



# TOGETHER.

*Sustainability program and balance sheet 2022*

# Sustainability balance

GRI	Organisation profile		Seite
102-1	Organisation name	IBB Group	<a href="http://www.ibbgruppe.de">www.ibbgruppe.de</a>
102-3	Organisation headquarters	Bundesallee 210, 10719 Berlin	
102-4	Operating facilities	None	
102-5	Ownership and legal form	IBB Unternehmensverwaltung AöR (IBB UV)	
102-6	Markets supplied		
107-7	Organisation size		
102-8	Information on employees and other staff members	850 employees	As per 31 December 2022
102-9	Supply chain		
102-12	External initiatives		
102-13	Membership in associations and interest groups	42 memberships	As per 31 December 2022
	Declaration of conformity with the German Sustainability Code (DNK)	<a href="#">Current declaration</a>	



## Business ethics and product responsibility

GRI		Pages from the report
102-2	Activities, brands, products and services	P. 27 – 30
102-14	Statement by the highest decision-maker	P. 4 – 5
102-30	Effectiveness of risk management procedures	<a href="#">IBB Group Disclosure Report for 2022</a>
201-1	Economic value directly generated and distributed	<a href="#">2022 Company Profile</a>

GRI	Effect	Unit	2020	2021	2022
203-1	Infrastructure investments and subsidised services, here: induced investment volume of real estate and business development in EUR million	EUR million	8,400	11,000	7,403
203-2	Significant indirect economic effects, of which funding commitments in business development in EUR million	EUR million	378.9	1,787.7	367.9
	Grants	EUR million	181.6	255.1	117.3
	Loans	EUR million	171.9	188.0	184.1
	Special funding (loans)	EUR million	0	1,195.7	66.5
	Investments	EUR million	25.4	148.9	0
	<b>Number of</b>				
	approvals	Qty.	4,984	7,018	48,747 <sup>1</sup>
	Jobs				
	created	Qty.	3,178	5,437	2,814
	secured	Qty.	4,672	12,400	8,531
	Secondary effect and/or jobs secured in the short term through Covid aid (2020)	Qty.	386,270	21,826	2,760

<sup>1</sup> for grants, loans, project funding, investments and guarantees

GRI	Effect	Unit	2020	2021	2022
203-2	<b>of which funding commitments in real estate promotion</b>	EUR million	1,446.1	1,309.7	1,370.9
	Promotion of new social housing	EUR million	300.5	495.1	367.3
	Refurbishment/modernisation	EUR million	41.6	66.6	67.9
	Consortium financing	EUR million	317.9	177.5	330.1
	Global loans	EUR million	0.0	0.0	0.0
	Infrastructure measures	EUR million	148.4	246.3	408.2
	Reorganisation and structural loans	EUR million	1.2	0.0	0.0
	Loans in addition to government support	EUR million	123.2	167.4	64.4
	Grant programmes	EUR million	59.9	10.5	13.9
	Refinancing of funding	EUR million	453.5	146.3	119.1
	Special financing	EUR million	0.0	0.0	0.0
	<b>of which funding commitments in labour market promotion</b>				
	Securing skilled labour	EUR million	–	–	7.3
	Social inclusion	EUR million	–	–	1.1
	<b>of which IBT funding commitments</b>	EUR million	25.7	44.5	26.8
	<b>of which funding commitments by IBB Ventures</b>	EUR million	25.6	15.7	17.5
	<b>of which funding commitments by IBB Capital</b>	EUR million	44.0	88.8	77.5
	<b>Number of funded residential units</b>	Qty.	6,098	15,401	4,558
	of which new construction	Qty.	5,476	14,389	4,182
	of which with rent and occupancy restrictions	Qty.	3,733	950	1,935
	of which refurbishment/modernisation	Qty.	622	1,012	376
	of which reduced emissions due to promotion products	t CO <sub>2</sub>	7,573	18,814	3,401



## Social commitment, communication and compliance

GRI	Effect	Pages from the report
102-42	Stakeholder identification and selection	P. 15
102-43	Approach to stakeholder engagement	P. 16 – 17
102-44	Key issues and concerns raised (by stakeholders)	P. 17
412	Human rights screening and compliance	See in this regard <a href="#">IBB's declaration of conformity with the German Sustainability Code (DNK)</a>
415-1	Political influence	P. 56
201-1	Donations and social initiatives	P. 55
	Number of company memberships	P. 19 (in the sustainability balance)

  

