and thus reducing the negative impacts of the shortage of skilled workers on IBB employees is regularly reviewed on the basis of the development of actual and target employee capacities. The data is evaluated by Human Resources Controlling and is regularly shared with the Staff Council and the Executive Board.

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

IBB has implemented four procedures and channels for its employees so that they can communicate their concerns and needs as required and bring about improvements:

The BIALOG is an annual discussion format between employees and their managers in which, in addition to individual learning and development goals, personal needs for improvement in cooperation are also discussed, which are to be implemented in order to overcome the challenges facing the team. The solution-oriented leadership dialogue is another IBB discussion format that deals with the needs and concerns of employees in relation to their 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. The solution-oriented leadership dialogue is conducted at least every two years. Further information can be found under ESRS S1-2, Paragraph 27.

In addition, needs-oriented discussion formats have been established, e.g. company integration management and managing addiction and psychosocial crises, which are held when necessary.

The regular employee survey is a further procedure through which IBB employees can anonymously express their views on their general and individual work situation. The results of the survey are then presented to the Executive Board, the employees, the employee representatives and the Supervisory Board.

Other implemented procedures that can be used by employees at any time include discussions with employee representatives (Staff Council, women's representatives, representatives for severely disabled employees) as well as the internal Complaints Office and the external ombudsman's office. Further information on this disclosure requirement is explained in ESRS G1-1, Paragraph 10.

Since 2016, IBB has also offered its employees and their family members an advisory service as part of the employee assistance program. The employee assistance program provides support in crisis situations and helps to resolve individual concerns and needs. This counseling is provided exclusively by qualified psychologists and is available to IBB employees around the clock in an emergency.

In addition, a risk assessment of mental stress is carried out at IBB approximately every three years—under the supervision of the Occupational Health and Safety Committee (ASA). This procedure can also be used by employees to communicate their concerns and needs in a targeted manner, with the aim of optimizing working conditions or strengthening resources and avoiding work-related mental stress.

The channels and discussion formats described serve to prevent potential negative impacts and to identify and subsequently eliminate actual negative impacts on employees.

c) Process for handling grievances related to employee matters

IBB has an established grievances management process for both customers and business partners. Employees can communicate their grievances directly to their manager or person of trust or contact the internal Complaints Office. IBB's Anti-Discrimination Complaints Office is available as a central facility for employees of the entire IBB Group. Depending on the complaint submitted, case- and topic-related experts are consulted, e.g. diversity officer, women's representatives, Staff Council, manager, next-higher manager, company integration management, Compliance unit, Legal department, employees, representative for severely disabled employees, youth and trainee representatives or care pilot.

Employees also have the option of submitting a complaint or praise via the complaints and feedback contact form on the IBB website. The complaints are recorded centrally and forwarded to the relevant departments for further processing or comment.

d) Processes to support the availability of such channels in the workplace of its own workforce

The availability and use of the Anti-Discrimination Complaints Office is explained to employees as part of internal communication (e.g. intranet, further training, managers) and is permanently available to employees without barriers. The Complaints Office monitors the implementation of measures and initiates further and adapted activities if necessary, with the involvement of the extended circle of experts. It also reports annually on its activities to the relevant departments at IBB. Human Resources is responsible for the availability, functionality and internal coordination of the Complaints Office.

e) Tracking and monitoring the problems addressed and the effectiveness of the channels

If a complaint is submitted via the Anti-Discrimination Complaints Office, the Complaints Office informs the complainant about the individual steps of the complaints procedure and clarifies their rights and obligations in the procedure. The Complaints Office receives the complaint and documents it. Once the complaint has been lodged, a comprehensive investigation of the facts takes place immediately. In addition to the person making the complaint and the person who is the subject of 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 an amicable solution to the conflict is possible, the Complaints Office may call in other external experts (e.g. legal experts, mediators). Once the facts of the case have been determined, an examination (analysis and assessment) is carried out to determine the validity of the complaint submitted and how the further process will proceed. For this purpose, the statements and evidence are evaluated and, if necessary, the experts consulted are consulted to examine the facts of the case. The person making the complaint is informed of the outcome and, depending on the decision of the Complaints Office, the person who is the subject of the complaint is also informed. In connection with the effectiveness of the internal complaints procedure, measures and sanctions may be imposed following a complaints procedure, depending on the complaint. These include, for example, staff appraisals, transfer to another workplace, warning (verbal/written), written warning, dismissal, ban from the premises, ban on approaching (e.g. in the case of stalking), criminal charges or criminal complaint by the respective employer, awareness-raising campaign and further training.

The person making the complaint will be informed of the outcome, and, depending on the decision of the Complaints Office, the person who is the subject of the complaint will also be informed.

The implementation and documentation of the discussion results from the BIALOG and the solution-oriented leadership dialogue are regulated and documented in internal service agreements.

The results of discussions from the employee assistance program channel are strictly confidential and are not documented within the Company.

33. Awareness of and trust in the structures or processes on the part of the Company's workforce

The structures and procedures described in ESRS S1-3, Paragraph 32 b) are communicated to employees directly via their manager, e.g. in the context of regular meetings (e.g. BIALOG).

In addition, the employee representatives inform IBB employees at regular intervals about personal issues:

- Staff Council/Staff Council meeting (annual)
- Staff Council information (quarterly)
- Women's representatives/women's assembly (annual)
- Representatives for severely disabled employees (annually)

Employees are encouraged and urged to make active use of the established communication channels (see ESRS S1-3, Paragraph 32 b)) at all times. In addition, employees are provided with further information on the intranet and through the SFO's documentation process (see work instructions) about the procedures and how they can communicate their concerns and needs and have them reviewed.

In compliance with the Whistleblower Protection Act, a system has been established to protect individuals against retaliation within IBB. Further information on this disclosure requirement is explained in ESRS G1, Paragraph 10.

34. Disclosure of information and processes to address negative impacts and channels through which own employees can raise concerns

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

4.4 ESRS S1-4: Taking action on material impacts on the Company's own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

37. Summarized description of action plans and resources to manage material impacts, risks and opportunities related to the Company's workforce

The respective organizational units, committees and managers are responsible for implementing the measures derived from the strategy as well as current action requirements during the year. Due to their personnel-specific relevance, the implemented measures do not have a time limit and are updated annually. There is currently no precise documentation of the expected results or tracking of the effectiveness of the measures taken by means of targets in accordance with ESRS 2 MDR-A. As a result, there is currently no separate action plan for the management of impacts, opportunities and risks in relation to the Company's workforce.

38. Actions to manage material impacts

a) Actions to prevent, mitigate or remediate material negative impacts on the Company's workforce

As part of its materiality analysis for the 2024 financial year, IBB identified the increased workload caused by the shortage of skilled workers and the partial failure to fill advertised positions as a material negative impact on the Company's workforce. In order to mitigate the negative impact of the skills shortage on the employees affected and prevent it in the future, targeted measures (e.g. further training opportunities, flexible working hours, childcare, etc.) are used to promote the retention of top performers and measures are developed and implemented that have a positive effect on staffing at IBB:

In addition to the existing regulations and extensive offers/benefits for employees (e.g. collective bargaining, working time sovereignty, mobile working, company pension scheme), IBB has implemented the following measures over the past two years, among others:

- Granting of an additional day off
- Increased bicycle leasing grant and assumption of costs for Deutschland-Ticket
- Updated training concept
- Cooperation with Berlinovo Immobilien Gesellschaft mbH to provide apartments for IBB trainees and dual students
- Creation of a central office for diversity (diversity officer) and the establishment of decentralized structures (Diversity Power Team + DiversiTeam)
- Creation of a central office for sustainability (ESG officer + ESG Management)
- Implementation of a first-name culture
- Expansion of communication channels, especially for potential applicants (including LinkedIn and Instagram).

The measures described here serve to identify and subsequently eliminate or limit the negative impacts caused, for example, by the shortage of skilled workers and the failure to fill advertised positions, as well as to prevent (financial) risks to IBB.

For further information on responsibilities in the context of the implementation of measures, time limits, documentation of results and effectiveness tracking, see ESRS S1-4, Paragraph 37.

b) Actions taken to remedy the situation

Occupational safety and the health of employees are of great importance to the IBB Group, as healthy employees are the basic prerequisite for sustainable corporate success. IBB therefore pursues a general approach of comprehensive company health management (e.g. preventive medical check-ups, ergonomic workplaces) to prevent negative impacts on employees and to offer targeted support and assistance when needed. The risk and stress analysis is also a procedure that aims to optimize working conditions at IBB by taking stock. Anomalies are identified and at the same time targeted remedial measures are derived and developed to help IBB employees with their professional and private challenges. The remedial measures are implemented using existing tools (see ESRS S1-3, Paragraph 32 a)).

In order to reduce the identified negative impacts on employees, IBB is expanding its recruitment measures in line with demand by adapting the acquisition process for new employees to the employee market. The attractiveness of the Company as an employer was also enhanced through an expanded and modernized website. In 2024, the measures also included early succession and replacement planning as well as the permanent employment of trainees and dual students.

c) Additional actions or initiatives to deliver positive impacts for the Company's workforce

The following additional measures and initiatives are taken by IBB to achieve, promote and continuously improve positive impacts on the Company's workforce:

- Regular exchange between IBB employees and their managers (e.g. BIALOG)
- Regular exchange between the employee representatives, the People & Culture department and the Executive Board
- Continuous personal and professional development
- Lifelong learning grant for a further training measure
- Regulation on Mobile Working (40% on site; 60% mobile throughout Germany)
- Flexible working hours (6 a.m.–8 p.m. without core working hours)
- Ergonomic workstations
- Team building and team development measures
- Women's Advancement Plan
- Internal trade fairs (Diversity Day, etc.)
- Implemented health management systems (incl. internal health workshops)
- Active involvement of employees in organizational and strategic issues (see regular communication, internal communication channels, employee surveys and the internal feedback system)

For more information on the responsibilities for implementing measures, time limits, documenting results and tracking effectiveness, see ESRS S1-4, Paragraph 37.

d) Evaluation of the effectiveness of these actions

The effectiveness of measures already implemented to increase the attractiveness of IBB as an employer with the aim of attracting and retaining employees and thus reducing the negative impacts of the shortage of skilled workers on IBB employees is regularly reviewed on the basis of the development of employee capacities in the target and actual figures. The data is evaluated by Human Resources Controlling and is regularly shared with the Staff Council and the Executive Board.

In addition, as part of regular communication via various communication channels, there is a close exchange between the employee representatives, the People & Culture department and the Executive Board, but also directly between IBB employees and their managers, in which, among other things, the effectiveness of measures is discussed and debated. Further information on this disclosure requirement and on the various channels is explained in more detail under ESRS S1-3, Paragraph 27.

39. Processes for identifying need for action in response to particular actual or potential negative impacts on the Company's workforce

IBB conducts regular discussions with its employees and regularly exchanges information with the Staff Council, the representatives for severely disabled employees, the women's representatives and the diversity officer to ensure that its own procedures and activities do not have a negative impact on employees and to determine and discuss what measures are necessary and appropriate to respond to particular impacts on the Company's workforce. The complaints management process serves in particular to report, process and monitor cases of discrimination of any kind. The process is continuously improved, further developed and adapted to the needs of employees. As soon as a complaint based on a form of discrimination is submitted by IBB employees via the Complaints Office, the Complaints Office documents the complaint and investigates the facts of the case. Once the facts have been established, the next step is to examine (analyze and evaluate) the validity of the submitted complaint and the further course of the process. For this purpose, the statements and evidence are evaluated and, if necessary, the experts consulted are consulted to examine the facts of the case. The person making the complaint is informed of the outcome and, depending on the decision of the Complaints Office, the person who is the subject of the complaint is also informed. In connection with the effectiveness of the internal complaints procedure, measures and sanctions may be imposed following a complaints procedure, depending on the complaint. These include, for example, staff appraisals, transfer to another workplace, warning (verbal/written), written warning, dismissal, ban from the premises, ban on approaching (e.g. in the case of stalking), criminal charges or criminal complaint by the respective employer, awareness-raising campaign, further training. Further information on this disclosure requirement is explained in more detail in ESRS S1-3 Paragraph 32.

In addition, regular meetings are held between the employee representatives (including the Staff Council, youth and trainee representatives, women's representatives, representatives for severely disabled employees), the People & Culture department and the Executive Board to represent the interests of IBB employees and to discuss and negotiate employee-related issues. If necessary, measures that are required to reduce or avoid identified negative impacts on employees are also discussed. There are clear objectives for the respective involvement processes and a timetable for achieving the objectives. Time and activity plans as well as target achievement are tracked by the respective person(s) responsible for the People & Culture department, the project, the working group or the change initiative.

40. Measures relating to the management of material risks and opportunities

a) Measures to mitigate the material risks arising from the impact and dependencies on the Company's workforce

As part of its materiality analysis for the 2024 financial year, IBB has identified a potential financial risk arising from the current shortage of skilled workers and the resulting failure to fill advertised positions. Further information on this disclosure is explained in ESRS S1, Paragraph 14 d).

In order to minimize the risks for IBB and to increase IBB's attractiveness as an employer in a highly competitive labor market, measures are constantly being developed to improve the recruitment process and to strengthen employee loyalty.

In addition to the existing regulations and extensive offers/benefits (e.g. collective bargaining, working time sovereignty, mobile working, occupational pension schemes) for employees, IBB has implemented the following measures over the past two years, among others:

- Granting of an additional day off
- Increased bicycle leasing grant and assumption of costs for Deutschland-Ticket
- Updated training concept
- Cooperation with Berlinovo Immobilien Gesellschaft mbH to provide apartments for IBB trainees and dual students
- Creation of a central office for diversity (diversity officer) and the establishment of decentralized structures (Diversity Power Team + DiversiTeam)
- Creation of a central office for sustainability (ESG officer + ESG Management)

- Implementation of a first-name culture
- Expansion of communication channels, especially for potential applicants (e.g. LinkedIn and Instagram).

The measures listed affect all IBB employees and are not intended for a fixed period of time; rather, they are permanently available to employees. There is currently no more detailed specification and documentation of the existing and planned measures in accordance with ESRS 2 MDR-A, Paragraph 68 ff. For further information on responsibilities in the context of implementing measures, time limits, documentation of results and tracking effectiveness, see ESRS S1-4, Paragraph 37.

The measures described here serve to prevent (financial) risks to IBB and to identify and subsequently eliminate or limit the negative impacts caused, for example, by the shortage of skilled workers and the failure to fill advertised positions.

Ensuring quantitative and qualitative staffing levels is one of the key strategic tasks of the People & Culture department. As part of the annual strategy process, the achievement of staffing levels is reviewed accordingly. In this way, the negative impacts that can result from a shortage of skilled workers on the labor market are counteracted.

b) Measures to pursue material opportunities in relation to the Company's workforce

The materiality analysis did not identify any material opportunities for IBB in connection with employees for the 2024 financial year, so no further activities were planned or taken with regard to measures.

41. Procedures to ensure that there is no material negative impact on the Company's workforce

IBB conducts regular discussions with its employees and regularly exchanges information with the Staff Council as well as with the representatives for severely disabled employees, women's representatives and the diversity officer to ensure that its own procedures/activities do not have a negative impact on its own employees. In addition, the complaints management process in the area of anti-discrimination is used to continuously improve, develop and respond to the needs of its employees.

43. Resources allocated to the management of material impacts

The following evaluations/analyses are available for managing the material impacts:

- Monthly target/actual comparison/staffing plan incl. surplus/shortfall at cost center level (quarterly forecast development/scenarios)
- Incident-based evaluation of overtime, use of flexitime and time off work
- Monthly determination of the sickness rate
- Monthly evaluations regarding budget utilization (e.g. personnel costs, costs for personnel service providers in recruiting)

The aforementioned evaluations/analyses are prepared by the People & Culture department and are its responsibility.

4.5 ESRS S1-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

46. Targets to manage material impacts, risks and opportunities in relation to the Company's workforce

IBB does not currently have any measurable results-oriented targets for the management of material impacts, risks and opportunities in relation to employees, as the sustainability targets described below are difficult to quantify. As a result, they do not meet the CSRD requirements in accordance with ESRS 2, Paragraph 80). The effectiveness of strategies and measures in relation to the material sustainability-related impacts, risks and opportunities is tracked to the extent described (see ESRS S1-2, Paragraph 27 e); ESRS S1-3, Paragraph 32 a); ESRS S1-3, Paragraph 32 e) and ESRS S1-4, Paragraph 38 d)).

The sustainability targets currently defined by IBB in relation to the Company's workforce are derived from the following guiding principles:

1. IBB promotes the performance orientation of its employees and is committed to social responsibility.
2. Well-qualified and motivated employees are at the heart of the "Performance for Berlin" vision.
3. IBB creates transparency on key issues of its remuneration policy.
4. IBB supports its employees in achieving a good work-life balance.
5. IBB promotes equal opportunities and diversity among its employees.
6. Occupational safety and the health of employees are important to IBB.

Derived from the guiding principles outlined above, IBB has defined the following sustainability goals for its own employees, which contribute to reducing negative impacts, advancing positive impacts on the Company's workforce and managing opportunities and risks:

No.	Goal	Measure	Date	Status
1	High-performing employees—increasing employability through lifelong learning	Expanding skills in relation to IT tools through additional learning formats (e.g. agile methods, collaboration tools)	Ongoing	In progress
2	Uniform handling of sustainability criteria in a human resources context	Enabling employees to use ESG data in the development and lending business (e.g. ESG score tool, taxonomy)	Ongoing	In progress
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	In progress
4	Further developing occupational safety and health	Examining the development of a certified health and safety management system	2024/2025	In planning

47. Process for engaging with the Company's workforce to (a) set targets, (b) track performance against those targets, and (c) identify lessons or opportunities for improvement

There are currently no measurable and results-oriented targets for the management of the material impacts, risks and opportunities for IBB's employees.

4.6 ESRS S1-6: Characteristics of the Company's employees

50. Key characteristics of the workforce

a) Total number of employees

Number of employees (head count) in Germany (as of December 31, 2024)

Gender	Investitions- bank Berlin AöR	IBB Business Team GmbH	IBB Capital GmbH	IBB Ventures	IBB Group (total)
Male	399	17	4	9	429
Female	563	46	3	9	618
Non-binary	Not reported	Not reported	Not reported	Not reported	Not reported
Not specified	-	-	-	-	-
Total number (employees)	962	60	7	18	1.047

The breakdown by gender is currently carried out for the female and male genders. The gender designation "non-binary" is not listed separately in this statement, as no survey was conducted in this category up to the data collection deadline and therefore no person is assigned to this category. This also applies to all subsequent tables in this report.

All employees of the IBB Group are employed in Germany:

Country	Number of employees (head count)
Germany	1,047

b) Employment relationship (permanent and temporary employees)

IBB Group - Status as of December 31, 2024

	Female	Male	Other	Not specified	Total
Number of employees (number of persons/FTEs)					
	618	429	Not reported	-	1,047
Number of permanent employees (number of persons/FTEs)					
	550	362	Not reported	-	912
Number of temporary employees (number of persons/FTEs)					
	68	67	Not reported	-	135
Number of full-time employees (number of persons/FTEs)					
	380	378	Not reported	-	758
Number of part-time employees (number of persons/FTEs)					
	238	51	Not reported	-	289

Investitionsbank Berlin AöR - Status as of December 31, 2024

	Female	Male	Other	Not specified	Total
Number of employees (number of persons/FTEs)					
	563	399	Not reported	-	962
Number of permanent employees (number of persons/FTEs)					
	495	335	Not reported	-	830
Number of temporary employees (number of persons/FTEs)					
	68	64	Not reported	-	132
Number of full-time employees (number of persons/FTEs)					
	343	353	Not reported	-	696
Number of part-time employees (number of persons/FTEs)					
	220	46	Not reported	-	266

IBB Business Team GmbH - Status as of December 31, 2024

	Female	Male	Other	Not specified	Total
Number of employees (number of persons/FTEs)					
	43	17	Not reported	-	60
Number of permanent employees (number of persons/FTEs)					
	43	15	Not reported	-	58
Number of temporary employees (number of persons/FTEs)					
	-	2	Not reported	-	2
Number of full-time employees (number of persons/FTEs)					
		12	Not reported	-	38
Number of part-time employees (number of persons/FTEs)					
		5	Not reported	-	22

IBB Capital GmbH - Status as of December 31, 2024

	Female	Male	Other	Not specified	Total
Number of employees (number of persons/FTEs)					
	3	4	Not reported	-	7
Number of permanent employees (number of persons/FTEs)					
	3	-	Not reported	-	3
Number of temporary employees (number of persons/FTEs)					
	3	1	Not reported	-	4
Number of full-time employees (number of persons/FTEs)					
	2	4	Not reported	-	6
Number of part-time employees (number of persons/FTEs)					
	1	-	Not reported	-	1

IBB Ventures - Status as of December 31, 2024

	Female	Male	Other	Not specified	Total
Number of employees (number of persons/FTEs)					
	9	9	Not reported	-	18
Number of permanent employees (number of persons/FTEs)					
	9	9	Not reported	-	18
Number of temporary employees (number of persons/FTEs)					
	-	-	Not reported	-	-
Number of full-time employees (number of persons/FTEs)					
	9	9	Not reported	-	18
Number of part-time employees (number of persons/FTEs)					
	-	-	Not reported	-	-

c) Employee turnover

IBB Group

In the reporting period, 29 employees left the IBB Group. This corresponds to a turnover of 2.77%.

Investitionsbank Berlin AöR

In the reporting period, 23 employees left IBB due to redundancy. This corresponds to a turnover rate of 2.4%.

IBB Business Team GmbH (IBT)

During the reporting period, 4 employees left IBT. The turnover rate is 6.67%. The total number of employees was used as the basis for calculating the turnover rate. The total number of employees includes the employees seconded by IBB.

IBB Capital GmbH

No person left IBB Capital GmbH in the reporting period. The turnover rate is therefore 0.0%. Only employees employed by IBB Capital GmbH were taken into account in the calculation.

IBB Ventures

Two employees left the Company in the financial year. The turnover rate in the reporting year was 11.11% (ratio of employees who left the Company in the financial year to the number of employees as of December 31 of the reporting year). Only employees employed by IBB Ventures were taken into account in the calculation.

d) Compilation of data for head count or full-time equivalents (FTE)

The figures are based on head count, not FTEs. The data is derived from the LOGA personnel system. For all other subsidiaries, all entries, exits and existing employment in the reporting period were summarized separately; the data is based on head count and is collected as of the reporting date of December 31, 2024. The number of employees at IBB, IBB Business Team GmbH, IBB Capital GmbH and IBB Ventures is calculated using a uniform methodology. The time limits are derived from the employment contract.

e) Contextual information

All IBB Group employees work in Germany. There are no employees in the IBB Group without guaranteed working hours, which is why the presentation in tabular form only distinguishes between permanently and temporarily employed. Turnover is mainly due to personal desires for change. The turnover rate represents the number of employee terminations in relation to the absolute number of employees as of December 31, 2024.

f) Cross-reference

The information on this disclosure requirement is explained in ESRS S1-6, Paragraph 50 a).

4.7 ESRS S1-7: Characteristics of non-employees in the Company's workforce

55. Non-employees, methodologies and assumptions, and contextual information

The figure is given as a head count, not as FTEs. Temporary staff are only hired at IBB in exceptional cases to cover peaks. External service providers are managed on a decentralized basis. This means that they are managed by the responsible departments and not centrally by PE. The PE department therefore has no 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 IO-1 department at the request of the respective department. As long as the users are employed by the respective service provider, the user generally remains in IBB's IT systems. There are also external employees who do not have access to the IBB 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 that there are approximately 699 external employees. In addition to the service providers who engage many employees to process coronavirus emergency aid, this also includes employees in IT services, canteen employees, cleaning staff, facility management employees, security guards and the company doctor.

