



PURPOSEFUL SOCIAL SUSTAINABLE

S+B GRUPPE'S WAY OF OPERATING



Over the past **40 years** we have been realising complex projects in Vienna, Prague, Bucharest and Warsaw.

This involves a high degree of responsibility.

Responsibility for the environment, the end users and our employees.

COMPANY PROFILE



The basis for the success of our company is a team of experienced, loyal and competent employees.

Flat hierarchies, passionate commitment and, above all, a great deal of heart and soul form the foundation for our transparent actions. As a **family business**, the S+B Gruppe AG has always focused on **social justice** and the **satisfaction** of its employees.

S+B Gruppe AG is considered one of the **pioneers** in the respective local but also international real estate market with regard to the development and realisation of **sustainable buildings**. We are proud to have recognised the value of sustainable construction and LEED certification particularly early on. We realised the first gold and platinum awarded projects even before the **Green Building Rating System™** achieved its high profile in Europe.

S+B Gruppe AG's **sustainability strategy** aims to achieve **positive impacts** on the environment and society while maintaining robust structures and governance measures. We have been focusing our business strategy on **sustainable developments** for many years .

141

employees at 4
locations, of which 50 %
work in technical
project management

1.000.000

realised usable area in m²

4 MRD

investment volume in EUR

RESPONSIBILITY IN CORPORATE GOVERNANCE

Responsibility in corporate governance

The Executive Board of S+B Gruppe AG is responsible for the specifications and compliance with the specified sustainability strategy of the company.

Operational implementation takes place in the project teams of the respective company locations, where mutual communication, training and exchange of best practices is provided in a networked manner and is seen as a management task. The company is regularly prepared for upcoming changes with regard to compliance with standards and regulations, among other things. The further development and the associated practical implementation of the requirements is regularly communicated to all employees in the company. Employees of S+B Gruppe AG are expected to follow these principles.

- ▶▶ promoting sustainability in project and urban development
- ▶▶ climate protection and the use of renewable energies
- ▶▶ promotion and preservation of health
- ▶▶ continuing education of high quality
- ▶▶ equality within the company
- ▶▶ supply chain transparency
- ▶▶ exceptional social, cultural and ecological commitment

*Social &
environmental
goals*



Information, communication and reporting requirements

The implementation, status and strengthening of ESG-relevant areas are regularly discussed in Executive Board meetings and project meetings and subsequently implemented in projects in Austria and CEE.

Thanks to the low fluctuation of employees, especially in the area of management, higher-level strategies can be consistently pursued. Transparent and consistent exchange of information is regarded as an essential factor for the success of projects at S+B Gruppe AG and is made possible in the course of everyday work processes thanks to the flat hierarchies that are in place.

PROJECT SUSTAINABILITY

S+B Gruppe AG takes into account the international building industry sustainability programmes, especially since all new buildings have been certified with sustainability certificates such as LEED, WELL or BREAM for more than a decade.

In addition, further promising certifications for current and future projects are being examined, since our corporate strategy and our projects already fulfil a large part of the requirements of various international awards. In annual reports and regular project reports, which are also submitted to the Executive Board and the Supervisory Board, reference is made to the relevant topics.

Implementation in projects

The Executive Board of S+B Gruppe AG defines the environmental factors and goals. Project development is responsible for adhering to these goals and actively demanding them from sub-contractors. The Board of Directors regularly reports to me on this.

Sustainable development even before the start of the project

Already during the acquisition of a property / site, a comprehensive due diligence is carried out and in-depth project studies are prepared, among other things in order to include and evaluate all environmental factors, such as interactions with neighbouring properties, necessary extent of greening, soil analyses, traffic analyses, acoustic and sunlight studies, etc. from the very beginning and to uncover potentials.

Certification according to ecological, social and economic sustainability standards

Projects of S+B Gruppe AG have been certified with Platinum LEED six times and four with LEED Gold.

We have just received an award for climate-friendly planning for a project in Laxenburgerstraße. For a well-known project on the Danube plateau, we are currently working on the necessary documentation to obtain the certification.

Our Warsaw project WIDOK TOWERS recently received WELL certification. This is a quality standard that focuses in particular on the health, safety and well-being of the building's users.

Sustainability in leasing

The sustainability concepts such as LEED and WELL also take into account the demands of tenants and users of the buildings.

Specific information and behavioural patterns are specified here in documentary form. Many of our tenants are targeting space in sustainable buildings that have also obtained the corresponding certifications. Tenants and investors are therefore intensively involved in the planning and construction activities during project implementation. In addition, specifications for sustainable action are actively used through various technical systems that make a major contribution to ESG-relevant factors and a healthy environment. To name just a few: automatic sensor-controlled regulation of lighting, glare protection and HVAC; incentives for cyclists, etc.