GRI	Compliance	2020	2021	2022
	Corporate governance	See Berlin Corporate Governance Code. In addition, an annual self-evaluation by the Management Board and the Administrative Board is carried out pursuant to § 25d of the German Banking Act (KWG, Gesetz über das Kreditwesen).		
307-1	Fines due to non-compliance with environmental protection laws and regulations	0	0	0
419-1	Fines due to non-compliance with laws and regulations in the social and economic sphere	0	0	0

  

GRI	Fighting corruption	2020	2021	2022
205-1	Operating facilities audited for corruption risks	100%	100%	100%
205-2	Percentage of employees who received training on anti-corruption policies and procedures	100%	100%	100%
205-3	Confirmed incidents of corruption and measures taken	0	0	0

  

GRI	Protecting client privacy	2020	2021	2022
418-1	Substantiated complaints regarding the violation of the protection and loss of client data	0	0	0

  

GRI	Ethics and integrity	2020	2021	2022
102-16	Values, principles, standards and norms of conduct	Yes	Yes	Yes
102-17	Procedures for consultation and concerns regarding ethics	Yes	Yes	Yes



## Social responsibility for employees\*

GRI	Employment	2022	
401-1	<b>New hires</b>	<b>109</b>	<b>13%</b>
	of which female	66	13%
	of which male	43	13%
	of which under the age of 30	24	18%
	of which female	13	17%
	of which male	11	21%
	of which 30–50 years of age	57	18%
	of which female	31	17%
	of which male	26	20%
	of which over 50	28	7%
	of which female	22	9%
	of which male	6	4%
	<b>Fluctuation</b>	<b>26</b>	<b>3%</b>
	of which female	10	2%
	of which male	16	5%
	of which under the age of 30	8	6%
	of which female	4	5%
	of which male	4	8%
	of which 30–50 years of age	14	5%
	of which female	5	3%
of which male	9	7%	
of which over 50	4	1%	
of which female	1	0%	
of which male	3	2%	

GRI	Employment	2022	
401-2	<b>Disclosure of the different employment relationships</b>		
	Employees with a permanent contract		92.1%
	Employees with a fixed-term contract		7.9%
	<b>Ratio of direct to non-direct labour</b>		
	Direct labour		90.1%
	Non-direct labour		9.9%
401-3	<b>Parental leave</b>		
	Eligible persons		28
	of which female		25
	of which male		3
	Actual utilisation		28
	of which female		25
	of which male		3
	Number of employees returning to work after parental leave		20
	of which female		17
	of which male		3
	Number of employees still employed 12 months after returning to work		11
	of which female		7
of which male		4	
Return to work rate and retention rate		100%	

\* Until 2021 for IBB, from 2022 for the entire IBB Group, so that no comparative figures from previous years are shown.

GRI	Operator liability	2022
403-1	Percentage of employees whose work or workplace is under the control of the organisation and who are represented by formal employer-employee committees.	100%

GRI	Occupational safety and health protection	2022
403-2	Commuting accidents	12
	Occupational accidents	3
	Injury rate	1.76%
	Absence rate	6.59% for IBB, 6.39% for IBB Ventures. No data is available for the other two, so that no group rate can be determined. Assumption: between 6.10% and 6.25%
	Work-related fatalities	0
403-4	Health and safety issues addressed in formal agreements with trade unions	Yes, for IBB

GRI	Personnel development	2022
	Average annual participant days for training and further professional qualification per employee	2.73
	of which women	2.76
	of which men	2.69
	Employees without management responsibility	4.95
	Executives	2.48
404-2	Programmes for skills management and lifelong learning	Yes
404-3	Share of employees receiving regular performance and career development reviews	86%

GRI	Diversity and equal opportunities	2022
405-1	<b>Control bodies in the company</b>	<b>29</b>
	of which female	9 31%
	of which male	20 69%
	of which under the age of 30	0 0%
	of which 30 – 50 years of age	6 21%
	of which female	3 50%
	of which male	3 50%
	of which over 50	23 79%
	of which female	6 26%
	of which male	17 73%
	<b>Executives</b>	<b>83</b>
	of which female	36 43%
	of which male	47 57%
	of which under the age of 30	2 2%
	of which female	2 100%
	of which male	0 0%
	of which 30 – 50 years of age	43 52%
of which female	20 47%	
of which male	23 53%	
of which over 50	38 46%	
of which female	14 37%	
of which male	24 63%	