The number is estimated as of the reporting date of December 31, 2024. None of the other subsidiaries had any non-employees.

4.8 ESRS S1-8: Collective bargaining coverage and social dialogue

60. Percentage of employees covered by collective bargaining agreements 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 65.8%. Of a total of 962 employees (as of December 31, 2024), 633 are covered by collective bargaining agreements, including 44 trainees/dual students.

IBB Business Team GmbH and IBB Capital GmbH are not subject to a collective bargaining agreement. Remuneration is based on the collective bargaining agreement for the public service of the federal states (TV-L). Due to its business activities as an equity and venture capital financier, IBB Ventures is based on the remuneration structures of other venture capital companies and banks.

b) Coverage via several collective bargaining agreements in the European Economic Area

The IBB Group only has employees in Germany within the EEA. Accordingly, the information on coverage can be found in ESRS S1-8, Paragraph 60 a).

c) Percentage of employees outside the European Economic Area

The IBB Group has no employees outside the EEA (see ESRS S1-8, Paragraph 60 a) and b).

The following table shows the collective bargaining coverage and the social dialogue of the IBB Group:

Cover- age rate	Collective bargaining agreement coverage		Workplace representation (EEA only) (for countries with >50 employees accounting for >10% of the total)
	Employees - EEA (for countries with >50 em- ployees accounting for >10% of the total)	Employees - non-EEA coun- tries (estimate for regions with >50 employees accounting for >10% of the total)	
0 - 19%	-	-	-
20 - 39%	-	-	-
40 - 59%	-	-	-
60 - 79%	-	-	-
80 - 100%	Germany	-	Germany

63. Employees covered by workers' representatives and social dialogue through representation by a European Works Council

a) Total percentage of employees covered by workers' representatives

The total percentage of employees covered by employee representation at IBB is 100%. All IBB employees are based in Germany. The interests of the employees are represented by corresponding employee representatives, such as the Staff Council, the youth and trainee representatives, the women's representatives and the representatives for severely disabled employees. Their rights and duties are based on the Berlin Staff Representation Act (PersVG Berlin), the Berlin State Equal Opportunities Act (LGG Berlin) and the German Social Code. The employees seconded by IBB are covered by the IBB Staff Council.

IBB Business Team GmbH, IBB Capital GmbH and IBB Ventures have an equal opportunities officer or women's representatives. 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 level and distribution of employees by age group

a) Gender distribution at the top management level

Number of employees at top management level (absolute)

Gender	Investi- tionsbank Ber- lin AöR	IBB Business Team GmbH	IBB Capital GmbH	IBB Ventures	IBB Group total
Male	13	0	0	0	13
Female	8	0	0	0	8
Non-binary	Not reported	Not reported	Not reported	Not reported	Not reported
Total	21	0	0	0	21

Percentage of employees at top management level

Gender	Investitionsbank Berlin AöR	IBB Business Team GmbH	IBB Capital GmbH	IBB Ventures	IBB Group total
Male	1.35	0	0	0	1.24
Female	0.83	0	0	0	0.76
Non-binary	Not reported	Not reported	Not reported	Not reported	Not reported
Total	2.18	0	0	0	2

The top management level is made up of the department heads and is directly below the Executive Board.

b) Distribution of employees by age group

Number of employees (absolute)

	Investitionsbank Berlin AöR	IBB Business Team GmbH	IBB Capital GmbH	IBB Ventures	IBB Group total
< 30 years	139	13	1	3	156
30 - 50 years	355	24	3	10	392
> 50 years	468	23	3	5	499
Total	962	60	7	18	1,047

Percentage of employees

	Investitionsbank Berlin AöR	IBB Business Team GmbH	IBB Capital GmbH	IBB Ventures	IBB Group total
< 30 years	14.45	21.67	14.29	16.67	14.86
30 - 50 years	36.90	40.00	42.68	55.56	37.43
> 50 years	48.65	38.33	42.68	27.78	47.71
Total	100	100	100	100	100

4.10 ESRS S1-10: Adequate wages

69. Adequate wages

The current collective bargaining agreement for public banks, which is applied at IBB, exceeds the statutory minimum wage in Germany. IBB Business Team GmbH and IBB Capital GmbH base their remuneration on the collective bargaining agreement for the public sector of the State of Berlin (IBB Business Team GmbH) and the collective bargaining agreement for employees of public banks in Germany (IBB Capital GmbH). Classification is based on the job characteristics in various pay groups and professional experience. Due to the qualification requirements of IBB Ventures, the starting salary in the lowest band is already significantly higher than the minimum wage. The IBB Group does not pay below the minimum wage.

70. Employees who do not receive adequate wages

All employees of the IBB Group receive adequate wages. There are no employees who are employed or work outside Germany.

4.11 ESRS S1-11: Social protection

74. Social protection against loss of earnings due to sickness, unemployment, employment injury and acquired disability, parental leave and retirement

The employees of the IBB Group are insured against loss of earnings due to illness, unemployment, accidents at work and disability, parental leave and 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 coverage and use it in individual cases.

4.12 ESRS S1-12: People with disabilities

79. Percentage of employees with disabilities

The proportion of employees who have reported having a severe disability to the IBB Group as of December 31, 2024, in relation to the total number of employees is 5.51% at IBB, 3.33% at IBT, and 0% at IBB Capital GmbH and IBB Ventures, respectively.

Employees with disabilities by gender (share in %)

	Investitionsbank Berlin AöR	IBB Business Team GmbH	IBB Capital GmbH	IBB Ventures	IBB Group total
Male	1.46	0	0	0	1.34
Female	4	3.17	0	0	3.92
Non-binary	Not reported	Not reported	Not reported	Not reported	Not reported
Total	5.5	3.17	0	0	5.25

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

An employee dialogue with all employees of IBB and IBB Business Team GmbH (100%) is conducted once a year, usually by April 30. The focus of the dialogue is on shaping the future. In addition, after an employee has been absent for a longer period of time, the dialogue is conducted to provide orientation with regard to motivation and development in the coming months. Past absences do not play a role in the timing of the dialogue. If employees are hired after April 30, there is no BIALOG meeting for the year, but rather a brief discussion between the employee and the manager. At IBB Capital GmbH, annual staff appraisals are held, which also include assessment and evaluation aspects. IBB, IBB Business Team GmbH and IBB Capital GmbH do not conduct regular performance and career appraisals.

IBB Ventures conducts regular performance and career appraisals for all employees. One person on permanent sick leave was unable to take part in the interviews. Consequently, the percentage share at IBB Ventures is 94%.

Percentage of employees who have participated in regular performance and career development reviews

	Investitionsbank Berlin AÖR	IBB Business Team GmbH	IBB Capital GmbH	IBB Ventures	IBB Group total
Male	28.8	95.35	100	100	34
Female	44	94.12	100	66.67	48
Non-binary	Not reported	Not reported	Not reported	Not reported	Not reported
Total	72.79	95.00	100	88.89	42

b) Average number of training hours per employee

Average number of training hours per employee

	Investitionsbank Berlin AÖR	IBB Business Team GmbH	IBB Capital GmbH	IBB Ventures	IBB Group total
Male	29	11	Not reported	12	28
Female	33	17	Not reported	20	31
Non-binary	Not reported	Not reported	Not reported	Not reported	Not reported
Total	31	16	Not reported	16	30

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 concern 100% of the IBB Group workforce (internal and external employees). These processes relate to a variety of legal requirements and/or recognized standards or guidelines of the

management system for health and safety. Further information on this disclosure requirement is explained in more detail in ESRS S1-1, Paragraph 23.

b) and c) Fatalities as a result of work-related injuries and illnesses and recordable work-related accidents

	Number of fatalities pursuant to Paragraph 88 b)	Recordable work-related accidents	
		Number	Rate
Salaried employees	-	17	1.619

d) and e) Recordable work-related ill health and days lost due to work-related injuries and fatalities

	Number of cases of recordable work-related ill health pursuant to Paragraph 88 d)	Number of days lost due to work-related injuries and fatalities pursuant to Paragraph 88 e)
Salaried employees	-	-

For Paragraphs 88 b) to 88 e), only information on employees directly employed by the IBB Group can be provided. Illnesses, injuries and deaths 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.

In the 2024 financial year, IBB Business Team GmbH, IBB Ventures and IBB Capital GmbH did not record any reportable work-related illnesses of employees or days lost due to work-related injuries and fatalities.

4.15 ESRS S1-15: Work-life balance metrics

93. Family-related leave and percentage of eligible employees who took family-related leave in the 2024 financial year

a) Percentage of employees entitled to family-related leave

All employees of the IBB Group are eligible (100%). The IBB Group complies with all statutory entitlements to time off work for family reasons. Further information on the additional time off from work granted is documented in writing in the respective internal work instructions.

b) Percentage of eligible employees who have taken family-related leave

Uptake of time off work for family reasons

	Investitionsbank Berlin AöR	IBB Business Team GmbH	IBB Capital GmbH	IBB Ventures	IBB Group total
Total number of employees (absolute)	962	60	7	18	1047
Total number of men (absolute)	399	17	4	9	429
Total number of women (absolute)	563	43	3	9	618
Uptake (total)	156	10	1	8	175
Uptake (percentage)	16.22	16.66	14.29	44.44	16.71
of which men (absolute)	65	4	1	5	75
Of which men (as a percentage of all claimants)	47.33	40	100	62.5	42.86
of which men (as a percentage of all men)	16.29	23.53	25	55.55	17.48
of which women (absolute)	91	6	0	3	100
Of which women (as a percentage of all claimants)	52.67	60	0	37.5	57.14
of which women (as a percentage of all women)	16.16	13.04	0	33.33	16.10

94. Entitlement to family-related leave through social policy and/or collective bargaining agreements

All employees of the IBB Group have an entitlement under social policy and/or collective bargaining agreements. Further information on the regulation of entitlements to time off work is documented in writing in the internal Employment Contract Matters work instruction of IBB and IBT. IBB Capital GmbH and IBB Ventures do not have separate work instructions.

4.16 ESRS S1-16: Remuneration metrics (pay gap and total remuneration)

97. Gender pay gap, annual total remuneration ratio, contextual information

a) Gender pay gap

Gender pay gap

Investitionsbank Berlin AöR	10
IBB Business Team GmbH	7.99
IBB Capital GmbH	30.33
IBB Ventures	35.83
IBB Group total	21.04

b) Ratio of the annual total remuneration of the highest-paid individual to the median annual total remuneration for all employees

Ratio of the annual total remuneration of the highest-paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual)

Investitionsbank Berlin AöR	6.47
IBB Business Team GmbH	2.16
IBB Capital GmbH	2.26
IBB Ventures	1.55
IBB Group total	9.51

c) Further contextual information

When calculating the average gross hourly earnings, the data of the Executive Board was not taken into account, as the Executive Board is the management body and is therefore not part of the workforce. Apprentices and dual students who are in a training relationship with IBB were also excluded from the calculation. The calculation was made as of the reporting date of December 31, 2024, and on the basis of the target grouping (= basic remuneration) of the employees on a full-time basis. The following formula was used for the calculation:

$$\frac{\text{Average gross hourly earnings of male employees} - \text{Average gross hourly earnings of female employees}}{\text{Average gross hourly earnings of male employees}} \times 100$$

For IBB and IBB Capital GmbH, the fixed and regular salary components that were contractually agreed were used to determine gross hourly earnings. At IBB Business Team GmbH and IBB Ventures, annual special payments were taken into account in addition to the fixed and regular salary components.

When determining the data on the ratio of the annual total remuneration of the highest-paid individual to the median of the annual total remuneration for all employees (excluding the highest-paid individual), all contractual employees at IBB on December 31, 2024, including members of the Executive Board and trainees/dual students, were taken into account.

The salary-specific differences at IBB Business Team GmbH are due to the fact that management is remunerated outside of the standard pay scale and the higher proportion of part-time female employees. The salary-specific differences at IBB Ventures result from the higher proportion of female employees among those starting their careers.

4.17 ESRS S1-17: Incidents, complaints and severe human rights impacts

103. Reported incidents of discrimination including harassment, number of complaints, significant fines, penalties and compensation, contextual information

a) Total number of reported incidents of discrimination including harassment

During the reporting period, one case of discrimination and two cases of sexual harassment were reported at IBB.

One case of discrimination, including harassment, was reported at IBB Business Team GmbH, IBB Capital GmbH and IBB Ventures.

A total of four cases of discrimination (partly in the form of sexual harassment or including harassment) were reported in the IBB Group.

b) Number of complaints filed

In the reporting period, a total of three complaints were submitted to IBB by IBB's own employees (see Paragraph 103 a)). No other complaints were submitted. One complaint was reported at IBB Business Team GmbH, IBB Capital GmbH and IBB Ventures. The IBB Group is not an OECD multinational enterprise. A total of four complaints were reported in the IBB Group.

c) Total amount of significant fines, penalties and compensation

The IBB Group did not have to pay any fines, penalties or compensation payments as a result of work-related incidents and/or complaints

d) Further contextual information

The three work-related discrimination cases at IBB are included in the monitoring, which is carried out annually using a monitoring tool provided by the State Discrimination Office. This lists data on the following indicators relating to existing incidents:

- a. Number and processing status of incidents per discrimination case
- b. Follow-up measures per incident
- c. Number of court proceedings and processing status in the reporting period

104. Severe human rights incidents and fines, penalties and compensation for severe human rights incidents

a) Number of severe human rights incidents

During the reporting period, there were no serious incidents of human rights violations or abuses in connection with the Company's workforce in the IBB Group.

b) Total amount of fines, penalties and compensation

No such incidents were reported to the IBB Group. As a result, the IBB Group did not have to pay any fines, penalties or compensation payments in the reporting year as a result of the violation and/or disregard of human rights in relation to its employees.

5 ESRS S3: Affected communities

As part of the materiality analysis, no materiality was identified for ESRS S3 at Group level.

Due to IBB's business purpose as Berlin's development bank and the associated diverse development programs to improve economic, social and ecological living conditions in Berlin, ESRS S3 was classified as material for Investitionsbank Berlin AöR (IBB) as a single entity. ESRS S3 was also classified as material for IBB Business Team GmbH on the basis of the statutory mandate to provide development and advisory services (see ESRS 2 SBM-3, Paragraph 53).

No materiality for ESRS 3 was identified for the other individual companies included in the CSRD scope of consolidation due to their company-specific circumstances (see ESRS 2, BP-1, Paragraph 5 a)).

Accordingly, the disclosure requirements of ESRS S3-1, S3-2, S3-3, S3-4 and S3-5 are only disclosed in full below by the individual companies IBB and IBB Business Team GmbH (see IDW RS FAB 100). With regard to the Group view, topics and matters relating to the IBB Group are described accordingly at Group level.

5.1 ESRS S3-1: Group and individual subsidiary policies related to affected communities

14. Policies to manage material impacts, risks and opportunities related to affected communities in accordance with ESRS 2 MDR-P

The management of material impacts on affected communities is based on existing guidelines, such as the IBB Funding Body Act and the Sustainability and Development Guidelines (see ESRS E1-2, Paragraph 25). Due to the focus of IBB and IBB Business Team GmbH on achieving a positive impact on the Berlin population, management is defined overarchingly in the guidelines. A separate guideline for the management of material impacts on affected communities that meets the ESRS 2 MDR-P criteria does not exist due to the orientation and implementation in accordance with the above-mentioned guidelines and directives.

The strategic orientation and overarching corporate objective of the IBB Group is based on the statutory mandate to provide development and advisory services in Berlin and for the Berlin population (IBB Funding Body Act). In this context, the focus on Berlin's economic growth, securing existing jobs and creating new ones as well as promoting the labor market and real estate in Berlin are IBB's central tasks, which have a positive impact on the Berlin population.

IBB Business Team GmbH also supports the promotion of electromobility and the reduction of CO₂ emissions, which is also the focus of a number of funding guidelines that are implemented for the Berlin population together with the relevant Senate departments. In order to comply with the business purpose within the framework of the statutory mandate, target group-specific development programs are developed and implemented so that positive impacts can be achieved for the Berlin population through the granting and payment of corresponding funding benefits.

The basis for the legal definition of IBB's activities within the scope of its development mandate is the European Commission's Memorandum of Understanding of March 27, 2002, which describes, among other things, the implementation of public development tasks, measures of a purely social nature or voluntary commitments and thus also contributes to the design of the corresponding development programs.

15. Policy provisions for preventing and addressing impacts on indigenous peoples

The materiality analysis did not identify any impacts on indigenous peoples by the IBB Group. This is partly due to the fact that IBB and IBB Business Team GmbH are mainly active in the Berlin metropolitan region as part of their business activities (in particular the development and lending business). In addition, IBB and IBB Business Team GmbH are essentially positioned and oriented throughout Berlin and Germany as part of their immediate upstream and downstream value chain, which is why no negative impact on indigenous peoples can be identified here either.

In the Treasury division, general Treasury Sustainability Guidelines apply, which are based on the IBB Group's Sustainability Guidelines, in which exclusion criteria are defined that exclude borrowers who do not commit to complying with the Charter of Fundamental Rights of the EU, among other things. Controversial

business practices such as human rights violations in accordance with the United Nations Universal Declaration of Human Rights and the Basic Law of the Federal Republic of Germany are excluded, as are child labor in accordance with the UN Convention on the Rights of the Child (CRC), violations of the Federal Nature Conservation Act or damage to the environment within the meaning of the Environmental Damage Act. For investments in the public sector, the countries in which the issuer is based must also have ratified the Paris Climate Agreement and the Convention on Biological Diversity, among others. In the context of business activities, human rights violations are considered controversial business practices that fall under the exclusion criteria. The Treasury Sustainability Guidelines build on these exclusion criteria to ensure that the human rights of communities and indigenous peoples are also respected in the Treasury division. No negative impact on indigenous peoples in the treasury business was identified. Consequently, there are no specific policy provisions to prevent and manage impacts on indigenous peoples.

16. Human rights policy commitments relevant to affected communities

a) *Respect for the human rights of communities and indigenous peoples*

Respect for the human rights of the Berlin population as an affected community in relation to business activities is ensured by the stipulations in the IBB Group's Sustainability Guidelines.

The exclusion criteria in the Sustainability Guidelines define business practices that are not in line with the values of the IBB Group. Human rights violations are therefore generally excluded from the IBB Group's lending, development, guarantee and investment business. The assessment is made on a project and company basis. Specifically, the IBB Group follows the UN General Assembly Resolution on the Universal Declaration of Human Rights and, building on this, the human rights set out in the Basic Law of the Federal Republic of Germany when defining controversial practices with regard to human rights. Operationalization takes place in particular by means of a commitment to comply with the Charter of Fundamental Rights of the EU and consideration of the requirements of the UN Convention on the Rights of Persons with Disabilities

The obligation to comply with the Charter of Fundamental Rights of the EU and the requirements of the UN Convention on the Rights of Persons with Disabilities is confirmed by the applicant by means of an ESG self-declaration as part of the application process. If the self-declaration is not signed, the Company will be assessed on a case-by-case basis. In addition, the IBB Group is guided by the recommendations of the Platform on Sustainable Finance (PSF) and the criteria of the minimum safeguards in the Taxonomy Regulation in Article 18, which include the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and the OECD Guidelines for Multinational Enterprises.

The development of a policy statement on respecting human rights for the IBB Group is planned for the coming years, but there is not yet a fixed timetable for this.

During the period under review, there were no reports from affected persons about the disregard of human rights at IBB and IBB Business Team GmbH.

b) *Engagement with affected communities*

The materiality analysis did not identify any other population group besides the "Berlin population" that is affected by the material impacts of IBB and IBB Business Team GmbH. Various engagement processes with different interest groups within and outside the IBB Group exist for the inclusion of the Berlin population in the IBB Group.

Examples of various exchange formats for involving the Berlin population include information and exchange on social media (LinkedIn, Instagram), the active participation of IBB and IBB Business Team GmbH in public events and network meetings as well as the offer to contact the IBB Group via telephone, email, fax or the contact form on the IBB Group website. Depending on the exchange format, the information is recorded and processed either automatically or manually. Contact forms sent via the website are automatically forwarded to an email recipient address of the responsible department stored in the CMS system for processing. Inquiries that reach IBB or IBB Business Team GmbH via other exchange formats are generally received by the Corporate Communications department and processed by the relevant specialist departments as part of their operational activities. Engagement is also facilitated through intensive exchange with the relevant Senate departments, which support the requirements and needs of the Berlin population as political representatives.

As part of the Sustainable Finance Advisory Board, there is a regular exchange between IBB and the Senate Departments for Economics, Energy and Public Enterprises, for Urban Development, Construction and Housing, for Finance and for Mobility, Transport, Climate Protection and the Environment. In addition, IBB and IBB Business Team GmbH are represented at various events and trade fairs and thus come into direct contact with applicants, among others. A broad network of coaches and partners is also used to communicate the new needs of the target groups.

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

As part of the materiality analysis, no negative impacts on the human rights of the Berlin population or on other population groups were identified. If negative impacts are identified, individual measures would be taken within IBB and IBB Business Team GmbH. The existence or development of negative impacts can be identified as part of the materiality analysis or through information via the various communication channels (e.g. use of the contact form on the IBB website to report human rights violations).

17. Alignment with internationally recognized standards

The information on guidelines for safeguarding human rights in relation to the Berlin population is presented in ESRS S3-1, Paragraph 16 a).

5.2 ESRS S3-2: Processes for engaging with affected communities about impacts

21. Processes for enabling the perspectives of affected communities to inform decisions or activities to address impacts on communities

a) Engagement with affected communities

Cooperation with the Berlin population as the only affected community of the IBB Group is explained in ESRS S3-1, Paragraph 16 b).

b) Type and frequency of engagement

The affected communities are involved in the formats mentioned in Paragraph 16 b) at various regular intervals and frequencies. Information and exchange in social media takes place continuously and on an ongoing basis. Representatives of the IBB Group actively participate in public events and network meetings several times a year. Contact (from the Berlin population) can also be made continuously, for example via the contact form. The Sustainable Finance Advisory Board meetings take place at intervals of 6–8 weeks. The findings are taken into account in the annual strategy process.

c) Operational responsibility for engagement

Operational responsibility for engaging with the Berlin population lies with the heads of Corporate Communications, the Executive Board staff unit and Group Development department, the Europe and Products staff, the ESG Management unit and the management of IBB Business Team GmbH.

Operational responsibility for ensuring that the results inform the corporate concept lies with the Executive Boards of IBB UV and IBB and the management of IBB Business Team GmbH as well as downstream with the divisional management of the business, labor market and real estate development divisions.

d) Effectiveness of engagement

IBB UV and IBB are in dialogue with the Supervisory Board on strategic issues and actively involve the members in the strategy process. For example, an annual meeting is held with the Supervisory Board with a focus on strategy. For IBB-specific topics, the IBB Advisory Board, which consists of association representatives, representatives of the Berlin economy and the areas of culture, energy, housing and credit, as well as start-ups and SMEs, among others, supports the Executive Board and the Supervisory Board in general matters and advises the Bank on its concerns. Its resolutions are of a recommendatory nature.