CLIMATE PROTECTION AND RENEWABLE ENERGIES

By developing sustainable, intelligent buildings, S+B Gruppe AG is able to significantly minimise CO2 emissions and thereby make a major contribution to climate protection.

Our LEED and WELL certified buildings have a significantly lower media consumption than buildings that are not specifically planned to be sustainable. As a matter of principle, the materials we use pay great attention to high value, quality and local availability and with short delivery distances, not least to reduce CO2 emissions.

Optimised energy consumption and reduction of CO2 emissions

In the course of our real estate projects, there are measurable goals with regard to sustainability, which are analysed by sophisticated building management systems and ultimately become visible even to the tenant on the basis of the operating costs.

All of our new buildings and extensive renovation projects are equipped with a holistic BMS system that stores all available building data. The data obtained is evaluated and, based on this data analysis, the functioning of all building services systems is optimised in order to minimise resource consumption.

Resource management and energy optimisation are central tasks in the planning of the buildings. For example, rainwater is used as standard in our buildings for flushing toilets and watering outdoor areas.

Smart LED lighting systems are a given for us. The low-consumption systems are controlled by motion sensors, continuously measure the existing illuminance with integrated sensors and always provide the optimum brightness based on the measurements. In addition, where it is possible and makes sense, electronically intelligently controlled blinds are used, which in turn optimise the solar radiation through windows and prevent the rooms from heating up, which can immensely reduce the energy consumption for cooling.

Production of renewable energies

S+B Gruppe AG is pushing the development of real estate projects with the integration of technology for the use of renewable energy sources by means of solar energy and geothermal energy.

The installation of photovoltaic panels to generate electricity has already been carried out in projects (e.g. Qubix 4 Praha project, in Prague).

PROMOTION AND PRESERVATION OF HEALTH

The perception of corporate social responsibility is seen as a direct management task. The minimal staff fluctuation at S+B Gruppe AG is due, among other things, to the willingness to invest substantial financial resources in social justice and satisfaction.

We provide healthy workplaces, promote healthy lifestyles and raise awareness of mental health and well-being. We support employees with social benefits such as the provision of fresh fruit, a fitness club and partial medical care or cost coverage. The organisation of regular sports events enables employees to participate free of charge (e.g. participation in the relay marathon, business run, etc.).

CONTINUING EDUCATION OF HIGH QUALITY

A generous budget has been allocated for further education, which enables a comprehensive range of further training opportunities for employees of S+B Gruppe AG.

Several employees also take the opportunity to study at a university or technical college alongside their employment in the corporate group. Great importance is attached to further education and the acquisition of know-how in the sustainability sector. For example, training including certification in the use and implementation of BIM is particularly promoted (BIM certification course, BIMcert BIMcert Level C control according to buildingSMART Austria Standard). This means that even more detailed model simulations, energy consumption simulations, daylight analyses, etc. can now be used in projects in order to optimise buildings in the long term and make even better use of existing potential.

In addition, S+B Gruppe AG also contributes to the training of many interns and enables them to gain their first professional experience.

EQUALITY WITHIN THE COMPANY

The S+B Group AG stands for diversity in the working world!

It is important to accept all employees as they are. The highest premise is to show recognition and appreciation to each and every individual - regardless of origin, gender, age, sexual orientation, religious affiliation or world view.

We at S+B Gruppe AG are convinced that it is precisely this diversity that has been the basis of our successful work in recent years as well as in the future.

SOCIAL, CULTURAL AND ECOLOGICAL COMMITMENT

In the area of social commitment, S+B Gruppe AG is active, for example, the intensive support of an orphanage in Romania as well as the or the support of the youth work of a football club.

Furthermore, exhibition spaces for artists have already been created in existing projects. In a listed revitalisation project in Prague, an exhibition about the history of the building has been created.

In addition, S+B Gruppe AG was a long-standing sponsor of the Viennale (Vienna Film Festival).

Initiating and supporting aid projects for victims in war zones is a matter of course for S+B Gruppe AG. For example, numerous hotel rooms in the hotels operated by us in Warsaw and Prague were made available free of charge.

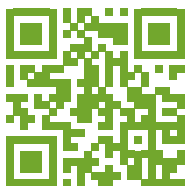
However, S+B Gruppe AG is particularly proud of the voluntary commitment of all its employees. From private fundraising, to organising a whole van of relief supplies and medicines etc. and transporting them to the border of the war zone, to taking in those in need in private accommodation. We are in the fortunate position and it is our great concern to help wherever we can.



**It is in your hands
to create a better
world for all who
live in it.**

– Nelson Mandela





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