GRI	Diversity and equal opportunities	2022	
405-1	<b>Employees without management responsibility</b>	<b>767</b>	
	of which female	474	62%
	of which male	293	38%
	of which under the age of 30	128	17%
	of which female	75	59%
	of which male	53	41%
	of which 30–50 years of age	266	35%
	of which female	159	60%
	of which male	107	40%
	of which over 50	373	49%
	of which female	240	64%
	of which male	133	36%
	<b>IBB Group total</b>	<b>850</b>	
	of which female	510	60%
	of which male	340	40%
	of which under the age of 30	130	15%
	of which female	77	59%
	of which male	53	41%
	of which 30–50 years of age	309	36%
	of which female	179	58%
	of which male	130	42%
	of which over 50	411	48%
	of which female	254	62%
	of which male	157	38%

GRI	Diversity and equal opportunities	2022
405-2	<b>Ratio between women and men's basic salary and remuneration</b>	
	<b>Control bodies</b>	N/A
	<b>Executives</b>	
	Basic salary	72,3%
	Remuneration	72,0%
	<b>Employees without management responsibility</b>	
	Basic salary	81,2%
	Remuneration	81,2%
	<b>Total</b>	
	Basic salary	76,4%
	Remuneration	76,3%
406-1	<b>Total number of incidents of discrimination and remedial action taken</b>	0



## Corporate environmental protection and resource efficiency

GRI	Procurement/delivery management	Unit	2020	2021	2022
204-1	Proportion of spending to local suppliers in the procurement budget	%	49	54	46
414-1	New suppliers screened against social criteria	%	55	40	28
414-2	Number of suppliers screened for social impacts	Number	0	0	0
308-1	Proportion of new suppliers screened against environmental criteria	%	3	4	7
308-2	Suppliers screened for environmental impacts	Number	0	0	0

  

GRI	Environmental protection and resource efficiency	Unit	2020	2021	2022
301-1	Materials used by weight and volume, paper	t	9.68	7.12	6.11
	Non-renewable materials	l	3,535	4,558	3,301
	Fuel for vehicle fleet	l	–	1,352	1,492
	Emergency diesel <sup>1</sup>	l	–	3,206	1,809
301-2	Recycled raw materials used as a percentage of total paper consumption	%	0	0	0
	Share of renewable raw materials in total fuel consumption	%	0	0	0
302-1	Energy consumption within the organisation <sup>2</sup>	kWh	7,004,391	8,267,777	7,283,163
	Electricity	kWh	–	3,730,900	3,700,455
	Heat	kWh	–	4,536,877	3,582,708
302-3	Energy intensity	kWh/capita/a	6,894	8,050	6,579
302-4	Change in energy consumption	kWh	–255,615	1,263,386	–984,614
303-1	Water withdrawal by source	m <sup>3</sup>	11,752	9,067	10,494
304-3	Protected or renaturalised habitats (bees)	Piece	30,000	0	30,000
305-1	Direct GHG emissions (Scope 1)	t CO <sub>2</sub>	5.81 <sup>3</sup>	4.12	4.06
	Vehicle fleet	t CO <sub>2</sub>	–	3.21	3.54
	Emergency diesel <sup>3</sup>	t CO <sub>2</sub>	–	0.91	0.51

GRI	Environmental protection and resource efficiency	Unit	2020	2021	2022
305-2	Indirect energy-related GHG emissions (Scope 2) (building operation)	t CO <sub>2</sub>	813.32	411.86	325.24
	Electricity from hydropower <sup>1</sup>	t CO <sub>2</sub>	31.23	0.00	0.00
	District heating, combined heat and power <sup>1</sup>	t CO <sub>2</sub>	782.09	411.86	325.24
305-3	Other indirect GHG emissions (Scope 3)	t CO <sub>2</sub>	4.30	27.29	28.82
	Electricity upstream chain <sup>4</sup>	t CO <sub>2</sub>	–	24.25	24.05
	District heating upstream chain <sup>4</sup>	t CO <sub>2</sub>	–	0.01	0.01
	Business air travel	t CO <sub>2</sub>	–	0.77	2.33
	Vehicle fleet upstream chain <sup>4</sup>	t CO <sub>2</sub>	–	2.13	2.35
	Emergency diesel upstream chain <sup>4</sup>	t CO <sub>2</sub>	–	0.13	0.08
305-4	Intensity of GHG emissions (dividing the absolute emission value (numerator) by an organisation-specific parameter)	t CO <sub>2</sub> /capita/a	0.81	0.43	0.32
305-5	Reduction of GHG emissions	t CO <sub>2</sub>	25.37	380.16	85.15
306-1	Total volume of wastewater discharge by quality and discharge point	m <sup>3</sup>	10,750	8,065	9,494
306-2	Total weight of waste by type and disposal method	t	42.12	96.11	91.06

<sup>1</sup> weather-related

<sup>2</sup> depending on use of the emergency diesel

<sup>3</sup> In previous years, the factor for diesel consumption was used in the calculations instead of the factor for fuels for emergency power supply.