The effectiveness of the development programs is also measured in relation to the Berlin population (e.g. through the jobs created) by means of calculations of the economic impact of the IBB Group by IBB economists. IBB Business Team GmbH also considers the engagement with the responsible Senate departments to be solution-oriented, appreciative and always focused on the funding objective for the residents of Berlin.

22. Processes and activities to gain insight into the perspectives of affected communities

The formats carried out by IBB and IBB Business Team GmbH as part of the stakeholder engagement process were described in more detail under ESRS S3-1, Paragraph 16 b).

23. Indigenous peoples, including consideration of their rights

As IBB and IBB Business Team GmbH did not identify any indigenous peoples as an affected community in the materiality analysis, there is no relevance here.

24. Existence of a general process for engaging with affected communities

Engagement with the Berlin population, which was identified in the materiality analysis as the only community affected by IBB and IBB Business Team GmbH, is explained in ESRS S3-1, Paragraph 16, and ESRS S3-2, Paragraph 21.

5.3 ESRS S3-3: Processes to remediate negative impacts and channels for affected communities to raise concerns

27. Procedures, channels and approaches to remediate negative impacts

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

The materiality analysis did not identify any material negative impacts of IBB and IBB Business Team GmbH on the Berlin population or other population groups. As a result, IBB and IBB Business Team GmbH have not implemented any mitigation measures or are planning to implement any mitigation measures.

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

IBB and IBB Business Team GmbH have established mechanisms for identifying, reporting and investigating concerns about unlawful conduct or conduct that is inconsistent with the IBB Group Code of Conduct or similar internal rules. These are explained in detail in ESRS G1-1 and G1-3. Information on other communication channels is presented in ESRS S3-1, Paragraph 16, and ESRS S3-2, Paragraph 21.

In addition, IBB and IBB Business Team GmbH provide contact forms on their website (e.g. in the contact center), which can be used to submit inquiries. The forms are automatically sent to the email address of the responsible department stored in the content management system and processed by that department. The respective department is responsible for deriving and implementing specific measures.

c) Processes through which the Company supports the availability of such channels in its business relationships

For the various communication channels mentioned in ESRS S3-1, Paragraph 16 b), communication is stakeholder-oriented in order to ensure that the Berlin population is aware of the relevant structures and procedures and trusts them as a means to communicate their needs and concerns. Updates are carried out—especially on the social media channels of IBB and IBB Business Team GmbH—and the processes, availability and usability are regularly checked and optimized. Availability is ensured through clear responsibilities for the channels, for example through the regulations in the SFO within the IBB Group.

d) Tracking and monitoring the issues addressed and the effectiveness of the channels

If a concern is raised by the Berlin population through the various communication channels, this concern is either answered directly by the Corporate Communications department or forwarded to the department responsible for the process in question. The latter examines possible derivations and the implementation of specific measures. There is a continuous exchange with the relevant stakeholders in order to find mutually agreeable solutions. The responsible parties listed in ESRS S3-2, Paragraph 21 c) are involved if necessary. A documented process for this procedure is not yet available. During the reporting period, no problems were identified with affected communities in connection with the activities of IBB or IBB Business Team GmbH.

28. Awareness of and trust in the structures or processes on the part of the communities concerned

The various communication channels mentioned in ESRS S3, Paragraph 16 b) are communicated in a stakeholder-oriented manner to ensure that the Berlin population is aware of the relevant structures and procedures and trusts them as a means to communicate their needs and concerns. Availability is ensured through clear responsibilities for the channels, for example through the regulations in the SFO within the IBB Group (for more information, see ESRS G1-1, Paragraph 10).

Complaints and feedback from third parties can be submitted directly via the IBB and IBB Business Team GmbH websites using the contact form, but also by post, email or fax. This will be forwarded to the responsible process owners. Reference is also made on the IBB website to an external arbitration body of the Association of German Public Sector Banks (VÖB). Furthermore, contact details for the individual development programs can be found on the IBB and IBB Business Team GmbH websites.

The procedure for combating violations of legal regulations and/or internal company compliance rules, including the ombudsman's office, to which third parties (non-customers) can also turn, is explained in detail in ESRS G1-1 and G1-3.

29. Channels or processes for raising concerns of affected communities

Engagement with the Berlin population as the only community affected by IBB and IBB Business Team GmbH, including the associated communication channels, is explained in ESRS S3-1, Paragraphs 16 a) to c) and ESRS S3-2, Paragraph 21.

5.4 ESRS S3-4: Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions

32. Actions to manage material impacts

a) Actions to prevent, mitigate or remedy material negative impacts on affected communities

The IBB Group's mission is to support the State of Berlin and its residents. In this way, the IBB Group contributes to improving the quality of life in the city through its product range.

The materiality analysis did not identify any material negative impacts with regard to the Berlin population or other population groups. If negative impacts are identified as part of the feedback management process or via the materiality analysis, individual measures would be taken within IBB and IBB Business Team GmbH. The rules for handling customer complaints are set out in writing at IBB.

In order to prevent or mitigate negative impacts on the Berlin population and other population groups, the IBB Group has defined exclusion criteria as part of its Sustainability Guidelines, which are reviewed by IBB and IBB Business Team GmbH before business transactions are concluded. This is intended to ensure that the respective applicants do not engage in business practices or operate in sectors of business areas that have been classified as controversial and excluded. The following business practices are considered to be controversial: Human rights violations, child labor, systematic/discriminatory labor law violations, controversial environmental behavior, controversial business practices and animal testing.

In addition, certain business areas are considered critical and are subject to a case-by-case review as part of the lending, development, guarantee and investment business, which results in a discretionary decision for or against financing. The following business areas are classified as controversial by the IBB Group: Armaments and weapons industry, fossil energy production, substances, wildlife, pornography and prostitution, and gambling (see also ESRS S3-4, Paragraph 35). The fundamental aim is to exclude business practices that are not in line with the values of the IBB Group and that stand in the way of the transformation to a sustainable society from funding. In addition, ESG-critical commitments are already reviewed by central ESG management within IBB during the new business process and evaluated in greater depth with regard to ESG aspects and possible exclusion criteria. Based on the existing competence regulations, which are based on the volume of the financing object and the credit rating, the classification as an ESG-critical exposure leads to an increase in the competence level, which may extend to a transfer of the decision to the Executive Board level.

IBB also carries out a credit assessment as part of the lending process, including an assessment of the borrower's risks associated with ESG factors. To assess sustainability risks, IBB uses the S-ESG score, which is made up of ten different indicators in the three sustainability dimensions: E - Environment and climate, S - Social and G - Governance (for more information on the ESG questionnaires used in the ESG lending process, the documentation process, the handling of ESG-critical commitments and how the S-ESG score works, see the IBB Group's sustainability website). The measures are not reported in accordance with the MDR criteria under ESRS 2, Paragraph 68, as measures are implemented through the development programs. This is undertaken on behalf of the State of Berlin and is therefore not time-limited.

b) Remedies in relation to material negative impacts

The materiality analysis did not identify any material negative impacts of IBB and IBB Business Team GmbH on the Berlin population or other population groups. As a result, IBB and IBB Business Team GmbH have not implemented any mitigation measures or are planning to create any mitigation measures. However, through the product development process for development programs, ideas and measures are identified to achieve or ensure the greatest possible benefit for customers and the Berlin population (for more information, see ESRS S3-4, Paragraph 32 c).

c) Additional actions and initiatives to deliver positive impacts for affected communities

As part of the materiality analysis, material positive impacts of IBB and IBB Business Team GmbH on the population of Berlin were identified. These result in particular from the various development programs with social aspects. Here, both the offers in business development (e.g. creating and securing jobs) and in the area of housing and real estate development (e.g. construction of affordable housing in Berlin, creation of age-appropriate and barrier-free housing) as well as labor market promotion (e.g. promotion of measures for activation and professional integration) contribute.

In order to enable positive impacts for the Berlin population in the form of support programs, a product development process was implemented at IBB for the products of IBB and IBB Business Team GmbH, which regulates the process flow and responsibilities in the approval process, including the introduction of new products, business areas and sales channels. This ensures that the relevant stakeholders are involved in the internal development of products. The product development process is divided into the initiative and development phase, the launch phase and the new product and test phase. This is followed by regular business operations (see ESRS S3-4, Paragraph 38).

IBB and IBB Business Team GmbH have an extensive product portfolio at their disposal to achieve a positive impact on the Berlin population. The product range includes grants, loans, guarantees and equity investments in the business areas of economic, real estate and labor market development. As part of the funding, attention is paid to the developmental impact, such as jobs or housing units created (for further information, see ESRS S3, SBM-3).

As the measures mentioned are essentially the introduction and implementation of development programs, the content of the measures is defined and specified individually within the framework of the respective funding guidelines, among other things. The time horizon is ongoing, as the measures/development programs result from the IBB Group's business purpose: Promoting the Berlin economy, residential real estate and new residential construction, the labor market, climate protection measures and renewable energies. IBB and IBB Business Team GmbH are commissioned by the State of Berlin and the responsible Senate department to generate new development programs. The new funding program is then created as part of the initiative and development phase by the Europe and Products staff unit, based on a market or customer needs analysis, business policy or strategic considerations or on the initiative of the State of Berlin, as well as federal and EU policy (for more information on the development process for new development programs, see Paragraph 38).

d) Effectiveness of the actions

The measures, particularly in the development and lending business, aim to have an overall positive impact on the Berlin population. The effectiveness of the development/loan business can be assessed using input variables such as the volume of new commitments and development performance or, in the case of individual topics, using manual evaluations based on output variables. In the 2024 reporting year, around EUR 1,992 million in business development (IBB) was granted, which helped to preserve 5,059 jobs and create 1,630 new jobs. In addition, an approval volume of EUR 1,659.6 million was granted within the framework of

real estate promotion (IBB) and around EUR 35 million in effective investment volume was granted in connection with labor market promotion (IBB) in Berlin. Based on an economic impact analysis by IBB economists, the primary investment and employment impacts have further indirect impacts that are just as relevant to the economy. In this way, a further 1,600 or so jobs in various sectors of Berlin's economy will be secured, at least temporarily, in the coming years outside of the supported companies. In addition, the effectiveness of the individual development programs is ensured by a regular target/actual comparison and is determined with the responsible Senate departments as part of the strategy discussions and resource planning.

33. Management of actions in response to negative impacts

a) Processes for identifying appropriate actions

The materiality analysis did not identify any material negative impacts on the Berlin population or other population groups. As a result, there are no procedures in place to determine what actions are necessary and appropriate to respond to negative impacts on affected communities. If negative impacts are identified as part of the feedback management process, individual measures are taken within IBB. The product development process and the engagement with relevant stakeholders in the internal development of products ensures that there are no material negative impacts on the Berlin population. To date, no actual and potential negative impacts and risks have been identified at IBB and IBB Business Team GmbH for affected communities as part of the complaint management process, the stakeholder dialogue and beyond.

b) Approach to taking action in relation to material negative impacts

The IBB Group has no practices relating to the acquisition, planning and development of land and the operation or closure of sites, as no land is acquired or developed within its own business operations.

The business purpose of the IBB Group is to promote Berlin's economy, residential real estate and new residential construction, the labor market, climate protection measures and renewable energies. Within IBB's business activities, for example, real estate is promoted. The properties are located exclusively in the Berlin metropolitan region. Building permits are issued by the State of Berlin and must be available in accordance with the funding guidelines, among other things. The risk of negative impacts arising in the course of business operations and business activities is therefore to be classified as negligible and is therefore not on the identified IRO list.

For this reason, IBB and IBB Business Team GmbH have no approach to taking measures in relation to specific material negative impacts on communities. Cooperation with the industry is currently not considered necessary in this context.

c) Remedies

IBB and IBB Business Team GmbH also provide contact forms on their websites (e.g. in the contact center), which can be used to submit inquiries. At IBB, the forms are automatically sent to the email address of the responsible department stored in the content management system and processed by that department. The respective department is responsible for deriving and implementing specific measures. At IBB Business Team GmbH, when the contact form is used, the message is automatically forwarded to the underlying email address of the development program, where it is then processed and answered.

34. Actions relating to the mitigation of material risks and opportunities

a) Actions to mitigate material risks

According to the materiality analysis, no material risks for IBB and IBB Business Team GmbH resulting from the positive impact on the Berlin population were identified. Accordingly, no measures were introduced to mitigate any material risks for the Company in this regard.

b) Actions to pursue material opportunities

According to the materiality analysis, no material opportunities for IBB and IBB Business Team GmbH resulting from the positive impact on the Berlin population were identified. Accordingly, no measures were introduced to exploit material opportunities for the Company in this regard.

35. Actions to prevent the Company's business practices from causing or contributing to material negative impacts on affected communities

Various measures and criteria exist within the IBB Group to ensure that there are no material negative impacts on the Berlin population in the future. For example, exclusion criteria have been defined within the IBB Group.

The overall aim of the development and lending business is to have a positive impact on the population of Berlin. Material negative impacts on the population of Berlin are avoided, for example, during product development or when reviewing applications. This is illustrated as follows:

- **Grant funding:** The IBB Group acts as a business agent for the State of Berlin when awarding grants. The criteria according to which projects can be supported are specified by the State of Berlin. The grant programs have specific sustainability goals or are designed with sustainability in mind, e.g. to promote the replacement of heating systems or to provide a subsidy for rent.
- **Lending business:** IBB grants loans, mezzanine financing, guarantees and equity investments directly to end customers, start-ups and companies or indirectly via the house bank process. It works in partnership with the house banks to make the existing development and loan programs accessible to as many interested parties as possible in a competition-neutral manner.
 - Business development is geared towards a long-term, sustainable approach through its product conditions. IBB aligns the main objectives of business development with the requirements of the European Structural Funds. Corporate financing is intended to increase the innovative capacity and sustainable growth of SMEs in particular.
 - As part of real estate promotion, owners of residential properties are supported with energy-efficient building refurbishment, energy-efficient new builds, age-appropriate, barrier-reducing conversions and new social housing construction. Development programs that focus on the construction of new social housing secure living space for low- and middle-income households and contribute to the construction of new residential buildings that meet future-oriented efficiency standards. As a result, housing promotion is already designed by virtue of the product conditions to create only positive impacts for the Berlin population. The funding aspects include social criteria such as income limits for tenants.

As the measures are essentially development programs, the content of the measures is defined individually within the framework of the respective funding guidelines, among other things. The time horizon is ongoing, as the measures/development programs are derived from the IBB Group's business purpose: "Promoting Berlin's economy, residential real estate and new residential construction, the labor market, climate protection measures and renewable energies". There is currently no written process in place to ensure a link between the avoidance of material negative impacts on affected communities and compliance with business objectives. If necessary, the IBB, as a state development bank, allocates public funds in order to cushion negative impacts on affected communities in a targeted manner.

36. Severe human rights issues and incidents related to the affected communities

Only positive impacts on the Berlin population were identified in the materiality analysis. The observance/respect of human rights is an important issue in the IBB Group. No serious problems or incidents relating to human rights in relation to affected communities were reported to IBB and IBB Business Team GmbH during the reporting period. No human rights violations in relation to affected communities were identified at IBB and IBB Business Team GmbH.

38. Resources allocated to the management of material impacts

The materiality analysis did not identify any material negative impacts on the population of Berlin. The business operations of IBB and IBB Business Team GmbH and the associated measures in the context of the development and lending business are aimed overall at having a positive impact on the population of Berlin. The processes relevant to this are set out in writing and are accessible to all employees; the product development process is worthy of special mention here. The product development process is divided into the initiative and development phase (a), the launch phase (b) and the new product process (NPP), including the start of business operations (c):

- a) The new development program is generated by the Europe and Products team as part of an initiative and development phase. This can be based on a market or customer needs analysis, business policy or strategic considerations or on the initiative of the State of Berlin, as well as federal and EU policy. The aim of the initiative phase is to carry out a general market assessment and feasibility check and to reach a fundamental consensus with the management on the follow-up. IBB must be commissioned by the State of Berlin for all business activities. The commission is issued by the responsible Senate department.
- b) The launch phase (technical implementation) primarily includes the IT development process, as product launches require new launches or changes to IT systems. This process is also set out in writing.
- c) The NPP is the responsibility of the Risk Controlling department and serves to formally conclude the development and introduction phase. With the help of the NPP, unconscious risks from new products or product modifications are to be transformed into conscious and therefore quantifiable risks. The relevant members of the New Product Committee (NPC) are responsible for the process of accepting new business. The final approval of the Executive Board for the commencement of business is based on their vote. The procedural structure of the NPP is also documented in a separate work instruction.

IBB and IBB Business Team GmbH do not allocate specific funds to manage the positive impacts.

To date, there are no separate guidelines that explicitly deal with the identification and management of material impacts on affected communities. The management of material impacts on affected communities is based on existing guidelines, such as the IBB Act and the Sustainability and Funding Guidelines. Due to the focus of IBB and IBB Business Team GmbH on achieving a positive impact on the Berlin population, management is included in the guidelines on a superordinate level. There is no separate guideline for the management of material impacts on affected communities.

At IBB Business Team GmbH, all processes that have a material impact go through the management. The management is involved in complaints management processes as well as in special individual cases or strategic decisions. Possible courses of action are then determined and implemented. The same applies to measures that arise due to planned changes to the eligibility criteria or that reach IBB Business Team GmbH via other channels. These may be, for example, consultations with the relevant Senate department or proposals in the context of strategy meetings for adjustments or changes to funding criteria. After consultation between the management and the commissioning Senate department, it may be necessary to adjust the funding practice or the internal processing procedures in order to remedy the situation. This ensures that the best possible result is achieved for the Berlin population and that changes in requirements are addressed promptly.

5.5 ESRS S3-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

39. Targets for the management of material impacts, risks and opportunities for affected communities

a) *Targets for reducing negative impacts*

As IBB and IBB Business Team GmbH have not identified any negative impacts, no targets are required here.

b) *Targets for advancing positive impacts*

There is no disclosure of time-bound and results-oriented targets under ESRS 2 MDR-T for the promotion of positive impacts on affected communities due to the statutory mandate of the State of Berlin (for more information, see ESRS S3-4, Paragraph 32).

c) *Targets for managing material risks and opportunities*

As no material opportunities and risks were identified, no further measures need to be managed.

42. Process for setting targets, tracking performance against those targets, and identifying any lessons or improvements

There are currently no specific targets according to ESRS 2 MDR-T in relation to the residents of Berlin (for further information see ESRS S3-4, Paragraph 32, ESRS S3-5, Paragraph 39 b)).

6 ESRS S4: Consumers and end users

As part of the materiality analysis, no materiality was identified for ESRS S4 at Group level.

Due to the business purpose of IBB Business Team GmbH, approximately 80% of its customer base consists of private individuals whose personal and sensitive data is stored at IBB Business Team GmbH. For this reason, the sustainability topic "Consumer protection and product safety" of ESRS S4 was classified as material at individual company level (see ESRS 2, SBM-3, Paragraph 53).

No materiality for ESRS S4 was identified for the other individual companies included in the CSRD scope of consolidation due to their company-specific circumstances (see ESRS 2, BP-1, Paragraph 5 a). As a result, the disclosure requirements of ESRS S4-1, S4-2, S4-3, S4-4 and S4-5 are only fully disclosed below by the single entity IBB Business Team GmbH. With regard to the Group view, topics and matters relating to the IBB Group are described accordingly at Group level.

6.1 ESRS S4-1: Group and individual subsidiary policies related to consumers and end users

15. Policies related to the management of identified impacts, risks and opportunities related to consumers and/or end users in accordance with ESRS 2-MDR-P

In order to avoid the identified potential negative impact on consumers and/or end users, IBB Business Team GmbH complies with all requirements of the German Data Protection Act and is supported, advised and monitored by the externally commissioned data protection officer in implementing the necessary measures.

The work instruction relevant to the management of the identified negative impact is described in more detail below:

Work instruction: Data Protection according to the GDPR

Main content incl. general objectives	This work instruction is the binding basis for a legally compliant and sustainable protection of personal data in IBB Unternehmensverwaltung, IBB and the other subsidiaries of IBB Unternehmensverwaltung, insofar as they are included in the data protection organization of IBB. Personal data includes all information relating to an identified or identifiable natural person. Both customer data and the personnel data of employees are personal data. The aim of the work instruction is to safeguard and protect the fundamental rights and freedoms of data subjects, in particular their right to the protection of personal data.
Reference to material IROs	The established regulations, the obligations under data protection law and the defined responsibilities on the subject of data protection ensure, among other things, the handling of personal data of consumers and/or end users. This has a mitigating effect on potential data loss as a result of data leaks or other incidents.
Area of application	The work instruction applies to all divisions of IBB UV.
Monitoring process	The monitoring process to ensure that employees have read and understood the content of the work instruction is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).

Work instruction: Data Protection according to the GDPR

Responsibility	The company within the Group that processes the data is responsible for compliance with data protection. It is represented by the Executive Board or the management.
Documentation / Availability	The work instruction is documented digitally on the IBB intranet under the heading "SFO" (written fixed regulation).

No opportunities and/or risks for consumers and/or end users were identified at IBB Business Team GmbH as part of the materiality analysis.

The funding guidelines are equally open to all consumers and/or end users. No preferential treatment or discrimination of certain groups has been identified in the feedback received to date (e.g. in connection with the verification of proof of use (VNP)) either by the groups concerned or by the responsible Senate departments.

16. Human rights policy commitments relevant to consumers and/or end users

a) Respect for the human rights of consumers and/or end users

IBB Business Team GmbH is based in Berlin and is therefore subject to German legislation. It only supports consumers and/or end users who are resident in Berlin and therefore in Germany. This means that the requirements and regulations for the protection of privacy and personal data as well as freedom of expression and freedom of the press are automatically respected.

b) Engagement with consumers and/or end users

The communication channels of IBB Business Team GmbH (website, emails, social media, funding platform) are available to consumers and/or end users to communicate disruptions or problems in the process.

c) Measures to remedy human rights impacts

Consumers and/or end users can also use the contact form and the data protection officer of IBB Business Team GmbH to submit complaints anonymously. After receiving a complaint via the contact form or the external data protection officer, the respective process is reviewed by the team leader of the respective development program together with a case manager. As a rule, the management is involved in the subsequent response. However, no material negative impacts on human rights have been identified to date, which is why no additional measures are currently in place.

17. Alignment of policies with relevant internationally recognized instruments, including the United Nations Guiding Principles on Business and Human Rights

All employees of IBB Business Team GmbH take part in annual data protection training. This training and the Anti-Discrimination Guidelines, including the associated training, ensure that employees observe the specified guidelines and principles in their work. In addition, the IBB Group is guided by the recommendations of the Platform on Sustainable Finance (PSF) and the criteria of the minimum safeguards from the Taxonomy Regulation in Article 18, which include the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization (ILO) Declaration of Fundamental Principles and the OECD Guidelines for Multinational Enterprises. The development of a policy statement on respecting human rights for the IBB Group is planned for the coming years, but there is no fixed timetable for this yet.

6.2 ESRS S4-2: Processes for engaging with consumers and end users about impacts

20. Processes for incorporating the perspectives of consumers and/or end users into decisions and activities to manage the impact on consumers and end users

a) Engagement with consumers and/or end users

The views of consumers and/or end users are taken into account by allowing them to evaluate the cooperation with IBB Business Team GmbH and their satisfaction as part of the verification of the use of funds. In

addition, IBB Business Team GmbH is in contact with the responsible Senate department, which represents the interests of consumers and/or end users.

b) Stage, type and frequency of engagement

Consumers and/or end users can contact IBB Business Team GmbH via the communication channels at any stage of the application and billing process. A final survey is carried out at the end of the process as part of the submission of the proof of use, which proves that the funding received has been used as intended.

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

Feedback is evaluated by the person responsible for the individual development programs. The Management is directly involved when complaints are submitted.

d) Evaluation of the effectiveness of engagement

The cooperation with consumers and/or end users is generally rated as positive by the management of IBB Business Team GmbH. This is justified by the positive feedback from the applicants as part of the verification of use of funds (VNP).

21. Steps taken to gain insights into the perspectives of consumers and/or end users who may be particularly vulnerable to impact

The IBB Business Team GmbH development programs are available to all consumers and/or end users. The website and the funding portal are designed to be barrier-free. It is not possible to involve children, as applications may only be submitted by applicants of legal age. From the perspective of IBB Business Team GmbH, no further activities are currently required or planned.

22. Disclosure of information and processes with regard to the engagement of consumers and/or end users

As corresponding processes or procedures exist, no further measures are required (see ESRS S4-2, Paragraphs 20 and 21).

6.3 ESRS S4-3: Processes to remediate negative impacts and channels for consumers and end users to raise concerns

25. Processes, channels and approaches for addressing negative impacts

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

IBB Business Team GmbH takes every customer complaint seriously and investigates it. In this context, all comments made by consumers and/or end users are analyzed in order to eliminate possible sources of error and continuously improve the offers or processes. IBB Business Team GmbH processes data from private applicants in individual development programs. Therefore, various measures are taken to prevent possible negative impacts. These include compliance with all requirements of the German Data Protection Act, annual training of all employees, continuous software updates on the systems of IBB Business Team GmbH and a review of these. In addition, applicants are informed accordingly about the data protection regulations. All of these measures are accompanied, actively supported and monitored by an external data protection officer.

b) Specific channels through which consumers and/or end users can raise their concerns or needs directly with the Company and have them addressed

Consumers and/or end users can contact the relevant responsible department directly as well as other communication channels (emails, hotlines, letters, social media, communication with the Management). Furthermore, the data protection officer of IBB Business Team GmbH is available as an external third party.

c) Processes to support the availability of such channels in the context of business relationships

In the event of a complaint, the data protection officer or the processing office or Complaints Office receives the inquiry via the various channels and then contacts the Management. This is followed by an evaluation of

the case with the administrator or team leader and subsequent communication with the consumer and/or end user. The channels can be reached in different ways. For example, emails, letters and social media can be reached at any time and at all times. Hotline hours are specific to the development program and are communicated via the website. Communication with the Management takes place based on individual agreements.

d) Tracking and monitoring the issues addressed and the effectiveness of the channels

The channels are known to consumers and/or end users so that contact can be made without barriers. Any information reported is followed up by the Management accordingly. In this context, consumers and/or end users are actively involved and consulted when solving problems. As a result, IBB Business Team GmbH's approach is considered effective, as it has always led to a solution as a result of the contacts made so far.

26. Knowledge and trust of consumers and/or end users in the structures or processes

Consumers and/or end users are familiar with the communication channels of IBB Business Team GmbH. The procedure implemented by IBB Business Team GmbH has been described (see ESRS S4-3, Paragraph 25).

Consumers and/or end users can not only trust the communication channels of IBB Business Team GmbH, but can also rely on the external representative (data protection officer) if necessary (see ESRS S4-3, Paragraph 25) and use the whistleblower system. Awareness of these channels is ensured via the link on the website (see ESRS G1-1 and G1-3).

27. Contextual information if none of the above required information can be provided

For further information, see ESRS S4-3, Paragraphs 25 and 26).

6.4 ESRS S4-4: Taking action on material impacts on consumers and end users, and approaches to managing material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those actions

30. Summarized description of action plans and resources to manage material impacts, risks and opportunities related to consumers and end users in accordance with ESRS 2 MDR-A

IBB Business Team GmbH does not have any corresponding action plans or measures in accordance with ESRS 2 MDR-A. The development programs for consumers and/or end users are implemented and carried out for the respective Senate departments. IBB Business Team GmbH offers a digital procedure for implementing the individual support measures, which strengthens the needs of consumers and/or end users.

As IBB Business Team GmbH implements the development programs exclusively for the commissioning Senate department in return for payment, there are no measures or initiatives of its own in accordance with the ESRS. Strategic planning or management is therefore not possible or feasible for these aspects.

31. Actions to manage material impacts

a) Actions to prevent, mitigate or remediate material negative impacts on consumers and/or end users

Information security is an important component for IBB Business Team GmbH. The reliability of the funding platform and the high availability of data are important for a trusting cooperation with consumers and/or end users. All existing legal requirements for IT and data protection requirements based on the German Data Protection Act are observed. All established processes and control mechanisms are regularly reviewed and further developed together with the externally appointed data protection officer. Every six to eight weeks and when new programs are launched, an exchange takes place with the data protection officer on current topics. The specific data protection and data security requirements of IBB Business Team GmbH are also applied in business relationships with third parties.

b) Actions taken to remedy the situation

The information on this disclosure requirement is explained in more detail in ESRS S4-3, Paragraph 31 a).

c) Additional actions or initiatives to achieve a positive impact on consumers and/or end users

No further measures are currently planned at IBB Business Team GmbH to achieve a positive impact on consumers and/or end users.

d) Evaluation of the effectiveness of these actions

The regular review of the systems takes place annually and currently requires no further measures (see ESRS S4-4, Paragraph 31 a).

32. Processes and approaches for identifying the need for action and taking action in response to negative impacts

a) Processes for identifying actions in response to specific actual or potential negative impacts on consumers and/or end users

An annual review of the data protection situation of IBB Business Team GmbH and the IT infrastructure is carried out. Corresponding reports are submitted by the commissioned third parties.

b) Approaches to taking action in relation to material negative impacts on consumers and/or end users

In addition, IBB Business Team GmbH stands for open communication via various communication channels, which can be used by consumers and/or end users to communicate possible negative impacts.

c) Processes to provide or enable remedy in the event of material negative impacts

The contact form is also available to third parties at any time, which currently requires no further action. After receiving a complaint via the contact form or via the external data protection officer (DPO), the respective process is reviewed by the team leader of the respective support program together with a specialist. If this results in further measures that require remedial action, the Management is involved and the further procedure is discussed and implemented. As a rule, the response in the area of data protection is provided directly by the DPO, with the Management subsequently receiving a forwarded response.

33. Actions relating to the management of material risks and opportunities

As no material opportunities and risks have been identified for IBB Business Team GmbH, no further requirements are necessary.

34. Processes to ensure that there is no material negative impact on the Company's workforce

IBB Business Team GmbH stands for open communication via various communication channels, which can be used by consumers and/or end users to communicate possible negative impacts. Should practices emerge from this that could lead to negative impacts by IBB Business Team GmbH, countermeasures would be taken. This is currently not relevant.

Since IBB Business Team GmbH does not sell products as part of its business model or use consumer and/or end user data for other purposes, this does not result in any necessary measures.

35. Severe human rights issues and incidents in connection with consumers and/or end users

No serious problems or incidents involving consumers and/or end users were reported to IBB Business Team GmbH during the reporting period.

37. Resources allocated to the management of material impacts

The Management of IBB Business Team GmbH takes note of the annual data protection report and derives possible measures from it together with the data protection officer. In addition, complaints from consumers and/or end users are acknowledged by the Management and any resulting countermeasures are initiated with the employees. No additional internal personnel resources are used.

6.5 ESRS S4-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

40. Targets for the management of material impacts, risks and opportunities for consumers and/or end users

Currently, IBB Business Team GmbH has no targets in accordance with ESRS 2 MDR-T on this topic.

The effectiveness of the measures in relation to the material sustainability-related impacts, risks and opportunities is reviewed in the annual update process of the Group-wide Group strategy.

41. Engaging with the organization's workforce to set targets, track performance against those targets, and identify any lessons or improvements

Currently, IBB Business Team GmbH has no objectives in accordance with ESRS 2, Paragraph 68 MDR-T on this topic.

7 ESRS G1: Business conduct

As described in ESRS 2 SBM-3, Paragraph 48, the relevant sustainability topics of ESRS G1 "Corporate culture", "Political engagement and lobbying activities" and "Corruption and bribery" were classified as material by the overall validation process in the consolidation phase as part of the materiality analysis for Investitionsbank Berlin AöR (IBB) at subsidiary level. Disclosure is made for the identified actual and potential impacts and risks, for example in relation to a positive corporate culture (including the protection of whistleblowers) and the occurrence of compliance violations, non-transparent and political engagement, conflicts of interest and customer relationships.

No materiality for ESRS G1 was identified for the other individual companies included in the CSRD scope of consolidation due to their company-specific circumstances (see ESRS 2, BP-1, Paragraph 5 a)). Consequently, the disclosure requirements of ESRS G1-1, G1-3, G1-4 and G1-5 are only fully disclosed by IBB as an individual company in the following.

7.1 ESRS G1-1: Business conduct policies and corporate culture

9. Business conduct policies and corporate culture

The implementation of an appropriate risk culture is decisive for the corporate culture of IBB and IBB UV. The objectives of this risk culture are set out in principle in the written fixed regulations (SFO) and include in particular:

- Embedding a conscious approach to risks in day-to-day business in the corporate culture,
- Creating risk awareness at all hierarchical levels,
- Promoting critical dialogue by the management levels,
- Motivating employees to act in accordance with the value system and code of conduct,
- Convincing employees to behave in an ethically and economically desirable and within defined risk tolerances.

The central element of the above value system is the IBB Group's Code of Conduct. Further internal work instructions of IBB within this value system concern, among other things:

- The handling of invitations, gifts and other conflicts of interest (IBB);
- The principles of the remuneration systems at IBB;
- The rules of conduct in the IBB and
- IBB work instructions that relate to conflicts of interest.

In addition, there are the guidelines of the IBB Group and IBB on conflicts of interest at the Group and individual subsidiary level, which provide a framework for existing policies and work instructions and represent the basic understanding and processes.

Employees in the public sector and in public law institutions are subject to stricter regulations on accepting, accepting bribes and granting benefits. For this reason, every employee of IBB and IBB UV signed the Berlin

Declaration of Commitment in accordance with the Berlin Commitment Act when they were hired, according to which public sector employees, among others, may only accept rewards or gifts in relation to their official duties with the employer's consent.

The task of the compliance function is to work towards compliance with the key 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 culture and risk culture.

Furthermore, to promote the corporate culture at IBB and IBB UV, regular joint events are held, such as team-building days to promote a sense of unity and strengthen corporate identification, company parties, company sports clubs, team breakfasts and other Company-wide events.

Group and individual guidelines on corporate governance:

IBB UV Code of Conduct

<p>Main contents incl. general objectives (according to ESRS 2 MDR-P Paragraph 65 a)</p>	<p>This Code of Conduct summarizes the relevant standards and work instructions and serves as a framework for the IBB UV AöR portfolio companies for the design of their own regulations, which are intended to promote and demand risk awareness. The Code of Conduct has the following general objectives:</p> <ul style="list-style-type: none"> • Embedding a conscious approach to risks in day-to-day business in the corporate culture, • Creating risk awareness at all hierarchical levels, • Promoting critical dialogue by the management levels, • Motivating employees to act in accordance with the value system and code of conduct, • Convincing employees to behave in an ethically and economically desirable and within defined risk tolerances.
<p>Reference to material IROs</p>	<p>The IBB UV Code of Conduct work instruction has a positive influence on the corporate culture, political engagement and lobbying as well as corruption and bribery, as the work instruction promotes and demands risk awareness and can reduce the corresponding risks of compliance violations, non-transparent political engagement and conflicts of interest.</p>
<p>Area of application</p>	<p>The Code of Conduct applies to the affiliated companies of IBB UV AöR, including trainees, interns, apprentices and dual students.</p>
<p>Monitoring process</p>	<p>The monitoring process to ensure that employees have read and understood the content of the work instruction is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).</p>
<p>Responsibility</p>	<p>The Corporate Compliance department is responsible for the content of these work instructions, while monitoring compliance with the regulations is the responsibility of the respective managers and department heads, who act as the first point of contact.</p>
<p>Documentation / Availability</p>	<p>The work instruction is documented digitally on the IBB UV intranet under the heading "SFO" (written fixed regulation).</p>

Work instruction: Rules of Conduct

Main contents incl. general objectives (according to ESRS 2 MDR-P Paragraph 65 a)	This work instruction describes the regulations with regard to collegial cooperation with each other, behavior among each other and loyal behavior (respect/implementation/compliance with the measures and regulations introduced by IBB) towards Investitionsbank Berlin. The aim of this work instruction is to specify rules of conduct. It includes topics relevant to IRO management such as bullying and sexual harassment in the workplace.
Reference to material IROs	The Rules of Conduct work instruction has a positive influence on the corporate culture, as it addresses key topics and their implementation and compliance in mutual cooperation.
Area of application	The work instruction applies to all divisions of IBB.
Monitoring process	The monitoring process to ensure that employees have read and understood the content of the work instruction is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).
Responsibility	Responsibility for these work instructions lies with the People & Culture department, 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 digitally on the IBB UV intranet under the heading "SFO" (written fixed regulation).

Work instruction: Dealing with Invitations, Gifts and Other Conflicts of Interest

Main contents incl. general objectives (according to ESRS 2 MDR-P Paragraph 65 a)	<p>This work instruction describes the definition of regulations and processes for dealing with invitations and gifts to avoid conflicts of interest and the acceptance and granting of advantages. The aim of these instructions is to:</p> <ul style="list-style-type: none"> • Set out the framework that the regulation on the handling of rewards and gifts gives to public employers in terms of organization, • Protect employees from possible consequences under civil and criminal law, • Avert potential damage to IBB's reputation due to misconduct.
Reference to material IROs	The Dealing with Invitations, Gifts and Other Conflicts of Interest work instruction has a mitigating effect on risks and negative impacts regarding the potential occurrence of corruption and bribery by sensitizing and educating employees about such actions.
Area of application	This work instruction is aimed at all IBB employees and all persons who work for IBB as part of an apprenticeship, course of study or internship. It also applies to the employees of the companies in the IBB Group, unless they have their own regulations.
Monitoring process	The monitoring process to ensure that employees have read and understood the content of the work instruction is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).

Work instruction: Dealing with Invitations, Gifts and Other Conflicts of Interest

Responsibility	The Corporate Compliance department is responsible for the content of these work instructions, 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 instructions are documented digitally on the IBB UV intranet under the heading "SFO" (written fixed regulation).

Work instruction: Prevention of Money Laundering, Terrorist Financing and Other Criminal Acts, Duties of IBB employees

Main contents incl. general objectives (according to ESRS 2 MDR-P Paragraph 65 a)	<p>The work instruction describes the legal basis, internal measures and organizational precautions taken by IBB to prevent its business operations from being abused. The aim of this work instruction is to prevent abuses in the context of:</p> <ul style="list-style-type: none"> • Money laundering, • Terrorist financing, or • For other criminal acts
Reference to material IROs	The work instruction Prevention of Money Laundering, Terrorist Financing and Other Criminal Acts, Duties of IBB Employees has a mitigating effect on identified risks and negative impacts with regard to the potential occurrence of corruption and bribery by sensitizing and educating employees about corresponding actions.
Area of application	This work instruction applies to all organizational units of IBB. It must be observed by all IBB employees as well as by external temporary staff employed in customer-related work. In the area of grants, the scope of this work instruction is limited to the regulations on the prevention of other criminal acts.
Monitoring process	The monitoring process for ensuring that employees have read and understood the content of the work instruction is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).
Responsibility	The Corporate Compliance department is responsible for the content of this work instruction, 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 instructions are documented digitally on the IBB UV intranet under the heading "SFO" (written fixed regulation).

Work instruction: Principles of the Remuneration Systems at IBB

Main contents incl. general objectives (according to ESRS 2 MDR-P Paragraph 65 a)	<p>The aim and content of these work instructions is to regulate the remuneration systems for:</p> <ul style="list-style-type: none"> • Employees paid according to collective bargaining agreements without management responsibility • Employees with management responsibility who are paid according to collective bargaining agreements • Non-tariff employees without management responsibility • Non-tariff employees with responsibility • The Executive Board
Reference to material IROs	The Principles of the Remuneration Systems at IBB work instruction has a positive influence on the corporate culture, as the work instruction creates transparency regarding the regulation of the remuneration systems.
Area of application	This work instruction describes supplementary regulations to the Principles of Compensation Systems in IBB Group Companies, which apply exclusively to IBB.
Monitoring process	The People & Culture department is responsible for the content of this work instruction.
Responsibility	The People & Culture department is responsible for the content of this work instruction, 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 instructions is documented digitally on the IBB UV intranet under the heading "SFO" (written fixed regulation).

Work instruction: Feedback Management

Main contents incl. general objectives (according to ESRS 2 MDR-P Paragraph 65 a)	This work instruction contains the procedures (direct and indirect process) for dealing with positive and negative customer feedback within IBB. It describes the rules for handling customer complaints that are submitted to IBB in person, by telephone or in writing via letter or email by persons submitting complaints. Furthermore, the process for processing the information collected via feedback management on positive and negative customer feedback within regular reporting is described. The aim of this work instruction is to make optimum use of the potential of the complainant who is willing to talk.
Reference to material IROs	The Feedback Management work instruction has a positive influence on the corporate culture, as customer concerns/complaints are recorded and processed in a trustworthy manner and can therefore contribute to a holistic improvement of systems, processes and procedures.
Area of application	The work instruction applies to all organizational units and thus to all IBB employees.
Monitoring process	The monitoring process for ensuring that employees have read and understood the content of the work instruction and that it is up to date is the responsibility of the respective manager or the responsible department and is regulated in more detail in the work instruction Documentation Regulation – Principles of the Written Fixed Regulation (SFO).

Work instruction: **Feedback Management**

Responsibility	Feedback management is part of Information Compliance and Organizational Management in the IO-1 Organizational Management department.
Documentation / Availability	The work instruction is documented digitally on the IBB UV intranet under the heading "SFO" (written fixed regulation).

10. Mechanisms for identifying, reporting and investigating concerns about unlawful behavior, including whistleblower protection

a) Mechanisms for identifying, reporting and investigating concerns about unlawful behavior or conduct

IBB and IBB UV have established mechanisms for identifying, reporting and investigating concerns about unlawful conduct or conduct that is inconsistent with the Code of Conduct or similar internal rules.

A violation of the Code of Conduct must be reported to IBB's Corporate Compliance department 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 made 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 Acts, which is followed by further processing by the Corporate Compliance department. In the event of customer complaints, feedback management provides for a uniform approach.

Extended independent and confidential counseling options are provided for employees who have experienced discrimination. To this end, the IBB Group has adopted Anti-Discrimination Guidelines and signed an Anti-Discrimination service agreement. The contents of the service agreement and counseling facilities are described in ESRS S1-1, Paragraph 19.

IBB and IBB UV have a confidential whistleblower system that enables the disclosure and receipt of suspected compliance violations. Customers, employees and other stakeholders can obtain information on the Internet or intranet and contact an ombudsman's office, as well as the compliance officers of IBB and IBB UV directly. It should be noted that the majority of these measures are prescribed by law.

In addition, the regular employee meetings can be used to report and investigate concerns about unlawful actions/violations of the Code of Conduct.

b) Additional information if no anti-corruption or anti-bribery policies are in place

IBB and IBB UV have already established corresponding guidelines and processes, which is why no corresponding timetable is required for the introduction.

c) Processes and channels to protect whistleblowers

For 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's office (law firm) or the contact point of the Federal Financial Supervisory Authority for whistleblowers in addition to the Corporate Compliance staff unit. This can also be done anonymously to protect the whistleblower. Persons 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 the Fraud Prevention web-based training (WBT), which is mandatory for all employees. IBB and IBB UV employees are informed about the possibility of using an ombudsman's office via the intranet and business partners via the Internet. Every reported case is investigated and reported or reported in accordance with 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. As an employer, IBB and IBB UV take all necessary measures throughout the entire procedure to ensure the protection of the whistleblower, as far as possible, against discrimination or punishment based on information provided. Attempts to intimidate, threaten or discriminate against whistleblowers in the workplace will not be tolerated. If employees suffer intimidation, threats or reprisals as a result of making a report, the persons concerned can also turn to the external Ombudsman's Office or the responsible offices at IBB and IBB UV.

d) Additional information where whistleblower protection policies are not in place

Measures are in place to protect whistleblowers. The legal requirements for whistleblowing are fully implemented. The protection of whistleblowers is therefore ensured.

e) Procedures for investigating business conduct incidents, including incidents of corruption and bribery

IBB and IBB UV have procedures in place to promptly, independently and objectively investigate incidents relating to company policy, including cases of corruption and bribery. Corresponding processes are established and documented in the SFO. Information is immediately passed on to the Corporate Compliance department and investigative measures are initiated or carried out.

f) Policies relating to animal welfare

The IBB Group does not keep any animals of its own or have any contact with them in its core operations or in connection with its business model. Therefore, there is no policy on animal welfare, and it is not considered necessary.

g) Policy for training within the organization on business conduct

IBB and IBB UV's strategy for internal training on corporate policy is set out in the SFO.

Employees are proactively trained to prevent criminal acts (e.g. money laundering, terrorist financing, corruption and bribery) and informed about new legal regulations. Further information on this requirement is provided in ESRS G1-3, Paragraph 21 a).

In addition, employees are also made aware of new regulations via an intranet message. Compliance with existing EU sanctions is of central importance to IBB and IBB UV.

If required, ad hoc training courses or special training courses on compliance topics are also offered.

In addition, training is offered on data protection, information security, occupational 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 phase 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 behavior in emergencies.

h) Most at-risk functions within the Company 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 Guidelines for the Executive Board, Supervisory Board and key function holders, which include the processes and criteria for selection, (re)appointment and succession planning as well as suitability assessment. With the introduction of the Suitability Guidelines, the holders of key functions must also be regularly assessed for 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 key function holders (regular reassessment). In addition, ad hoc reviews are possible (ad hoc reassessment). IBB's People & Culture department carries out these reviews and regularly presents the results of the assessment to the Executive Board.

7.2 ESRS G1-3: Prevention and detection of corruption and bribery

18. Management of incidents of corruption or bribery

a) Procedures for preventing, detecting and addressing incidents of corruption or bribery

The existing procedures for preventing, detecting and combating corruption or bribery are set out in the SFO of IBB and IBB UV.

Employees are proactively trained to prevent criminal acts (e.g. money laundering, terrorist financing, corruption and bribery) and informed immediately about new legal regulations.

The goal of preventing corruption and bribery is particularly evident in its firm embedding in the Code of Conduct. The SFO also regulates the handling of conflicts of interest and the transparent and appropriate handling of the acceptance of gifts and invitations by employees. The employees of the Corporate Compliance staff unit are available to clarify any questions in this regard.

The (Group) money laundering officer coordinates the prevention and defense measures for the prevention of money laundering, terrorist financing and other criminal acts. This includes both possible external criminal acts 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 or checking the reliability of new employees, as well as the prevention of corruption and bribery.

b) Communication between the investigators or the investigating committee and the chain of management involved in the matter

In the course of combating violations of legal regulations and/or internal company 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 persons investigating them. The Ombudsman's Office is available as a point of contact for all whistleblowers who wish to make a confidential report of serious irregularities at IBB or IBB UV, including violations within the meaning of the Whistleblower Protection Act (HinSchG). The Ombudsman's Office receives information confidentially and then clarifies the facts of the matter together with the Corporate Compliance department. Advice can also be given anonymously on request. Due to the lawyer's duty of confidentiality, anonymity is also maintained in the event of subsequent investigations by the police or public prosecutor.

c) Process for reporting outcomes to the members of the administrative, management and supervisory bodies

The Corporate Compliance staff unit carries out an analysis of potential risks at least once a year and derives appropriate controls from this. These controls are intended to ensure that processes and employee behavior comply with existing regulations.