<sup>4</sup> From 2021, the factor of the Association for Environmental Management and Sustainability in Financial Institutions (VfU, Verein für Umweltmanagement und Nachhaltigkeit in Finanzinstituten), was used for the upstream chain.

## Memberships

Nr.	List of memberships	Type of membership
1	AEFMA Berlin, Regional Association of AEFMA Germany e. V. (The Allied European Financial Markets Association Deutschland e. V.)	Institutional membership
2	AEFMA Deutschland (The Allied European Financial Markets Association Deutschland e. V.)	Personal membership
3	AEFMA: Regulatory Affairs Committee	Personal membership
4	BBU Verband Berlin-Brandenburgischer Wohnungsunternehmen e. V.	Institutional membership
5	Berliner Wirtschaftsgespräche e. V.	Institutional membership
6	Bitkom e. V.	Institutional membership
7	BdKom – Bundesverband der Kommunikatoren e. V.	Institutional membership
8	Bundesinitiative Impact Investing e. V.	Institutional membership
9	Bundesverband der Unternehmensjuristen (BUJ)	Institutional membership
10	Bundesverband Deutsche Startups e. V.	Institutional membership
11	Bundesverband Freier Immobilien und Wohnungsunternehmen (BFW), Landesverband Freier Immobilien und Wohnungsunternehmen (LFW)	Institutional membership
12	Bundesverband Materialwirtschaft, Einkauf und Logistik e. V. (BME)	Institutional membership
13	Bundesverband Sekretariat und Büromanagement e. V. bSb	Institutional membership
14	Business Location Center – BLC	Institutional membership
15	BVK Bundesverband Deutscher Kapitalbeteiligungsgesellschaften e. V.	Institutional membership
16	CFA Institute Membership & CFA Society Germany Membership	Personal membership
17	Deutsche Gesellschaft für Personalführung e. V.	Institutional membership
18	Deutsche Vereinigung für Finanzanalyse und Asset Management	Institutional membership
19	Deutsches Institut für Interne Revision e. V.	Institutional membership
20	Deutsches Institut für Wirtschaftsforschung Berlin – Vereinigung der Freunde des DIW Berlin (VdF)	Institutional membership
21	Deutsches Jugendherbergswerk	Institutional membership
22	Deutschsprachige SAP Anwendergruppe e. V.	Institutional membership

Nr.	List of memberships	Type of membership
23	DPRG – Deutsche Public Relations Gesellschaft	Personal membership (no longer applicable in 2023)
24	EAPB – European Association of Public Banks	Personal membership (no longer applicable in 2023)
25	Förderverein Berlinische Galerie e. V.	Institutional membership
26	Freundeskreis der UdK – Karl Hofer Gesellschaft	Institutional membership
27	GEFMA – Deutscher Verband für Facility Management e. V.	Institutional membership
28	GfO – Gesellschaft für Organisation	Institutional membership
29	Initiative mehrwert Berlin	Institutional membership
30	International Bankers Forum (IBF)	Institutional membership
31	ITS Germany e. V.	Institutional membership
32	Marketing Club Berlin e. V.	Institutional membership
33	media.net berlinbrandenburg	Institutional membership
34	Personalforum Berlin-Brandenburg der Unternehmensverbände Berlin-Brandenburg (UVB)	Institutional membership
35	Pro Dual e. V.	Institutional membership
36	SIBB Gesellschaft zur Förderung der mittelständischen Softwareindustrie in Berlin und Brandenburg e. V.	Institutional membership
37	Stifterverband für die Deutsche Wissenschaft	Institutional membership
38	VBKI – Verein Berliner Kaufleute und Industrieller	Institutional membership
39	VfU – Verein für Umweltmanagement und Nachhaltigkeit in Finanzinstituten	Institutional membership
40	VÖB – Bundesverband Öffentlicher Banken Deutschlands e. V. (Association of German Public Banks)	Institutionelle Mitgliedschaft
41	VR Business Club	Institutional membership
42	ZIA – Zentraler Immobilien Ausschuss e. V.	Institutional membership

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