The results relating to corruption or bribery are reported to the members of the administrative, management and supervisory bodies on a regular basis, at least once a year. In addition, regular reports are submitted to the Executive Boards of IBB and IBB UV as part of a two-week *jour fixe*.

19. Procedures in place to prevent, detect and address corruption or bribery and incidents of corruption or bribery

The procedures implemented to prevent corruption and bribery are set out in the SFO. For further information, see ESRS G1-1, Paragraph 10.

20. Communication of policies

Various communication channels are generally available to IBB and IBB UV for communicating requirements (email, intranet, databases and tools as well as manager information events and employee 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 the Corporate Compliance department and/or the HR department for further information.

Relevant information, e.g. on the whistleblower protection system, is made available to external stakeholders via the website under "Compliance".

21. Training concept for the prevention and avoidance of criminal acts

a) Nature, scope and depth of anti-corruption and anti-bribery training programs

A training concept is in place and documented in the SFO. Employees are proactively trained in the prevention of criminal acts (e.g. money laundering, terrorist financing, corruption and bribery) and informed about

new legal regulations. Web-based training courses (3s) are used for this purpose. These are mandatory and are followed up by the Corporate Compliance department.

IBB employees must complete a WBT training course on money laundering prevention and fraud prevention within the first three months of starting work. The training courses cover key issues and end with a test. The time required is approximately one hour, depending on previous knowledge. Follow-up training must be carried out by employees every three years at the latest.

While the WBT training course on fraud prevention deals with the background of white-collar crime and criminal acts as well as external and internal fraud, including characteristics and preventive measures, the WBT training course on money laundering prevention deals with the definition of money laundering, the legal framework and internal security measures as well as due diligence obligations and what to do 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.

In addition, employees are also made aware of new regulations via an intranet message. Compliance with existing EU sanctions is of central importance to IBB and IBB UV.

All employees must take note of the Code of Conduct and the guidelines on dealing with invitations, gifts and other conflicts of interest once a year in documentable form. Managers are encouraged to discuss these topics with employees in their meetings.

b) Percentage of functions-at-risk covered by training programs

The high-risk functions are covered 100% by training programs.

c) The extent to which training is given to the members of the administrative, management and supervisory bodies

The Supervisory Boards of IBB and IBB UV are covered by the training concept. In accordance with the Induction and Training Guidelines and in line with the requirements of the German Banking Act (KWG), an annual budget for training is provided for members of the Executive Board and Supervisory Board. In addition to individual training courses for members of the Executive Board and Supervisory Board, IBB offers annual training courses for the entire Supervisory Board, in which the latest regulatory requirements and other relevant topics are always covered. Each member also has access to an online training platform specializing in development banks, which enables members to undertake individual training on relevant topics at any time.

7.3 ESRS G1-4: Incidents of corruption or bribery

24. Combating corruption and bribery

a) Number of convictions and the amount of fines for violations of anti-corruption and anti-bribery laws

In 2024, no fines were imposed on IBB, IBB Business Team GmbH, IBB Capital GmbH or IBB Ventures for unlawful conduct or actions. Furthermore, there were no reports of cases of corruption committed by IBB Group employees.

b) Actions to address breaches in procedures and standards of anti-corruption and anti-bribery

As the development bank of the State of Berlin, IBB is particularly responsible for legally compliant action and observes compliance with legal requirements. This includes the relevant regulatory and legal requirements, i.e. national laws, EU regulations and 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 measures 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 acts by employees or customers in the course of business activities and in the internal relationship. The Corporate Governance Code of the State of Berlin is observed. In addition to IBB's Code of Conduct, the IBB Group's Code of Conduct serves as an overarching regulation. This Code of Conduct brings together existing guidelines that are relevant to the IBB Group's risk culture. The code forms a unifying framework and provides employees with an overview of all regulations that they must observe in their conduct.

25. Confirmed incidents of corruption and bribery

The confirmed incidents of corruption and bribery for the IBB Group are presented below:

a) The total number and nature of confirmed incidents of corruption or bribery	0
b) The number of confirmed incidents in which the Group's own employees were dismissed or disciplined for corruption or bribery	0
c) The number of confirmed incidents of contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0
d) Details of public court proceedings regarding corruption or bribery	There were no public legal proceedings for corruption or bribery against the IBB Group or its own employees during the reporting period.

7.4 ESRS G1-5: Political engagement and lobbying activities

29. Information on activities and commitments relating to political engagement, including lobbying activities

a) Representatives on the administrative, management and supervisory bodies responsible for the oversight of activities and obligations relating to political engagement, including lobbying activities

IBB, IBB Business Team GmbH, IBB Capital GmbH and IBB Ventures do not engage in any strategic lobbying activities.

The IBB Group implements development programs for the State of Berlin. This results in a two-way exchange of information between the IBB Group and the competent Berlin Senate department. Representation of interests vis-à-vis political decision-makers takes place via the industry associations of the banking sector. IBB is a member of the German Association of Public Banks (VÖB) and the European Association of Public Banks (EAPB). The main responsibility for cooperation with these associations lies with the Executive Board.

b) Financial or in-kind political contributions

As a matter of principle, the IBB Group does not make any party donations or contributions to politicians.

c) Main topics covered by lobbying activities

The explanations required in ESRS G1-5, Paragraph 29 c) are contained in ESRS G1-5, Paragraph 29 a). All regulations, tasks and competencies of the State of Berlin, IBB and IBB UV are set out in the Act on the Reorganization of the Legal Relationships of Investitionsbank Berlin.

d) Information on the registration of the Company in an EU or equivalent transparency register

The Company	Transparency register number
IBB Ventures	6400112586
IBB Capital GmbH	6401184591

IBB UV, IBB and IBB Business Team GmbH are not listed in any transparency register.

30. Disclosure on the members of the administrative, management and supervisory bodies

Prior to their appointment to the Executive Boards of IBB and IBB UV, the members of the Executive Boards did not hold any comparable positions in public administrations, including regulatory authorities. Their curricula vitae are available on the IBB website.

Six current members of the Supervisory Board have not held a comparable position in the public administration (including regulatory authorities) in the two years prior to their appointment. Three other members appointed by the Founders' Assembly represent the Senate Departments for Economics, Energy and Public Enterprises, Urban Development, Construction and Housing, and Finance. Information on the professional backgrounds of Ms. Franziska Giffey, Mr. Christian Gaebler and Mr. Wolfgang Schyrocki can be found on the Senate departments' websites.

At the other companies in the IBB Group, the management and supervisory bodies did not hold comparable positions in public administration, including regulatory authorities, prior to their appointment.

Appendix

A.1 Reporting forms in accordance with Annex VI of Delegated Regulation (EU) 2021/2178

A.1.1 Summary of KPIs to be disclosed by credit institutions under Article 8 of the Taxonomy Regulation (Template 0)

		Total environmentally sustainable assets	KPI****	KPI*****	% coverage (over total assets)*	% of assets excluded from the numerator of the GAR (Article 7(2) and (3) and Section 1.1.2. of Annex V)	% of assets excluded from the denominator of the GAR (Article 7(1) and Section 1.2.4 of Annex V)
Main KPI	Green asset ratio (GAR) stock	259.07	1.10%	1.19%	51.12%	47.73%	1.15%

		Total environmentally sustainable activities	KPI	KPI	% coverage (over total assets)	% of assets excluded from the numerator of the GAR (Article 7(2) and (3) and Section 1.1.2. of Annex V)	% of assets excluded from the denominator of the GAR (Article 7(1) and Section 1.2.4 of Annex V)
Additional KPIs	GAR (flow)	44.75	0.95%	1.13%	31.87%	68.13%	0.00%
	<i>Trading book*</i>		0.00%	0.00%			
	<i>Financial guarantees</i>		0.00%	0.00%			
	<i>Assets under management</i>		0.00%	0.00%			
	<i>Fees and commissions income**</i>		0.00%	0.00%			

* For credit institutions that do not meet the conditions of Article 94(1) of the CRR or the conditions set out in Article 325a(1) of the CRR

**Fees and commissions income from services other than lending and AuM

Institutions shall disclose forwardlooking information for this KPIs, including information in terms of targets, together with relevant explanations on the methodology applied.

*** % of assets covered by the KPI over banks' total assets

****based on the Turnover KPI of the counterparty

*****based on the CapEx KPI of the counterparty, except for lending activities where for general lending Turnover KPI is used

A.1.2 Assets for the calculation of GAR (Template 1, turnover)

Million EUR	a	b	c	d	e	f						
							Disclosure reference date T					
							Climate Change Mitigation (CCM)					
							Of which towards taxonomy relevant sectors (Taxonomy-eligible)					
Of which environmentally sustainable (Taxonomy-aligned)												
		Total [gross] carrying amount										
			Of which Use of Proceeds	Of which transitional	Of which enabling							
GAR - Covered assets in both numerator and denominator												
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	12,153.41	3,913.80	259.07	-	-						
2	Financial undertakings	5,945.63	1,221.83	91.21	-	-						
3	Credit institutions	4,169.02	1,115.95	85.36	-	-						
4	Loans and advances	738.32	188.92	12.83	-	-						
5	Debt securities, including UoP	3,430.70	927.03	72.53	-	-						
6	Equity instruments	-	-	-	-	-						
7	Other financial corporations	1,776.61	90.84	5.85	-	-						
8	of which investment firms	1,512.22	45.73	5.50	-	-						
9	Loans and advances	447.12	16.80	-	-	-						
10	Debt securities, including UoP	43.63	28.93	5.50	-	-						
11	Equity instruments	2.35	-	-	-	-						
12	of which management companies	82.64	15.05	-	-	-						
13	Loans and advances	37.54	-	-	-	-						
14	Debt securities, including UoP	-	-	-	-	-						
15	Equity instruments	5.06	-	-	-	-						
16	of which insurance undertakings	-	-	-	-	-						
17	Loans and advances	-	-	-	-	-						
18	Debt securities, including UoP	-	-	-	-	-						
19	Equity instruments	-	-	-	-	-						
20	Non-financial undertakings	2,491.54	2,381.69	151.32	-	-						
21	Loans and advances	936.64	862.89	97.68	-	-						
22	Debt securities, including UoP	44.01	7.91	4.52	-	-						
23	Equity instruments	-	-	-	-	-						
24	Households	427.34	310.28	16.54	-	-						
25	of which loans collateralized by residential immovable property	103.50	103.36	11.52	-	-						
26	of which building renovation loans	24.44	24.44	-	-	-						
27	of which motor vehicle loans	-	-	-	-	-						
28	Local governments financing	3,288.90	-	-	-	-						
29	Housing financing	-	-	-	-	-						
30	Other local government financing	3,288.90	-	-	-	-						
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-						
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	11,346.11	-	-	-	-						
33	Financial and Non-financial undertakings	10,560.45	-	-	-	-						
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	9,331.34	-	-	-	-						
35	Loans and advances	6,184.54	-	-	-	-						
36	of which loans collateralized by commercial immovable property	237.47	-	-	-	-						
37	of which building renovation loans	24.50	-	-	-	-						
38	Debt securities	9.81	-	-	-	-						
39	Equity instruments	183.65	-	-	-	-						
40	Non-EU country counterparties not subject to NFRD disclosure obligations	1,229.11	-	-	-	-						
41	Loans and advances	573.76	-	-	-	-						
42	Debt securities	643.32	-	-	-	-						
43	Equity instruments	12.03	-	-	-	-						
44	Derivatives	-	-	-	-	-						
45	On demand interbank loans	126.29	-	-	-	-						
46	Cash and cash-related assets	-	-	-	-	-						
47	Other categories of assets (e.g. Goodwill, commodities etc.)	659.37	-	-	-	-						
48	Total GAR assets	23,499.51	3,913.80	259.07	-	-						
49	Assets not covered for GAR calculation	272.85	-	-	-	-						
50	Central governments and Supranational issuers	248.25	-	-	-	-						
51	Central banks exposure	24.60	-	-	-	-						
52	Trading book	-	-	-	-	-						
53	Total assets	23,772.36	3,913.80	259.07	-	-						
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations												
54	Financial guarantees	21.30	-	-	-	-						
55	Assets under management	-	-	-	-	-						
56	Of which debt securities	-	-	-	-	-						
57	Of which equity instruments	-	-	-	-	-						

		g	h	i	j	k	l	m	n
		Disclosure reference date T							
		Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
Million EUR									
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable prop-								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)								
33	Financial and Non-financial undertakings								
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations								
35	Loans and advances								
36	of which loans collateralised by commercial immovable prop-								
37	of which building renovation loans								
38	Debt securities								
39	Equity instruments								
40	Non-EU country counterparties not subject to NFRD disclosure obligations								
41	Loans and advances								
42	Debt securities								
43	Equity instruments								
44	Derivatives								
45	On demand interbank loans								
46	Cash and cash-related assets								
47	Other categories of assets (e.g. Goodwill, commodities etc.)								
48	Total GAR assets								
49	Assets not covered for GAR calculation								
50	Central governments and Supranational issuers								
51	Central banks exposure								
52	Trading book								
53	Total assets								
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations									
54	Financial guarantees								
55	Assets under management								
56	Of which debt securities								
57	Of which equity instruments								

Million EUR	o	p	q	r	s	t	u	v
	Disclosure reference date T							
	Circular economy (CE)				Pollution (PPC)			
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
	Of which environmentally sustainable (Taxonomy-aligned)		Of which enabling		Of which environmentally sustainable (Taxonomy-aligned)		Of which enabling	
	Of which Use of Proceeds		Of which Use of Proceeds		Of which Use of Proceeds		Of which Use of Proceeds	
GAR - Covered assets in both numerator and denominator								
1 Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2 Financial undertakings								
3 Credit institutions								
4 Loans and advances								
5 Debt securities, including UoP								
6 Equity instruments								
7 Other financial corporations								
8 of which investment firms								
9 Loans and advances								
10 Debt securities, including UoP								
11 Equity instruments								
12 of which management companies								
13 Loans and advances								
14 Debt securities, including UoP								
15 Equity instruments								
16 of which insurance undertakings								
17 Loans and advances								
18 Debt securities, including UoP								
19 Equity instruments								
20 Non-financial undertakings								
21 Loans and advances								
22 Debt securities, including UoP								
23 Equity instruments								
24 Households								
25 of which loans collateralised by residential immovable prop-								
26 of which building renovation loans								
27 of which motor vehicle loans								
28 Local governments financing								
29 Housing financing								
30 Other local government financing								
31 Collateral obtained by taking possession: residential and commercial immovable properties								
32 Assets excluded from the numerator for GAR calculation (covered in the denominator)								
33 Financial and Non-financial undertakings								
34 SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations								
35 Loans and advances								
36 of which loans collateralised by commercial immovable prop-								
37 of which building renovation loans								
38 Debt securities								
39 Equity instruments								
40 Non-EU country counterparties not subject to NFRD disclosure obligations								
41 Loans and advances								
42 Debt securities								
43 Equity instruments								
44 Derivatives								
45 On demand interbank loans								
46 Cash and cash-related assets								
47 Other categories of assets (e.g. Goodwill, commodities etc.)								
48 Total GAR assets								
49 Assets not covered for GAR calculation								
50 Central governments and Supranational issuers								
51 Central banks exposure								
52 Trading book								
53 Total assets								
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations								
54 Financial guarantees								
55 Assets under management								
56 Of which debt securities								
57 Of which equity instruments								

Million EUR	w	x	z	aa	ab	ac	ad	ae	af
	Disclosure reference date T								
	Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)					
		Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator									
1 Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation					3,913.80	259.07	-	-	-
2 Financial undertakings					1,221.83	91.21	-	-	-
3 Credit institutions					1,115.95	85.36	-	-	-
4 Loans and advances					188.92	12.83	-	-	-
5 Debt securities, including UoP					927.03	72.53	-	-	-
6 Equity instruments					-	-	-	-	-
7 Other financial corporations					90.84	5.85	-	-	-
8 of which investment firms					45.73	5.50	-	-	-
9 Loans and advances					16.80	-	-	-	-
10 Debt securities, including UoP					28.93	5.50	-	-	-
11 Equity instruments					-	-	-	-	-
12 of which management companies					15.05	-	-	-	-
13 Loans and advances					-	-	-	-	-
14 Debt securities, including UoP					-	-	-	-	-
15 Equity instruments					-	-	-	-	-
16 of which insurance undertakings					-	-	-	-	-
17 Loans and advances					-	-	-	-	-
18 Debt securities, including UoP					-	-	-	-	-
19 Equity instruments					-	-	-	-	-
20 Non-financial undertakings					2,381.69	151.32	-	-	-
21 Loans and advances					862.89	97.68	-	-	-
22 Debt securities, including UoP					7.91	4.52	-	-	-
23 Equity instruments					-	-	-	-	-
24 Households					310.28	16.54	-	-	-
25 of which loans collateralised by residential immovable					103.36	11.52	-	-	-
26 of which building renovation loans					24.44	-	-	-	-
27 of which motor vehicle loans					-	-	-	-	-
28 Local governments financing					-	-	-	-	-
29 Housing financing					-	-	-	-	-
30 Other local government financing					-	-	-	-	-
31 Collateral obtained by taking possession: residential and commercial immovable properties					-	-	-	-	-
32 Assets excluded from the numerator for GAR calculation (covered in the denominator)					-	-	-	-	-
33 Financial and Non-financial undertakings									
34 SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations									
35 Loans and advances									
36 of which loans collateralised by commercial immovable									
37 of which building renovation loans									
38 Debt securities									
39 Equity instruments									
40 Non-EU country counterparties not subject to NFRD disclosure obligations									
41 Loans and advances									
42 Debt securities									
43 Equity instruments									
44 Derivatives									
45 On demand interbank loans									
46 Cash and cash-related assets									
47 Other categories of assets (e.g. Goodwill, commodities etc.)									
48 Total GAR assets					3,913.80	259.07	-	-	-
49 Assets not covered for GAR calculation									
50 Central governments and Supranational issuers									
51 Central banks exposure									
52 Trading book									
53 Total assets					3,913.80	259.07	-	-	-
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations									
54 Financial guarantees					-	-	-	-	-
55 Assets under management					-	-	-	-	-
56 Of which debt securities					-	-	-	-	-
57 Of which equity instruments					-	-	-	-	-

		ag	ah	ai	aj	ak	al
		Disclosure reference date T-1					
		Climate Change Mitigation (CCM)					
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)					
		Of which environmentally sustainable (Taxonomy-aligned)					
		Total [gross] carrying amount			Of which Use of Proceeds	Of which transitional	Of which ena- bling
					Million EUR		
GAR - Covered assets in both numerator and denominator							
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	8,344.65	2,857.46	156.07	-	-	-
2	Financial undertakings	5,666.80	576.81	1.44	-	-	-
3	Credit institutions	3,915.66	512.74	-	-	-	-
4	Loans and advances	695.45	15.66	-	-	-	-
5	Debt securities, including UoP	3,220.21	497.08	-	-	-	-
6	Equity instruments	-	-	-	-	-	-
7	Other financial corporations	1,751.15	48.70	1.44	-	-	-
8	of which investment firms	1,551.91	21.22	1.34	-	-	-
9	Loans and advances	1,525.74	18.25	-	-	-	-
10	Debt securities, including UoP	24.27	2.98	1.34	-	-	-
11	Equity instruments	1.90	-	-	-	-	-
12	of which management companies	75.74	15.37	-	-	-	-
13	Loans and advances	72.10	15.37	-	-	-	-
14	Debt securities, including UoP	-	-	-	-	-	-
15	Equity instruments	3.64	-	-	-	-	-
16	of which insurance undertakings	0.71	-	-	-	-	-
17	Loans and advances	0.01	-	-	-	-	-
18	Debt securities, including UoP	-	-	-	-	-	-
19	Equity instruments	0.70	-	-	-	-	-
20	Non-financial undertakings	2,202.81	1,982.02	140.28	-	-	-
21	Loans and advances	2,170.32	1,979.51	139.24	-	-	-
22	Debt securities, including UoP	32.49	2.50	1.04	-	-	-
23	Equity instruments	-	-	-	-	-	-
24	Households	475.03	298.63	14.36	-	-	-
25	of which loans collateralised by residential immovable property	409.53	284.86	14.36	-	-	-
26	of which building renovation loans	24.91	24.91	-	-	-	-
27	of which motor vehicle loans	-	-	-	-	-	-
28	Local governments financing	-	-	-	-	-	-
29	Housing financing	-	-	-	-	-	-
30	Other local government financing	-	-	-	-	-	-
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	9,558.87	-	-	-	-	-
33	Financial and Non-financial undertakings	8,202.11	-	-	-	-	-
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	7,782.09	-	-	-	-	-
35	Loans and advances	7,609.58	-	-	-	-	-
36	of which loans collateralised by commercial immovable property	227.47	-	-	-	-	-
37	of which building renovation loans	24.49	-	-	-	-	-
38	Debt securities	4.99	-	-	-	-	-
39	Equity instruments	167.52	-	-	-	-	-
40	Non-EU country counterparties not subject to NFRD disclosure obligations	420.02	-	-	-	-	-
41	Loans and advances	26.24	-	-	-	-	-
42	Debt securities	378.56	-	-	-	-	-
43	Equity instruments	15.22	-	-	-	-	-
44	Derivatives	-	-	-	-	-	-
45	On demand interbank loans	1,276.80	-	-	-	-	-
46	Cash and cash-related assets	-	-	-	-	-	-
47	Other categories of assets (e.g. Goodwill, commodities etc.)	79.96	-	-	-	-	-
48	Total GAR assets	17,903.51	2,857.46	156.07	-	-	-
49	Assets not covered for GAR calculation	4,286.89	-	-	-	-	-
50	Central governments and Supranational issuers	3,325.15	-	-	-	-	-
51	Central banks exposure	961.74	-	-	-	-	-
52	Trading book	-	-	-	-	-	-
53	Total assets	22,190.40	2,857.46	156.07	-	-	-
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations							
54	Financial guarantees						
55	Assets under management						
56	Of which debt securities						
57	Of which equity instruments						

		am	an	ao	ap	aq	ar	as	at
		Disclosure reference date T-1							
		Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)		Of which enabling		Of which environmentally sustainable (Taxonomy-aligned)		Of which enabling	
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
Million EUR									
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable prop-								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)								
33	Financial and Non-financial undertakings								
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations								
35	Loans and advances								
36	of which loans collateralised by commercial immovable prop-								
37	of which building renovation loans								
38	Debt securities								
39	Equity instruments								
40	Non-EU country counterparties not subject to NFRD disclosure obligations								
41	Loans and advances								
42	Debt securities								
43	Equity instruments								
44	Derivatives								
45	On demand interbank loans								
46	Cash and cash-related assets								
47	Other categories of assets (e.g. Goodwill, commodities etc.)								
48	Total GAR assets								
49	Assets not covered for GAR calculation								
50	Central governments and Supranational issuers								
51	Central banks exposure								
52	Trading book								
53	Total assets								
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations									
54	Financial guarantees								
55	Assets under management								
56	Of which debt securities								
57	Of which equity instruments								

Million EUR	bc	bd	be	bf	bg	bh	bi	bj	bk
	Disclosure reference date T-1								
	Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)					
		Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator									
1 Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation					2,857.46	156.07			
2 Financial undertakings					576.81	1.44			
3 Credit institutions					512.74	-			
4 Loans and advances					15.66	-			
5 Debt securities, including UoP					497.08	-			
6 Equity instruments					-	-			
7 Other financial corporations					48.70	1.44			
8 of which investment firms					21.22	1.34			
9 Loans and advances					18.25	-			
10 Debt securities, including UoP					2.98	1.34			
11 Equity instruments					-	-			
12 of which management companies					15.37	-			
13 Loans and advances					15.37	-			
14 Debt securities, including UoP					-	-			
15 Equity instruments					-	-			
16 of which insurance undertakings					-	-			
17 Loans and advances					-	-			
18 Debt securities, including UoP					-	-			
19 Equity instruments					-	-			
20 Non-financial undertakings					1,982.02	140.28			
21 Loans and advances					1,979.51	139.24			
22 Debt securities, including UoP					2.50	1.04			
23 Equity instruments					-	-			
24 Households					298.63	14.36			
25 of which loans collateralised by residential immovable					284.86	14.36			
26 of which building renovation loans					24.91	-			
27 of which motor vehicle loans					-	-			
28 Local governments financing					-	-			
29 Housing financing					-	-			
30 Other local government financing					-	-			
31 Collateral obtained by taking possession: residential and commercial immovable properties					-	-			
32 Assets excluded from the numerator for GAR calculation (covered in the denominator)					-	-			
33 Financial and Non-financial undertakings									
34 SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations									
35 Loans and advances									
36 of which loans collateralised by commercial immovable									
37 of which building renovation loans									
38 Debt securities									
39 Equity instruments									
40 Non-EU country counterparties not subject to NFRD disclosure obligations									
41 Loans and advances									
42 Debt securities									
43 Equity instruments									
44 Derivatives									
45 On demand interbank loans									
46 Cash and cash-related assets									
47 Other categories of assets (e.g. Goodwill, commodities etc.)									
48 Total GAR assets					2,857.46	156.07			
49 Assets not covered for GAR calculation									
50 Central governments and Supranational issuers									
51 Central banks exposure									
52 Trading book									
53 Total assets					2,857.46	156.07			
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations									
54 Financial guarantees									
55 Assets under management									
56 Of which debt securities									
57 Of which equity instruments									

A.1.3 Assets for the calculation of GAR (Template 1, CapEx)

Million EUR	a	b	Disclosure reference date T				
			Climate Change Mitigation (CCM)				
			Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
			Of which environmentally sustainable (Taxonomy-aligned)				
	Total [gross] carrying amount		Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator							
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	12,153.41	3,922.22	279.93	-	-	-
2	Financial undertakings	5,945.63	1,214.99	98.05	-	-	-
3	Credit institutions	4,169.02	1,104.12	88.86	-	-	-
4	Loans and advances	738.32	188.80	13.17	-	-	-
5	Debt securities, including UoP	3,430.70	915.32	75.69	-	-	-
6	Equity instruments	-	-	-	-	-	-
7	Other financial corporations	1,776.61	95.83	9.19	-	-	-
8	of which investment firms	1,512.22	48.01	8.77	-	-	-
9	Loans and advances	447.12	16.80	-	-	-	-
10	Debt securities, including UoP	43.63	31.21	8.77	-	-	-
11	Equity instruments	2.35	-	-	-	-	-
12	of which management companies	82.64	15.05	-	-	-	-
13	Loans and advances	37.54	-	-	-	-	-
14	Debt securities, including UoP	-	-	-	-	-	-
15	Equity instruments	5.06	-	-	-	-	-
16	of which insurance undertakings	-	-	-	-	-	-
17	Loans and advances	-	-	-	-	-	-
18	Debt securities, including UoP	-	-	-	-	-	-
19	Equity instruments	-	-	-	-	-	-
20	Non-financial undertakings	2,491.54	2,396.95	165.35	-	-	-
21	Loans and advances	936.64	873.59	107.32	-	-	-
22	Debt securities, including UoP	44.01	12.47	8.92	-	-	-
23	Equity instruments	-	-	-	-	-	-
24	Households	427.34	310.28	16.54	-	-	-
25	of which loans collateralised by residential immovable property	103.50	103.36	11.52	-	-	-
26	of which building renovation loans	24.44	24.44	-	-	-	-
27	of which motor vehicle loans	-	-	-	-	-	-
28	Local governments financing	3,288.90	-	-	-	-	-
29	Housing financing	-	-	-	-	-	-
30	Other local government financing	3,288.90	-	-	-	-	-
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	11,346.11	-	-	-	-	-
33	Financial and Non-financial undertakings	10,560.45	-	-	-	-	-
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	9,331.34	-	-	-	-	-
35	Loans and advances	6,184.54	-	-	-	-	-
36	of which loans collateralised by commercial immovable property	237.47	-	-	-	-	-
37	of which building renovation loans	24.50	-	-	-	-	-
38	Debt securities	9.81	-	-	-	-	-
39	Equity instruments	183.65	-	-	-	-	-
40	Non-EU country counterparties not subject to NFRD disclosure obligations	1,229.11	-	-	-	-	-
41	Loans and advances	573.76	-	-	-	-	-
42	Debt securities	643.32	-	-	-	-	-
43	Equity instruments	12.03	-	-	-	-	-
44	Derivatives	-	-	-	-	-	-
45	On demand interbank loans	126.29	-	-	-	-	-
46	Cash and cash-related assets	-	-	-	-	-	-
47	Other categories of assets (e.g. Goodwill, commodities etc.)	659.37	-	-	-	-	-
48	Total GAR assets	23,499.51	3,922.22	279.93	-	-	-
49	Assets not covered for GAR calculation	272.85	-	-	-	-	-
50	Central governments and Supranational issuers	248.25	-	-	-	-	-
51	Central banks exposure	24.60	-	-	-	-	-
52	Trading book	-	-	-	-	-	-
53	Total assets	23,772.36	3,922.22	279.93	-	-	-
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations							
54	Financial guarantees	21.30	-	-	-	-	-
55	Assets under management	-	-	-	-	-	-
56	Of which debt securities	-	-	-	-	-	-
57	Of which equity instruments	-	-	-	-	-	-

Million EUR	g	h	i	j	k	l	m	n
	Disclosure reference date T							
	Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)	
		Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling	
GAR - Covered assets in both numerator and denominator								
1 Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2 Financial undertakings								
3 Credit institutions								
4 Loans and advances								
5 Debt securities, including UoP								
6 Equity instruments								
7 Other financial corporations								
8 of which investment firms								
9 Loans and advances								
10 Debt securities, including UoP								
11 Equity instruments								
12 of which management companies								
13 Loans and advances								
14 Debt securities, including UoP								
15 Equity instruments								
16 of which insurance undertakings								
17 Loans and advances								
18 Debt securities, including UoP								
19 Equity instruments								
20 Non-financial undertakings								
21 Loans and advances								
22 Debt securities, including UoP								
23 Equity instruments								
24 Households								
25 of which loans collateralised by residential immovable prop-								
26 of which building renovation loans								
27 of which motor vehicle loans								
28 Local governments financing								
29 Housing financing								
30 Other local government financing								
31 Collateral obtained by taking possession: residential and commercial immovable properties								
32 Assets excluded from the numerator for GAR calculation (covered in the denominator)								
33 Financial and Non-financial undertakings								
34 SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations								
35 Loans and advances								
36 of which loans collateralised by commercial immovable prop-								
37 of which building renovation loans								
38 Debt securities								
39 Equity instruments								
40 Non-EU country counterparties not subject to NFRD disclosure obligations								
41 Loans and advances								
42 Debt securities								
43 Equity instruments								
44 Derivatives								
45 On demand interbank loans								
46 Cash and cash-related assets								
47 Other categories of assets (e.g. Goodwill, commodities etc.)								
48 Total GAR assets								
49 Assets not covered for GAR calculation								
50 Central governments and Supranational issuers								
51 Central banks exposure								
52 Trading book								
53 Total assets								
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations								
54 Financial guarantees								
55 Assets under management								
56 Of which debt securities								
57 Of which equity instruments								

Million EUR	o	p	q	r	s	t	u	v
	Disclosure reference date T							
	Circular economy (CE)				Pollution (PPC)			
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)				
		Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling	
GAR - Covered assets in both numerator and denominator								
1 Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2 Financial undertakings								
3 Credit institutions								
4 Loans and advances								
5 Debt securities, including UoP								
6 Equity instruments								
7 Other financial corporations								
8 of which investment firms								
9 Loans and advances								
10 Debt securities, including UoP								
11 Equity instruments								
12 of which management companies								
13 Loans and advances								
14 Debt securities, including UoP								
15 Equity instruments								
16 of which insurance undertakings								
17 Loans and advances								
18 Debt securities, including UoP								
19 Equity instruments								
20 Non-financial undertakings								
21 Loans and advances								
22 Debt securities, including UoP								
23 Equity instruments								
24 Households								
25 of which loans collateralised by residential immovable prop-								
26 of which building renovation loans								
27 of which motor vehicle loans								
28 Local governments financing								
29 Housing financing								
30 Other local government financing								
31 Collateral obtained by taking possession: residential and commercial immovable properties								
32 Assets excluded from the numerator for GAR calculation (covered in the denominator)								
33 Financial and Non-financial undertakings								
34 SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations								
35 Loans and advances								
36 of which loans collateralised by commercial immovable prop-								
37 of which building renovation loans								
38 Debt securities								
39 Equity instruments								
40 Non-EU country counterparties not subject to NFRD disclosure obligations								
41 Loans and advances								
42 Debt securities								
43 Equity instruments								
44 Derivatives								
45 On demand interbank loans								
46 Cash and cash-related assets								
47 Other categories of assets (e.g. Goodwill, commodities etc.)								
48 Total GAR assets								
49 Assets not covered for GAR calculation								
50 Central governments and Supranational issuers								
51 Central banks exposure								
52 Trading book								
53 Total assets								
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations								
54 Financial guarantees								
55 Assets under management								
56 Of which debt securities								
57 Of which equity instruments								

Million EUR	w	x	z	aa	ab	ac	ad	ae	af
	Disclosure reference date T								
	Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
	Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
	Of which environmentally sustainable (Taxonomy-aligned)			Of which environmentally sustainable (Taxonomy-aligned)					
		Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator									
1 Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation					3,922.22	279.93	-	-	-
2 Financial undertakings					1,214.99	98.05	-	-	-
3 Credit institutions					1,104.12	88.86	-	-	-
4 Loans and advances					188.80	13.17	-	-	-
5 Debt securities, including UoP					915.32	75.69	-	-	-
6 Equity instruments					-	-	-	-	-
7 Other financial corporations					95.83	9.19	-	-	-
8 of which investment firms					48.01	8.77	-	-	-
9 Loans and advances					16.80	-	-	-	-
10 Debt securities, including UoP					31.21	8.77	-	-	-
11 Equity instruments					-	-	-	-	-
12 of which management companies					15.05	-	-	-	-
13 Loans and advances					-	-	-	-	-
14 Debt securities, including UoP					-	-	-	-	-
15 Equity instruments					-	-	-	-	-
16 of which insurance undertakings					-	-	-	-	-
17 Loans and advances					-	-	-	-	-
18 Debt securities, including UoP					-	-	-	-	-
19 Equity instruments					-	-	-	-	-
20 Non-financial undertakings					2,396.95	165.35	-	-	-
21 Loans and advances					873.59	107.32	-	-	-
22 Debt securities, including UoP					12.47	8.92	-	-	-
23 Equity instruments					-	-	-	-	-
24 Households					310.28	16.54	-	-	-
25 of which loans collateralised by residential immovable					103.36	11.52	-	-	-
26 of which building renovation loans					24.44	-	-	-	-
27 of which motor vehicle loans					-	-	-	-	-
28 Local governments financing					-	-	-	-	-
29 Housing financing					-	-	-	-	-
30 Other local government financing					-	-	-	-	-
31 Collateral obtained by taking possession: residential and commercial immovable properties					-	-	-	-	-
32 Assets excluded from the numerator for GAR calculation (covered in the denominator)					-	-	-	-	-
33 Financial and Non-financial undertakings									
34 SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations									
35 Loans and advances									
36 of which loans collateralised by commercial immovable									
37 of which building renovation loans									
38 Debt securities									
39 Equity instruments									
40 Non-EU country counterparties not subject to NFRD disclosure obligations									
41 Loans and advances									
42 Debt securities									
43 Equity instruments									
44 Derivatives									
45 On demand interbank loans									
46 Cash and cash-related assets									
47 Other categories of assets (e.g. Goodwill, commodities etc.)									
48 Total GAR assets					3,922.22	279.93	-	-	-
49 Assets not covered for GAR calculation									
50 Central governments and Supranational issuers									
51 Central banks exposure									
52 Trading book									
53 Total assets					3,922.22	279.93	-	-	-
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations									
54 Financial guarantees					-	-	-	-	-
55 Assets under management					-	-	-	-	-
56 Of which debt securities					-	-	-	-	-
57 Of which equity instruments					-	-	-	-	-

		ag	ah	ai	aj	ak	al
		Disclosure reference date T-1					
		Climate Change Mitigation (CCM)					
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)					
		Of which environmentally sustainable (Taxonomy-aligned)					
		Total [gross] carrying amount			Of which Use of Proceeds	Of which transitional	Of which ena- bling
Million EUR							
GAR - Covered assets in both numerator and denominator							
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	8,344.65	2,852.23	166.21	-	-	-
2	Financial undertakings	5,666.80	554.91	2.39	-	-	-
3	Credit institutions	3,915.66	489.33	-	-	-	-
4	Loans and advances	695.45	15.69	-	-	-	-
5	Debt securities, including UoP	3,220.21	473.64	-	-	-	-
6	Equity instruments	-	-	-	-	-	-
7	Other financial corporations	1,751.15	50.21	2.39	-	-	-
8	of which investment firms	1,551.91	22.03	0.99	-	-	-
9	Loans and advances	1,525.74	18.25	-	-	-	-
10	Debt securities, including UoP	24.27	3.78	0.99	-	-	-
11	Equity instruments	1.90	-	-	-	-	-
12	of which management companies	75.74	15.37	-	-	-	-
13	Loans and advances	72.10	15.37	-	-	-	-
14	Debt securities, including UoP	-	-	-	-	-	-
15	Equity instruments	3.64	-	-	-	-	-
16	of which insurance undertakings	0.71	-	-	-	-	-
17	Loans and advances	0.01	-	-	-	-	-
18	Debt securities, including UoP	-	-	-	-	-	-
19	Equity instruments	0.70	-	-	-	-	-
20	Non-financial undertakings	2,202.81	1,998.69	149.47	-	-	-
21	Loans and advances	2,170.32	1,990.69	148.10	-	-	-
22	Debt securities, including UoP	32.49	7.99	1.36	-	-	-
23	Equity instruments	-	-	-	-	-	-
24	Households	475.03	298.63	14.36	-	-	-
25	of which loans collateralised by residential immovable property	409.53	284.86	14.36	-	-	-
26	of which building renovation loans	24.91	24.91	-	-	-	-
27	of which motor vehicle loans	-	-	-	-	-	-
28	Local governments financing	-	-	-	-	-	-
29	Housing financing	-	-	-	-	-	-
30	Other local government financing	-	-	-	-	-	-
31	Collateral obtained by taking possession: residential and commercial immovable properties	-	-	-	-	-	-
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)	9,558.87	-	-	-	-	-
33	Financial and Non-financial undertakings	8,202.11					
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations	7,782.09					
35	Loans and advances	7,609.58					
36	of which loans collateralised by commercial immovable property	227.47					
37	of which building renovation loans	24.49					
38	Debt securities	4.99					
39	Equity instruments	167.52					
40	Non-EU country counterparties not subject to NFRD disclosure obligations	420.02					
41	Loans and advances	26.24					
42	Debt securities	378.56					
43	Equity instruments	15.22					
44	Derivatives	-					
45	On demand interbank loans	1,276.80					
46	Cash and cash-related assets	-					
47	Other categories of assets (e.g. Goodwill, commodities etc.)	79.96					
48	Total GAR assets	17,903.51	2,852.23	166.21	-	-	-
49	Assets not covered for GAR calculation	4,286.89					
50	Central governments and Supranational issuers	3,325.15					
51	Central banks exposure	961.74					
52	Trading book	-					
53	Total assets	22,190.40	2,852.23	166.21	-	-	-
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations							
54	Financial guarantees						
55	Assets under management						
56	Of which debt securities						
57	Of which equity instruments						

		am	an	ao	ap	aq	ar	as	at
		Disclosure reference date T-1							
		Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)		Of which enabling		Of which environmentally sustainable (Taxonomy-aligned)		Of which enabling	
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
Million EUR									
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable prop-								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)								
33	Financial and Non-financial undertakings								
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations								
35	Loans and advances								
36	of which loans collateralised by commercial immovable prop-								
37	of which building renovation loans								
38	Debt securities								
39	Equity instruments								
40	Non-EU country counterparties not subject to NFRD disclosure obligations								
41	Loans and advances								
42	Debt securities								
43	Equity instruments								
44	Derivatives								
45	On demand interbank loans								
46	Cash and cash-related assets								
47	Other categories of assets (e.g. Goodwill, commodities etc.)								
48	Total GAR assets								
49	Assets not covered for GAR calculation								
50	Central governments and Supranational issuers								
51	Central banks exposure								
52	Trading book								
53	Total assets								
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations									
54	Financial guarantees								
55	Assets under management								
56	Of which debt securities								
57	Of which equity instruments								

		au	av	aw	ax	ay	az	ba	bb
		Disclosure reference date T-1							
		Circular economy (CE)				Pollution (PPC)			
		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)			
		Of which environmentally sustainable (Taxonomy-aligned)		Of which enabling		Of which environmentally sustainable (Taxonomy-aligned)		Of which enabling	
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
Million EUR									
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable prop-								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)								
33	Financial and Non-financial undertakings								
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations								
35	Loans and advances								
36	of which loans collateralised by commercial immovable prop-								
37	of which building renovation loans								
38	Debt securities								
39	Equity instruments								
40	Non-EU country counterparties not subject to NFRD disclosure obligations								
41	Loans and advances								
42	Debt securities								
43	Equity instruments								
44	Derivatives								
45	On demand interbank loans								
46	Cash and cash-related assets								
47	Other categories of assets (e.g. Goodwill, commodities etc.)								
48	Total GAR assets								
49	Assets not covered for GAR calculation								
50	Central governments and Supranational issuers								
51	Central banks exposure								
52	Trading book								
53	Total assets								
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations									
54	Financial guarantees								
55	Assets under management								
56	Of which debt securities								
57	Of which equity instruments								

		bc	bd	be	bf	bg	bh	bi	bj	bk
		Disclosure reference date T-1								
		Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
Million EUR		Of which towards taxonomy relevant sectors (Taxonomy-eligible)				Of which towards taxonomy relevant sectors (Taxonomy-eligible)				
		Of which environmentally sustainable (Taxonomy-aligned)				Of which environmentally sustainable (Taxonomy-aligned)				
			Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which transitional	Of which enabling		
GAR - Covered assets in both numerator and denominator										
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation					2,852.23	166.21			
2	Financial undertakings					554.91	2.39			
3	Credit institutions					489.33	-			
4	Loans and advances					15.69	-			
5	Debt securities, including UoP					473.64	-			
6	Equity instruments					-	-			
7	Other financial corporations					50.21	2.39			
8	of which investment firms					22.03	0.99			
9	Loans and advances					18.25	-			
10	Debt securities, including UoP					3.78	0.99			
11	Equity instruments					-	-			
12	of which management companies					15.37	-			
13	Loans and advances					15.37	-			
14	Debt securities, including UoP					-	-			
15	Equity instruments					-	-			
16	of which insurance undertakings					-	-			
17	Loans and advances					-	-			
18	Debt securities, including UoP					-	-			
19	Equity instruments					-	-			
20	Non-financial undertakings					1,998.69	149.47			
21	Loans and advances					1,990.69	148.10			
22	Debt securities, including UoP					7.99	1.36			
23	Equity instruments					-	-			
24	Households					298.63	14.36			
25	of which loans collateralised by residential immovable					284.86	14.36			
26	of which building renovation loans					24.91	-			
27	of which motor vehicle loans					-	-			
28	Local governments financing					-	-			
29	Housing financing					-	-			
30	Other local government financing					-	-			
31	Collateral obtained by taking possession: residential and commercial immovable properties					-	-			
32	Assets excluded from the numerator for GAR calculation (covered in the denominator)					-	-			
33	Financial and Non-financial undertakings									
34	SMEs and NFCs (other than SMEs) not subject to NFRD disclosure obligations									
35	Loans and advances									
36	of which loans collateralised by commercial immovable									
37	of which building renovation loans									
38	Debt securities									
39	Equity instruments									
40	Non-EU country counterparties not subject to NFRD disclosure obligations									
41	Loans and advances									
42	Debt securities									
43	Equity instruments									
44	Derivatives									
45	On demand interbank loans									
46	Cash and cash-related assets									
47	Other categories of assets (e.g. Goodwill, commodities etc.)									
48	Total GAR assets					2,852.23	166.21			
49	Assets not covered for GAR calculation									
50	Central governments and Supranational issuers									
51	Central banks exposure									
52	Trading book									
53	Total assets					2,852.23	166.21			
Off-balance sheet exposures - Undertakings subject to NFRD disclosure obligations										
54	Financial guarantees									
55	Assets under management									
56	Of which debt securities									
57	Of which equity instruments									

A.1.4 GAR sector information (Template 2, turnover)

		Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)			
		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive	
Breakdown by sector - NACE 4 digits level (code and label)		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
		Mn EUR	Of which environmentally sustainable (CCM)	Mn EUR	Of which environmentally sustainable (CCM)	Mn EUR	Of which environmentally sustainable (CCA)	Mn EUR	Of which environmentally sustainable (CCA)
		i	j	k	l	m	n	o	p
1	0164 – Seed processing for propagation	-	-	-	-	-	-	-	-
2	2712 – Manufacture of electricity distribution and control apparatus	3.35	2.93	-	-	-	-	-	-
3	2910 – Manufacture of motor vehicles	0.20	-	-	-	-	-	-	-
4	3511 – Production of electricity	4.56	1.59	-	-	-	-	-	-
5	4641 – Wholesale of textiles	0.52	0.52	-	-	-	-	-	-
6	6810 – Buying and selling of own real estate	2.41	2.31	-	-	-	-	-	-
7	6820 – Renting and operating of own or leased real estate	29.69	-	-	-	-	-	-	-
8	6831 – Real estate agencies	2,053.39	75.39	-	-	-	-	-	-
9	6832 – Management of real estate on a fee or contract basis	128.87	68.58	-	-	-	-	-	-
10	7010 – Activities of head offices	113.78	-	-	-	-	-	-	-
		Water and marine resources (WTR)				Circular economy (CE)			
		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive	
Breakdown by sector - NACE 4 digits level (code and label)		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
		Mn EUR	Of which environmentally sustainable (WTR)	Mn EUR	Of which environmentally sustainable (WTR)	Mn EUR	Of which environmentally sustainable (CE)	Mn EUR	Of which environmentally sustainable (CE)
		q	r	s	t	u	v	w	x
1	0164 – Seed processing for propagation	-	-	-	-	-	-	-	-
2	2712 – Manufacture of electricity distribution and control apparatus	-	-	-	-	-	-	-	-
3	2910 – Manufacture of motor vehicles	-	-	-	-	-	-	-	-
4	3511 – Production of electricity	-	-	-	-	-	-	-	-
5	4641 – Wholesale of textiles	-	-	-	-	-	-	-	-
6	6810 – Buying and selling of own real estate	-	-	-	-	-	-	-	-
7	6820 – Renting and operating of own or leased real estate	-	-	-	-	-	-	-	-
8	6831 – Real estate agencies	-	-	-	-	-	-	-	-
9	6832 – Management of real estate on a fee or contract basis	-	-	-	-	-	-	-	-
10	7010 – Activities of head offices	-	-	-	-	-	-	-	-
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive	
Breakdown by sector - NACE 4 digits level (code and label)		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
		Mn EUR	Of which environmentally sustainable (PPC)	Mn EUR	Of which environmentally sustainable (PPC)	Mn EUR	Of which environmentally sustainable (BIO)	Mn EUR	Of which environmentally sustainable (BIO)
		y	z	aa	ab				
1	0164 – Seed processing for propagation	-	-	-	-	-	-	-	-
2	2712 – Manufacture of electricity distribution and control apparatus	-	-	-	-	-	-	-	-
3	2910 – Manufacture of motor vehicles	-	-	-	-	-	-	-	-
4	3511 – Production of electricity	-	-	-	-	-	-	-	-
5	4641 – Wholesale of textiles	-	-	-	-	-	-	-	-
6	6810 – Buying and selling of own real estate	-	-	-	-	-	-	-	-
7	6820 – Renting and operating of own or leased real estate	-	-	-	-	-	-	-	-
8	6831 – Real estate agencies	-	-	-	-	-	-	-	-
9	6832 – Management of real estate on a fee or contract basis	-	-	-	-	-	-	-	-
10	7010 – Activities of head offices	-	-	-	-	-	-	-	-
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)							
		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive	
Breakdown by sector - NACE 4 digits level (code and label)		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
		Mn EUR	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	Mn EUR	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	Mn EUR	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	Mn EUR	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)
1	0164 – Seed processing for propagation	-	-	-	-	-	-	-	-
2	2712 – Manufacture of electricity distribution and control apparatus	3.35	2.93	-	-	-	-	-	-
3	2910 – Manufacture of motor vehicles	0.20	-	-	-	-	-	-	-
4	3511 – Production of electricity	4.56	1.59	-	-	-	-	-	-

5	4641 – Wholesale of textiles	0.52	0.52	
6	6810 – Buying and selling of own real estate	2.41	2.31	
7	6820 – Renting and operating of own or leased real estate	29.69	-	
8	6831 – Real estate agencies	2,053.39	75.39	
9	6832 – Management of real estate on a fee or contract basis	128.87	68.58	
10	7010 – Activities of head offices	113.78	-	

A.1.5 GAR sector information (Template 2, CapEx)

Breakdown by sector - NACE 4 digits level (code and label)	Climate Change Mitigation (CCM)				Climate Change Adaptation (CCA)			
	Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive	
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
	Mn EUR	Of which environmentally sustainable (CCM)	Mn EUR	Of which environmentally sustainable (CCM)	Mn EUR	Of which environmentally sustainable (CCA)	Mn EUR	Of which environmentally sustainable (CCA)
1 0164 – Seed processing for propagation	0.72	0.51						
2 2712 – Manufacture of electricity distribution and control apparatus	8.07	7.13						
3 2910 – Manufacture of motor vehicles	0.19	-						
4 3511 – Production of electricity	4.40	1.79						
5 4641 – Wholesale of textiles	0.48	0.46						
6 6810 – Buying and selling of own real estate	11.08	10.96						
7 6820 – Renting and operating of own or leased real estate	29.69	-						
8 6831 – Real estate agencies	2,053.39	75.39						
9 6832 – Management of real estate on a fee or contract basis	128.87	68.58						
10 7010 – Activities of head offices	113.78	-						

Breakdown by sector - NACE 4 digits level (code and label)	Water and marine resources (WTR)				Circular economy (CE)			
	Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive	
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
	Mn EUR	Of which environmentally sustainable (WTR)	Mn EUR	Of which environmentally sustainable (WTR)	Mn EUR	Of which environmentally sustainable (CE)	Mn EUR	Of which environmentally sustainable (CE)
1 0164 – Seed processing for propagation								
2 2712 – Manufacture of electricity distribution and control apparatus								
3 2910 – Manufacture of motor vehicles								
4 3511 – Production of electricity								
5 4641 – Wholesale of textiles								
6 6810 – Buying and selling of own real estate								
7 6820 – Renting and operating of own or leased real estate								
8 6831 – Real estate agencies								
9 6832 – Management of real estate on a fee or contract basis								
10 7010 – Activities of head offices								

Breakdown by sector - NACE 4 digits level (code and label)	Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
	Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive		Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive	
	[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount		[Gross] carrying amount	
	Mn EUR	Of which environmentally sustainable (PPC)	Mn EUR	Of which environmentally sustainable (PPC)	Mn EUR	Of which environmentally sustainable (BIO)	Mn EUR	Of which environmentally sustainable (BIO)
1 0164 – Seed processing for propagation								
2 2712 – Manufacture of electricity distribution and control apparatus								
3 2910 – Manufacture of motor vehicles								
4 3511 – Production of electricity								
5 4641 – Wholesale of textiles								
6 6810 – Buying and selling of own real estate								
7 6820 – Renting and operating of own or leased real estate								
8 6831 – Real estate agencies								
9 6832 – Management of real estate on a fee or contract basis								
10 7010 – Activities of head offices								

Breakdown by sector - NACE 4 digits level (code and label)	y	z	aa	ab
	TOTAL (CCM + CCA + WTR + CE + PPC + BIO)			
	Non-financial corporations (subject to the Non-financial Reporting Directive)		SMEs and other NFCs not subject to the Non-financial Reporting Directive	
	[Gross] carrying amount		[Gross] carrying amount	
Mn EUR	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	Mn EUR	Of which environmentally sustainable (CCM + CCA + WTR + CE + PPC + BIO)	
1	0164 – Seed processing for propagation	0.72	0.51	-
2	2712 – Manufacture of electricity distribution and control apparatus	8.07	7.13	-
3	2910 – Manufacture of motor vehicles	0.19	-	-
4	3511 – Production of electricity	4.40	1.79	-
5	4641 – Wholesale of textiles	0.48	0.46	-
6	6810 – Buying and selling of own real estate	11.08	10.96	-
7	6820 – Renting and operating of own or leased real estate	29.69	-	-
8	6831 – Real estate agencies	2,053.39	75.39	-
9	6832 – Management of real estate on a fee or contract basis	128.87	68.58	-
10	7010 – Activities of head offices	113.78	-	-

A.1.6 GAR KPI stock (Template 3, turnover)

		a	b	c	d	e	f	g	h	i
		Disclosure reference date T								
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
	GAR - Covered assets in both numerator and denominator									
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	16.65%	1.10%	0.00%	0.00%	0.00%				
2	Financial undertakings	5.20%	0.39%	0.00%	0.00%	0.00%				
3	Credit institutions	4.75%	0.36%	0.00%	0.00%	0.00%				
4	Loans and advances	0.80%	0.05%	0.00%	0.00%	0.00%				
5	Debt securities, including UoP	3.94%	0.31%	0.00%	0.00%	0.00%				
6	Equity instruments	0.00%	0.00%		0.00%	0.00%				
7	Other financial corporations	0.39%	0.02%	0.00%	0.00%	0.00%				
8	of which investment firms	0.19%	0.02%	0.00%	0.00%	0.00%				
9	Loans and advances	0.07%	0.00%	0.00%	0.00%	0.00%				
10	Debt securities, including UoP	0.12%	0.02%	0.00%	0.00%	0.00%				
11	Equity instruments	0.00%	0.00%		0.00%	0.00%				
12	of which management companies	0.06%	0.00%	0.00%	0.00%	0.00%				
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
15	Equity instruments	0.00%	0.00%		0.00%	0.00%				
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%				
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
19	Equity instruments	0.00%	0.00%		0.00%	0.00%				
20	Non-financial undertakings	10.14%	0.64%	0.00%	0.00%	0.00%				
21	Loans and advances	3.67%	0.42%	0.00%	0.00%	0.00%				
22	Debt securities, including UoP	0.03%	0.02%	0.00%	0.00%	0.00%				
23	Equity instruments	0.00%	0.00%		0.00%	0.00%				
24	Households	1.32%	0.07%	0.00%	0.00%	0.00%				
25	of which loans collateralised by residential immovable property	0.44%	0.05%	0.00%	0.00%	0.00%				
26	of which building renovation loans	0.10%	0.00%	0.00%	0.00%	0.00%				
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%				
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%				
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%				
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%				
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%				
32	Total GAR assets	16.65%	1.10%	0.00%	0.00%	0.00%				

		j	k	l	m	n	o	p	q	
		Disclosure reference date T								
		Water and marine resources (WTR)				Circular economy (CE)				
% (compared to flow of total eligible assets)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
			Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
	GAR - Covered assets in both numerator and denominator									
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation									
2	Financial undertakings									
3	Credit institutions									
4	Loans and advances									
5	Debt securities, including UoP									
6	Equity instruments									
7	Other financial corporations									
8	of which investment firms									
9	Loans and advances									
10	Debt securities, including UoP									
11	Equity instruments									
12	of which management companies									
13	Loans and advances									
14	Debt securities, including UoP									
15	Equity instruments									
16	of which insurance undertakings									
17	Loans and advances									
18	Debt securities, including UoP									
19	Equity instruments									
20	Non-financial undertakings									
21	Loans and advances									
22	Debt securities, including UoP									
23	Equity instruments									
24	Households									
25	of which loans collateralised by residential immovable property									
26	of which building renovation loans									
27	of which motor vehicle loans									
28	Local governments financing									
29	Housing financing									
30	Other local government financing									
31	Collateral obtained by taking possession: residential and commercial immovable properties									
32	Total GAR assets									

		r	s	t	u	v	w	x	z
	% (compared to flow of total eligible assets)	Disclosure reference date T							
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
		Of which Use of Proceeds		Of which enabling	Of which Use of Proceeds		Of which enabling		
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		aa	ab	ac	ad	ae	af
		Disclosure reference date T					
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
% (compared to flow of total eligible assets)	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)						Proportion of total new assets covered
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)						
		Of which Use of Proceeds	Of which transitional	Of which enabling			
	GAR - Covered assets in both numerator and denominator						
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	16.65%	1.10%	0.00%	0.00%	0.00%	51.72%
2	Financial undertakings	5.20%	0.39%	0.00%	0.00%	0.00%	25.30%
3	Credit institutions	4.75%	0.36%	0.00%	0.00%	0.00%	17.74%
4	Loans and advances	0.80%	0.05%	0.00%	0.00%	0.00%	3.14%
5	Debt securities, including UoP	3.94%	0.31%	0.00%	0.00%	0.00%	14.60%
6	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
7	Other financial corporations	0.39%	0.02%	0.00%	0.00%	0.00%	7.56%
8	of which investment firms	0.19%	0.02%	0.00%	0.00%	0.00%	6.44%
9	Loans and advances	0.07%	0.00%	0.00%	0.00%	0.00%	1.90%
10	Debt securities, including UoP	0.12%	0.02%	0.00%	0.00%	0.00%	0.19%
11	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.01%
12	of which management companies	0.06%	0.00%	0.00%	0.00%	0.00%	0.35%
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.02%
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
20	Non-financial undertakings	10.14%	0.64%	0.00%	0.00%	0.00%	10.60%
21	Loans and advances	3.67%	0.42%	0.00%	0.00%	0.00%	3.99%
22	Debt securities, including UoP	0.03%	0.02%	0.00%	0.00%	0.00%	0.19%
23	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
24	Households	1.32%	0.07%	0.00%	0.00%	0.00%	1.82%
25	of which loans collateralised by residential immovable property	0.44%	0.05%	0.00%	0.00%	0.00%	0.44%
26	of which building renovation loans	0.10%	0.00%	0.00%	0.00%	0.00%	0.10%
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%	
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%	14.00%
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%	14.00%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
32	Total GAR assets	16.65%	1.10%	0.00%	0.00%	0.00%	48.28%

		ag	ah	ai	aj	ak	al	am	an	ao
		Disclosure reference date T-1								
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
	GAR - Covered assets in both numerator and denominator									
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	15.96%	0.87%	0.00%	0.00%	0.00%				
2	Financial undertakings	3.22%	0.01%	0.00%	0.00%	0.00%				
3	Credit institutions	2.86%	0.00%	0.00%	0.00%	0.00%				
4	Loans and advances	0.09%	0.00%	0.00%	0.00%	0.00%				
5	Debt securities, including UoP	2.78%	0.00%	0.00%	0.00%	0.00%				
6	Equity instruments	0.00%	0.00%			0.00%				
7	Other financial corporations	0.27%	0.01%	0.00%	0.00%	0.00%				
8	of which investment firms	0.12%	0.01%	0.00%	0.00%	0.00%				
9	Loans and advances	0.10%	0.00%	0.00%	0.00%	0.00%				
10	Debt securities, including UoP	0.02%	0.01%	0.00%	0.00%	0.00%				
11	Equity instruments	0.00%	0.00%			0.00%				
12	of which management companies	0.09%	0.00%	0.00%	0.00%	0.00%				
13	Loans and advances	0.09%	0.00%	0.00%	0.00%	0.00%				
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
15	Equity instruments	0.00%	0.00%			0.00%				
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%				
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
19	Equity instruments	0.00%	0.00%			0.00%				
20	Non-financial undertakings	11.07%	0.78%	0.00%	0.00%	0.00%				
21	Loans and advances	11.06%	0.78%	0.00%	0.00%	0.00%				
22	Debt securities, including UoP	0.01%	0.01%	0.00%	0.00%	0.00%				
23	Equity instruments	0.00%	0.00%			0.00%				
24	Households	1.67%	0.08%	0.00%	0.00%	0.00%				
25	of which loans collateralised by residential immovable property	1.59%	0.08%	0.00%	0.00%	0.00%				
26	of which building renovation loans	0.14%	0.00%	0.00%	0.00%	0.00%				
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%				
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%				
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%				
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%				
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%				
32	Total GAR assets	15.96%	0.87%	0.00%	0.00%	0.00%				

		ap	aq	ar	as	at	au	av	aw
		Disclosure reference date T-1							
		Water and marine resources (WTR)				Circular economy (CE)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		ax	ay	az	ba	bb	bc	bd	be
		Disclosure reference date T-1							
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		bf	bg	bh	bi	bj	bk
		Disclosure reference date T-1					
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total new assets covered
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					
		Of which Use of Proceeds	Of which transitional	Of which enabling			
	GAR - Covered assets in both numerator and denominator						
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	15.96%	0.87%	0.00%	0.00%	0.00%	46.61%
2	Financial undertakings	3.22%	0.01%	0.00%	0.00%	0.00%	31.65%
3	Credit institutions	2.86%	0.00%	0.00%	0.00%	0.00%	21.87%
4	Loans and advances	0.09%	0.00%	0.00%	0.00%	0.00%	3.88%
5	Debt securities, including UoP	2.78%	0.00%	0.00%	0.00%	0.00%	17.99%
6	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
7	Other financial corporations	0.27%	0.01%	0.00%	0.00%	0.00%	9.78%
8	of which investment firms	0.12%	0.01%	0.00%	0.00%	0.00%	8.67%
9	Loans and advances	0.10%	0.00%	0.00%	0.00%	0.00%	8.52%
10	Debt securities, including UoP	0.02%	0.01%	0.00%	0.00%	0.00%	0.14%
11	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.01%
12	of which management companies	0.09%	0.00%	0.00%	0.00%	0.00%	0.42%
13	Loans and advances	0.09%	0.00%	0.00%	0.00%	0.00%	0.40%
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.02%
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
20	Non-financial undertakings	11.07%	0.78%	0.00%	0.00%	0.00%	12.30%
21	Loans and advances	11.06%	0.78%	0.00%	0.00%	0.00%	12.12%
22	Debt securities, including UoP	0.01%	0.01%	0.00%	0.00%	0.00%	0.18%
23	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
24	Households	1.67%	0.08%	0.00%	0.00%	0.00%	2.65%
25	of which loans collateralised by residential immovable property	1.59%	0.08%	0.00%	0.00%	0.00%	2.29%
26	of which building renovation loans	0.14%	0.00%	0.00%	0.00%	0.00%	0.14%
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%	
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
32	Total GAR assets	15.96%	0.87%	0.00%	0.00%	0.00%	53.39%

A.1.7 GAR KPI stock (Template 3. CapEx)

		a	b	c	d	e	f	g	h	i
		Disclosure reference date T								
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
				Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling
	GAR - Covered assets in both numerator and denominator									
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	16.69%	1.19%	0.00%	0.00%	0.00%				
2	Financial undertakings	5.17%	0.42%	0.00%	0.00%	0.00%				
3	Credit institutions	4.70%	0.38%	0.00%	0.00%	0.00%				
4	Loans and advances	0.80%	0.06%	0.00%	0.00%	0.00%				
5	Debt securities, including UoP	3.90%	0.32%	0.00%	0.00%	0.00%				
6	Equity instruments	0.00%	0.00%		0.00%	0.00%				
7	Other financial corporations	0.41%	0.04%	0.00%	0.00%	0.00%				
8	of which investment firms	0.20%	0.04%	0.00%	0.00%	0.00%				
9	Loans and advances	0.07%	0.00%	0.00%	0.00%	0.00%				
10	Debt securities, including UoP	0.13%	0.04%	0.00%	0.00%	0.00%				
11	Equity instruments	0.00%	0.00%		0.00%	0.00%				
12	of which management companies	0.06%	0.00%	0.00%	0.00%	0.00%				
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
15	Equity instruments	0.00%	0.00%		0.00%	0.00%				
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%				
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
19	Equity instruments	0.00%	0.00%		0.00%	0.00%				
20	Non-financial undertakings	10.20%	0.70%	0.00%	0.00%	0.00%				
21	Loans and advances	3.72%	0.46%	0.00%	0.00%	0.00%				
22	Debt securities, including UoP	0.05%	0.04%	0.00%	0.00%	0.00%				
23	Equity instruments	0.00%	0.00%		0.00%	0.00%				
24	Households	1.32%	0.07%	0.00%	0.00%	0.00%				
25	of which loans collateralised by residential immovable property	0.44%	0.05%	0.00%	0.00%	0.00%				
26	of which building renovation loans	0.10%	0.00%	0.00%	0.00%	0.00%				
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%				
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%				
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%				
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%				
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%				
32	Total GAR assets	16.69%	1.19%	0.00%	0.00%	0.00%				

		j	k	l	m	n	o	p	q
		Disclosure reference date T							
		Water and marine resources (WTR)				Circular economy (CE)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
GAR - Covered assets in both numerator and denominator									
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		r	s	t	u	v	w	x	z
		Disclosure reference date T							
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		aa	ab	ac	ad	ae	af
		Disclosure reference date T					
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total new assets covered
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					
		Of which Use of Proceeds	Of which transitional	Of which enabling			
	GAR - Covered assets in both numerator and denominator						
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	16.69%	1.19%	0.00%	0.00%	0.00%	51.72%
2	Financial undertakings	5.17%	0.42%	0.00%	0.00%	0.00%	25.30%
3	Credit institutions	4.70%	0.38%	0.00%	0.00%	0.00%	17.74%
4	Loans and advances	0.80%	0.06%	0.00%	0.00%	0.00%	3.14%
5	Debt securities, including UoP	3.90%	0.32%	0.00%	0.00%	0.00%	14.60%
6	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
7	Other financial corporations	0.41%	0.04%	0.00%	0.00%	0.00%	7.56%
8	of which investment firms	0.20%	0.04%	0.00%	0.00%	0.00%	6.44%
9	Loans and advances	0.07%	0.00%	0.00%	0.00%	0.00%	1.90%
10	Debt securities, including UoP	0.13%	0.04%	0.00%	0.00%	0.00%	0.19%
11	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.01%
12	of which management companies	0.06%	0.00%	0.00%	0.00%	0.00%	0.35%
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.02%
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
20	Non-financial undertakings	10.20%	0.70%	0.00%	0.00%	0.00%	10.60%
21	Loans and advances	3.72%	0.46%	0.00%	0.00%	0.00%	3.99%
22	Debt securities, including UoP	0.05%	0.04%	0.00%	0.00%	0.00%	0.19%
23	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
24	Households	1.32%	0.07%	0.00%	0.00%	0.00%	1.82%
25	of which loans collateralised by residential immovable property	0.44%	0.05%	0.00%	0.00%	0.00%	0.44%
26	of which building renovation loans	0.10%	0.00%	0.00%	0.00%	0.00%	0.10%
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%	
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%	14.00%
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%	14.00%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
32	Total GAR assets	16.69%	1.19%	0.00%	0.00%	0.00%	48.28%

		ag	ah	ai	aj	ak	al	am	an	ao
		Disclosure reference date T-1								
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which transitional		Of which enabling	Of which Use of Proceeds		Of which enabling	
GAR - Covered assets in both numerator and denominator										
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	15.93%	0.93%	0.00%	0.00%	0.00%				
2	Financial undertakings	3.10%	0.01%	0.00%	0.00%	0.00%				
3	Credit institutions	2.73%	0.00%	0.00%	0.00%	0.00%				
4	Loans and advances	0.09%	0.00%	0.00%	0.00%	0.00%				
5	Debt securities, including UoP	2.65%	0.00%	0.00%	0.00%	0.00%				
6	Equity instruments	0.00%	0.00%		0.00%	0.00%				
7	Other financial corporations	0.28%	0.01%	0.00%	0.00%	0.00%				
8	of which investment firms	0.12%	0.01%	0.00%	0.00%	0.00%				
9	Loans and advances	0.10%	0.00%	0.00%	0.00%	0.00%				
10	Debt securities, including UoP	0.02%	0.01%	0.00%	0.00%	0.00%				
11	Equity instruments	0.00%	0.00%		0.00%	0.00%				
12	of which management companies	0.09%	0.00%	0.00%	0.00%	0.00%				
13	Loans and advances	0.09%	0.00%	0.00%	0.00%	0.00%				
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
15	Equity instruments	0.00%	0.00%		0.00%	0.00%				
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%				
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
19	Equity instruments	0.00%	0.00%		0.00%	0.00%				
20	Non-financial undertakings	11.16%	0.83%	0.00%	0.00%	0.00%				
21	Loans and advances	11.12%	0.83%	0.00%	0.00%	0.00%				
22	Debt securities, including UoP	0.04%	0.01%	0.00%	0.00%	0.00%				
23	Equity instruments	0.00%	0.00%		0.00%	0.00%				
24	Households	1.67%	0.08%	0.00%	0.00%	0.00%				
25	of which loans collateralised by residential immovable property	1.59%	0.08%	0.00%	0.00%	0.00%				
26	of which building renovation loans	0.14%	0.00%	0.00%	0.00%	0.00%				
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%				
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%				
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%				
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%				
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%				
32	Total GAR assets	15.93%	0.93%	0.00%	0.00%	0.00%				

		ap	aq	ar	as	at	au	av	aw
		Disclosure reference date T-1							
		Water and marine resources (WTR)				Circular economy (CE)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		ax	ay	az	ba	bb	bc	bd	be
		Disclosure reference date T-1							
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		bf	bg	bh	bi	bj	bk
		Disclosure reference date T-1					
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total new assets covered
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					
		Of which Use of Proceeds	Of which transitional	Of which enabling			
	GAR - Covered assets in both numerator and denominator						
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	15.93%	0.93%	0.00%	0.00%	0.00%	46.61%
2	Financial undertakings	3.10%	0.01%	0.00%	0.00%	0.00%	31.65%
3	Credit institutions	2.73%	0.00%	0.00%	0.00%	0.00%	21.87%
4	Loans and advances	0.09%	0.00%	0.00%	0.00%	0.00%	3.88%
5	Debt securities, including UoP	2.65%	0.00%	0.00%	0.00%	0.00%	17.99%
6	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
7	Other financial corporations	0.28%	0.01%	0.00%	0.00%	0.00%	9.78%
8	of which investment firms	0.12%	0.01%	0.00%	0.00%	0.00%	8.67%
9	Loans and advances	0.10%	0.00%	0.00%	0.00%	0.00%	8.52%
10	Debt securities, including UoP	0.02%	0.01%	0.00%	0.00%	0.00%	0.14%
11	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.01%
12	of which management companies	0.09%	0.00%	0.00%	0.00%	0.00%	0.42%
13	Loans and advances	0.09%	0.00%	0.00%	0.00%	0.00%	0.40%
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.02%
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
20	Non-financial undertakings	11.16%	0.83%	0.00%	0.00%	0.00%	12.30%
21	Loans and advances	11.12%	0.83%	0.00%	0.00%	0.00%	12.12%
22	Debt securities, including UoP	0.04%	0.01%	0.00%	0.00%	0.00%	0.18%
23	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
24	Households	1.67%	0.08%	0.00%	0.00%	0.00%	2.65%
25	of which loans collateralised by residential immovable property	1.59%	0.08%	0.00%	0.00%	0.00%	2.29%
26	of which building renovation loans	0.14%	0.00%	0.00%	0.00%	0.00%	0.14%
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%	
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
32	Total GAR assets	15.93%	0.93%	0.00%	0.00%	0.00%	53.39%

A.1.8 GAR KPI flow (Template 4, turnover)

		a	b	c	d	e	f	g	h	i
		Disclosure reference date T								
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
	GAR - Covered assets in both numerator and denominator									
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	11.77%	0.95%	0.00%	0.00%	0.00%				
2	Financial undertakings	9.41%	0.79%	0.00%	0.00%	0.00%				
3	Credit institutions	8.44%	0.71%	0.00%	0.00%	0.00%				
4	Loans and advances	2.79%	0.22%	0.00%	0.00%	0.00%				
5	Debt securities, including UoP	5.65%	0.49%	0.00%	0.00%	0.00%				
6	Equity instruments	0.00%	0.00%		0.00%	0.00%				
7	Other financial corporations	0.96%	0.08%	0.00%	0.00%	0.00%				
8	of which investment firms	0.49%	0.07%	0.00%	0.00%	0.00%				
9	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
10	Debt securities, including UoP	0.49%	0.07%	0.00%	0.00%	0.00%				
11	Equity instruments	0.00%	0.00%		0.00%	0.00%				
12	of which management companies	0.00%	0.00%	0.00%	0.00%	0.00%				
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
15	Equity instruments	0.00%	0.00%		0.00%	0.00%				
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%				
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
19	Equity instruments	0.00%	0.00%		0.00%	0.00%				
20	Non-financial undertakings	2.34%	0.16%	0.00%	0.00%	0.00%				
21	Loans and advances	0.34%	0.10%	0.00%	0.00%	0.00%				
22	Debt securities, including UoP	0.07%	0.06%	0.00%	0.00%	0.00%				
23	Equity instruments	0.00%	0.00%		0.00%	0.00%				
24	Households	0.01%	0.00%	0.00%	0.00%	0.00%				
25	of which loans collateralised by residential immovable property	0.00%	0.00%	0.00%	0.00%	0.00%				
26	of which building renovation loans	0.00%	0.00%	0.00%	0.00%	0.00%				
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%				
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%				
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%				
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%				
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%				
32	Total GAR assets	11.77%	0.95%	0.00%	0.00%	0.00%				

		j	k	l	m	n	o	p	q
		Disclosure reference date T							
		Water and marine resources (WTR)				Circular economy (CE)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		r	s	t	u	v	w	x	z
		Disclosure reference date T							
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		aa	ab	ac	ad	ae	af
		Disclosure reference date T					
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)					
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total new assets covered
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					
		Of which Use of Proceeds	Of which transitional	Of which enabling			
GAR - Covered assets in both numerator and denominator							
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	11.77%	0.95%	0.00%	0.00%	0.00%	31.87%
2	Financial undertakings	9.41%	0.79%	0.00%	0.00%	0.00%	29.19%
3	Credit institutions	8.44%	0.71%	0.00%	0.00%	0.00%	25.50%
4	Loans and advances	2.79%	0.22%	0.00%	0.00%	0.00%	6.95%
5	Debt securities, including UoP	5.65%	0.49%	0.00%	0.00%	0.00%	18.55%
6	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
7	Other financial corporations	0.96%	0.08%	0.00%	0.00%	0.00%	3.70%
8	of which investment firms	0.49%	0.07%	0.00%	0.00%	0.00%	0.79%
9	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10	Debt securities, including UoP	0.49%	0.07%	0.00%	0.00%	0.00%	0.74%
11	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
12	of which management companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.03%
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
19	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
20	Non-financial undertakings	2.34%	0.16%	0.00%	0.00%	0.00%	2.66%
21	Loans and advances	0.34%	0.10%	0.00%	0.00%	0.00%	0.34%
22	Debt securities, including UoP	0.07%	0.06%	0.00%	0.00%	0.00%	0.38%
23	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%
24	Households	0.01%	0.00%	0.00%	0.00%	0.00%	0.02%
25	of which loans collateralised by residential immovable property	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
26	of which building renovation loans	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
32	Total GAR assets	11.77%	0.95%	0.00%	0.00%	0.00%	31.87%

A.1.9 GAR KPI flow (Template 4, CapEx)

		a	b	c	d	e	f	g	h	i
		Disclosure reference date T								
		Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
				Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling
	GAR - Covered assets in both numerator and denominator									
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	11.79%	1.13%	0.00%	0.00%	0.00%				
2	Financial undertakings	9.33%	0.89%	0.00%	0.00%	0.00%				
3	Credit institutions	8.28%	0.73%	0.00%	0.00%	0.00%				
4	Loans and advances	2.79%	0.22%	0.00%	0.00%	0.00%				
5	Debt securities, including UoP	5.50%	0.51%	0.00%	0.00%	0.00%				
6	Equity instruments	0.00%	0.00%		0.00%	0.00%				
7	Other financial corporations	1.05%	0.16%	0.00%	0.00%	0.00%				
8	of which investment firms	0.53%	0.15%	0.00%	0.00%	0.00%				
9	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
10	Debt securities, including UoP	0.53%	0.15%	0.00%	0.00%	0.00%				
11	Equity instruments	0.00%	0.00%		0.00%	0.00%				
12	of which management companies	0.00%	0.00%	0.00%	0.00%	0.00%				
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
15	Equity instruments	0.00%	0.00%		0.00%	0.00%				
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%				
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%				
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%				
19	Equity instruments	0.00%	0.00%		0.00%	0.00%				
20	Non-financial undertakings	2.44%	0.24%	0.00%	0.00%	0.00%				
21	Loans and advances	0.34%	0.10%	0.00%	0.00%	0.00%				
22	Debt securities, including UoP	0.17%	0.15%	0.00%	0.00%	0.00%				
23	Equity instruments	0.00%	0.00%		0.00%	0.00%				
24	Households	0.01%	0.00%	0.00%	0.00%	0.00%				
25	of which loans collateralised by residential immovable property	0.00%	0.00%	0.00%	0.00%	0.00%				
26	of which building renovation loans	0.00%	0.00%	0.00%	0.00%	0.00%				
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%				
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%				
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%				
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%				
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%				
32	Total GAR assets	11.79%	1.13%	0.00%	0.00%	0.00%				

		j	k	l	m	n	o	p	q
		Disclosure reference date T							
		Water and marine resources (WTR)				Circular economy (CE)			
% (compared to flow of total eligible assets)	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)		
			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling	
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		r	s	t	u	v	w	x	z
		Disclosure reference date T							
		Pollution (PPC)				Biodiversity and Ecosystems (BIO)			
% (compared to flow of total eligible assets)		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
		Of which Use of Proceeds		Of which enabling		Of which Use of Proceeds		Of which enabling	
	GAR - Covered assets in both numerator and denominator								
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation								
2	Financial undertakings								
3	Credit institutions								
4	Loans and advances								
5	Debt securities, including UoP								
6	Equity instruments								
7	Other financial corporations								
8	of which investment firms								
9	Loans and advances								
10	Debt securities, including UoP								
11	Equity instruments								
12	of which management companies								
13	Loans and advances								
14	Debt securities, including UoP								
15	Equity instruments								
16	of which insurance undertakings								
17	Loans and advances								
18	Debt securities, including UoP								
19	Equity instruments								
20	Non-financial undertakings								
21	Loans and advances								
22	Debt securities, including UoP								
23	Equity instruments								
24	Households								
25	of which loans collateralised by residential immovable property								
26	of which building renovation loans								
27	of which motor vehicle loans								
28	Local governments financing								
29	Housing financing								
30	Other local government financing								
31	Collateral obtained by taking possession: residential and commercial immovable properties								
32	Total GAR assets								

		aa	ab	ac	ad	ae	af	
% (compared to flow of total eligible assets)		Disclosure reference date T						
		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)						
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)						Proportion of total new assets covered
		Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)						
		Of which Use of Proceeds	Of which transitional	Of which enabling				
	GAR - Covered assets in both numerator and denominator							
1	Loans and advances, debt securities and equity instruments not HFT eligible for GAR calculation	11.79%	1.13%	0.00%	0.00%	0.00%	31.87%	
2	Financial undertakings	9.33%	0.89%	0.00%	0.00%	0.00%	29.19%	
3	Credit institutions	8.28%	0.73%	0.00%	0.00%	0.00%	25.50%	
4	Loans and advances	2.79%	0.22%	0.00%	0.00%	0.00%	6.95%	
5	Debt securities, including UoP	5.50%	0.51%	0.00%	0.00%	0.00%	18.55%	
6	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%	
7	Other financial corporations	1.05%	0.16%	0.00%	0.00%	0.00%	3.70%	
8	of which investment firms	0.53%	0.15%	0.00%	0.00%	0.00%	0.79%	
9	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
10	Debt securities, including UoP	0.53%	0.15%	0.00%	0.00%	0.00%	0.74%	
11	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%	
12	of which management companies	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	
13	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	
14	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
15	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.03%	
16	of which insurance undertakings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
17	Loans and advances	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
18	Debt securities, including UoP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
19	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%	
20	Non-financial undertakings	2.44%	0.24%	0.00%	0.00%	0.00%	2.66%	
21	Loans and advances	0.34%	0.10%	0.00%	0.00%	0.00%	0.34%	
22	Debt securities, including UoP	0.17%	0.15%	0.00%	0.00%	0.00%	0.38%	
23	Equity instruments	0.00%	0.00%		0.00%	0.00%	0.00%	
24	Households	0.01%	0.00%	0.00%	0.00%	0.00%	0.02%	
25	of which loans collateralised by residential immovable property	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
26	of which building renovation loans	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
27	of which motor vehicle loans	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
28	Local governments financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
29	Housing financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
30	Other local government financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
31	Collateral obtained by taking possession: residential and commercial immovable properties	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
32	Total GAR assets	11.79%	1.13%	0.00%	0.00%	0.00%	31.87%	

A.1.10 KPI off-balance sheet exposures (Template 5, turnover)

	a	b	c	d	e	f	g	h	i	j	k	l	m
% (compared to total eligible off-balance sheet assets)	Disclosure reference date T												
	Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
			Of which Use of Proceeds	Of which transitional	Of which enabling		Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which enabling		
Financial guarantees (FinGuar KPI)	0.00%	0.00%											
Assets under management (AuM KPI)													

	n	o	p	q	r	s	t	u	v	w	x	z	aa	ab	ac	ad	ae
% (compared to total eligible off-balance sheet assets)	Disclosure reference date T																
	Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
			Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which enabling		Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling		
1 Financial guarantees (FinGuar KPI)													0.00%	0.00%			
2 Assets under management (AuM KPI)													0.00%	0.00%			

A.1.11 KPI off-balance sheet exposures (Template 5, CapEx)

	a	b	c	d	e	f	g	h	i	j	k	l	m
% (compared to total eligible off-balance sheet assets)	Disclosure reference date T												
	Climate Change Mitigation (CCM)					Climate Change Adaptation (CCA)				Water and marine resources (WTR)			
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)			
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)					Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)			
			Of which Use of Proceeds	Of which transitional	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling
1 Financial guarantees (FinGuar KPI)	0.00%	0.00%											
2 Assets under management (AuM KPI)													

	n	o	p	q	r	s	t	u	v	w	x	z	aa	ab	ac	ad	ae
% (compared to total eligible off-balance sheet assets)	Disclosure reference date T																
	Circular economy (CE)				Pollution (PPC)				Biodiversity and Ecosystems (BIO)				TOTAL (CCM + CCA + WTR + CE + PPC + BIO)				
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-eligible)				
	Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				Proportion of total covered assets funding taxonomy relevant sectors (Taxonomy-aligned)				
		Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which enabling			Of which Use of Proceeds	Of which transitional	Of which enabling	
1 Financial guarantees (FinGuar KPI)													0.00%	0.00%			
2 Assets under management (AuM KPI)													0.00%	0.00%			

A.2 Reporting forms in accordance with Annex XII of Delegated Regulation (EU) 2021/2178

A.2.1 Nuclear and fossil gas-related activities (Template 1)

Row	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades	NO
Fossil gas related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	YES

A.2.2 Non-taxonomy-eligible economic activities (Template 6, turnover)

Row	Nuclear energy related activities	Amount	Percentage
1	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.00	0%
2	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.00	0%
3	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.00	0%
4	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.00	0%
5	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.00	0%
6	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1,500.00	8%
7	Amount and proportion of other taxonomy-noneligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	18,085.71	92%
8	Total amount and proportion of taxonomy-noneligible economic activities in the denominator of the applicable KPI	19,585.71	100%

A.2.3 Non-taxonomy-eligible economic activities (Template 6, CapEx)

Row	Nuclear energy related activities	Amount	Percentage
1	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.00	0%
2	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.00	0%
3	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.00	0%
4	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.00	0%
5	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	0.00	0%
6	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the applicable KPI	1,500.00	8%
7	Amount and proportion of other taxonomy-noneligible economic activities not referred to in rows 1 to 6 above in the denominator of the applicable KPI	18,085.71	92%
8	Total amount and proportion of taxonomy-noneligible economic activities in the denominator of the applicable KPI	19,577.29	100%

A.3 Mapping NFRD and CSRD (ESRS)

Requirements under CSR-RUG		ESRS to be considered	DRs to be taken into account in accordance with CSRD RegE	Aspects covered by DRs (CSR-RUG)
Section 289 c) (1), HG B	The business model of the corporation must be briefly described in the non-financial statement within the meaning of Section 289b.	ESRS 2	SBM-1 - Strategy, business model(s) and value chain (SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model)	- Description of business model, business purpose, organizational structure, business processes
Section 289 c) (2), HG B	The non-financial statement also covers at least the following aspects: 1. Environmental matters , whereby the information may relate, for example, to <u>greenhouse gas emissions</u> , <u>water consumption</u> , <u>air pollution</u> , the use of <u>renewable and non-renewable energies</u> or the <u>protection of biodiversity</u> ,	ESRS 2 ESRS E1	ESRS 2 IRO-1 - Description of the process for identifying and assessing material impacts, risks and opportunities E1-1 - Transition plan for climate change mitigation E1-2 - Group and individual subsidiary policies related 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 energy mix E1-6 - Gross Scopes 1, 2, 3 and Total GHG emissions E1-8 - Internal carbon pricing	- Greenhouse gas emissions (E1.IRO-1) - Water consumption (E3.IRO-1) - Air pollution (E2.IRO-1) - Use of renewable and non-renewable energy (E1.IRO-1) - Protection of biodiversity (E4.IRO-1) - Greenhouse gas emissions - Use of renewable and non-renewable energies

Requirements under CSR-RUG	ESRS to be considered	DRs to be taken into account in accordance with CSRD RegE	Aspects covered by DRs (CSR-RUG)
<p>2. Employee-related matters, where the information may relate, for example, to <u>measures taken to ensure gender equality, working conditions</u>, implementation of the fundamental <u>conventions of the International Labor Organization</u>, <u>respect for the rights of workers</u> to be informed and consulted, <u>social dialogue</u>, respect for <u>trade union rights</u>, <u>health protection</u> or <u>safety at work</u>,</p>	ESRS S1	S1-1 - Group and individual subsidiary policies relating to the Company's workforce	<ul style="list-style-type: none"> - Ensuring gender equality - Working conditions - Conventions of the International Labor Organization - Social dialogue - Trade union rights - Respect for workers' right - Health protection - Safety in the workplace
		S1-2 - Processes for engaging with own workforce and workers' representatives about impacts	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - Ensuring gender equality - Working conditions - Health protection - Safety in the workplace - Social dialogue
		S1-4 - Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	<ul style="list-style-type: none"> - Ensuring gender equality - Working conditions - Health protection - Safety in the workplace - Social dialogue
		S1-8 - Collective bargaining coverage and social dialogue	<ul style="list-style-type: none"> - Social dialogue - Trade union rights
		S1-14 - Health and safety metrics	<ul style="list-style-type: none"> - Health protection - Safety in the workplace
<p>3. Social matters, where the information may relate, for example, to <u>dialogue at local or regional level</u> or to <u>measures taken to ensure the protection and</u></p>	ESRS S2	S2-2 - Processes for engaging with value chain workers about impacts	
		S2-3 - Processes to remediate negative impacts and channels for value chain workers to raise concerns	

Requirements under CSR-RUG	ESRS to be considered	DRs to be taken into account in accordance with CSRD RegE	Aspects covered by DRs (CSR-RUG)
<u>development of local communities,</u>	ESRS S3	S3-2 - Processes for engaging with affected communities about impacts	<ul style="list-style-type: none"> - Dialogue at local or regional level - Ensuring the protection and development of local communities
		S3-3 - Processes to remediate negative impacts and channels for affected communities to raise concerns	<ul style="list-style-type: none"> - Dialogue at local or regional level - Ensuring the protection and development of local communities
	ESRS S4	S4-1 - Group and individual subsidiary policies related to consumers and end users	<ul style="list-style-type: none"> - Social matters in relation to consumers and end users (private customers)
		S4-3 - Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	<ul style="list-style-type: none"> - Social matters in relation to consumers and end users (private customers)
4. Respect for human rights , whereby the information may relate, for example, to the <u>prevention of human rights abuses</u> , and	ESRS 2	GOV-4 - Statement on due diligence	<ul style="list-style-type: none"> - Human rights (including prevention of human rights abuses)
		ESRS 2 SBM-2 - Interests and views of stakeholders	
	ESSRS S1	S1-1 - Group and individual subsidiary policies related to the Company's workforce	
		S1-3 - Processes to remediate negative impacts and channels for own workforce to raise concerns	
		S1-17 - Incidents, complaints and severe human rights impacts	
	ESRS S2	S2-1 - Group and individual subsidiary policies related to value chain workers	
S2-3 - Processes to remediate negative impacts and channels for value chain workers to raise concerns			

Requirements under CSR-RUG	ESRS to be considered	DRs to be taken into account in accordance with CSRD RegE	Aspects covered by DRs (CSR-RUG)
		S2-4 - Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions and approaches – DP 36	
	ESRS S3	S3-1 - Group and individual subsidiary policies related to affected communities	
		S3-4 - Taking action on material impacts on affected communities and approaches to managing material risks and capitalizing on material opportunities related to affected communities and the effectiveness of those actions - DP 36	
	ESRS S4	S4-1 - Group and individual subsidiary policies related to consumers and end users	
		S4-4 - Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions and approaches	
5. Combating corruption and bribery , whereby the information may, for example, refer to the existing <u>instruments for combating corruption and bribery</u> .	ESRS G1	G1-1 - Group and individual subsidiary guidelines related to business conduct and corporate culture	- Corruption and bribery
		G1-3 - Preventing and detecting corruption and bribery	- Corruption and bribery
		G1-4 - Incidents of corruption or bribery	- Corruption and bribery

Requirements under CSR-RUG	ESRS to be considered	DRs to be taken into account in accordance with CSRD RegE	Aspects covered by DRs (CSR-RUG)
Section 289 c) (3), HG B (3) For each of the aspects referred to in paragraph 2, the non-financial statement shall contain such information as is necessary for an understanding of the development and performance of the business, the position of the corporation and the impact of its activities on the aspects referred to in paragraph 2 , including			
1. A description of the policies pursued by the corporation, including the due diligence processes applied by the corporation,	ESRS 2	GOV-4 - Statement on due diligence	
	ESRS E1	E1-2 - Group and individual subsidiary policies related to climate change mitigation and adaptation	
	ESRS S1	S1-1 - Group and individual subsidiary policies related to the Company's workforce	
	ESRS S2	S2-1 - Group and individual subsidiary policies related to value chain workers	
	ESRS S3	S3-1 - Group and individual subsidiary policies related to affected communities	
	ESRS S4	S4-1 - Group and individual subsidiary policies related to consumers and end users	
	ESRS G1	G1-1 - Group and individual subsidiary guidelines related to business conduct and corporate culture	
2. The outcomes of the policies set out under 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	

Requirements under CSR-RUG	ESRS to be considered	DRs to be taken into account in accordance with CSRD RegE	Aspects covered by DRs (CSR-RUG)
		S1-4 - Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches	
	ESRS S2	S2-4 - Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions and approaches	
	ESRS S3	S3-4 - Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	
	ESRS S4	S4-4 - Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	
		S4-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	

Requirements under CSR-RUG	ESRS to be considered	DRs to be taken into account in accordance with CSRD RegE	Aspects covered by DRs (CSR-RUG)
<p>3. The material risks associated with the corporation's <u>own business activities</u> that are very likely to have or will have a serious negative impact on the aspects referred to in Paragraph 2 and the management of these risks by the corporation,</p>	ESRS 2	SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	
<p>4. The material risks associated with the <u>business relationships</u> of the corporation, its products and services and which are very likely to have or will have a serious negative impact on the aspects mentioned in paragraph 2, insofar as the information is material and the reporting of these risks is proportionate, as well as the management of these risks by the corporation,</p>	ESRS 2	SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	

Requirements under CSR-RUG	ESRS to be considered	DRs to be taken into account in accordance with CSRD RegE	Aspects covered by DRs (CSR-RUG)
5. The key non-financial performance indicators that are relevant to the business activities of the corporation,		>> Not relevant, as there are no key non-financial performance indicators.	
6. To the extent necessary for understanding, references to amounts shown in the annual financial statements and additional explanations.		No references to the annual report or consolidated financial statements have been included.	
Section 289 c) (4), HG B If the corporation does not pursue a policy with regard to one or more of the aspects mentioned in Paragraph 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 Paragraph 3(1) and (2).	ESRS 2	For the aspects "Environmental matters" (1), "Employee-related matters" (2), "Social matters" (3) and "Combating corruption and bribery" (5), corresponding concepts exist and are disclosed in the respective ESRSs (see above), which is why there is no obligation to make a negative report here. For the aspect "Respect for human rights" (4), ESRS S1-1 Paragraph 20 a) describes 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 duty of disclosure has been complied with here.	

