ESG KPI Fact Sheet 2025

As one of the leading international specialist property banks, Aareal Bank recognises its responsibility towards the environment and society.

- Carbon footprint
- Resource use
- ESG linked remuneration

Aareal Bank publishes an annual fact sheet containing the most important KPIs for environmental and social key topics. For enhanced transparency and to compare our progress, you can find the KPI fact sheets for previous years in our archive.

KPIs related to own operations

Global carbon emissions for the Bank's own operations in tCO_2 (market based)*

	2025	2024
Scope 1	276	459
Scope 2	419 (location based: 1,959)	419 (location based: 1,968)
Scope 3**	3,759	4,077
Total carbon emissions	**4,454**	**4,955**

-10 % total carbon emissions emitted compared to the previous year

* The carbon footprint data, key energy KPIs and operational resource use cover Aareal Bank Group as a whole, including all equity investments and subsidiaries

** The figure for Scope 3 emissions comprises scopes 3.1, 3.3, 3.5, 3.6 and 3.7.

Scope 3.15 emissions result from the Bank's core business activities, including the financed real estate portfolio and other investments, and are reported separately **on the next page** within the business-related KPIs.

Key energy KPIs in MWh

	2025	2024
Renewable energy consumption	3,845	3,845
Fossil fuel consumption	1,105	1,622
Total energy consumption	**4,988**	**5,505**

-9 % total energy consumption compared to the previous year

100 %
green energy at the Bank's main location in Wiesbaden

12,501 m^3
total water consumption
(-15 % compared to the previous year)

13.8 t
total paper consumption
(-17 % compared to the previous year)

Generated waste KPIs in tonnes for the Bank's main location in Wiesbaden

	2025	2024
Hazardous waste***	1,488	2,019
Non hazardous waste	79,858	110,628
Total generated waste	**81,346**	**112,647**

-28 % generated waste compared to the previous year

*** 2024: e-waste and hazardous insulating material; 2025: e-waste and toner waste

ESG linked remuneration

The Group component for the Management Board includes a 10 % ESG target in order to reflect the growing importance of sustainability matters. In addition, the remuneration system specifies that at least one of the Management Board's strategic targets must consist of an ESG component. This means that, in 2025, a total of 10 % of the Management Board's variable remuneration depended on ESG-related measurement values.

10 %
of variable pay linked to ESG-related performance****

**** variable Executive Board remuneration; targets include Green Loans, ethical conduct, gender diversity, development of a climate transition plan

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ESG KPI Fact Sheet 2025

- Employee indicators
- ESG ratings
- SDGs

Employee indicators*****

1,096 employees, 456 of whom are women

58 employees in Europe excluding Germany, 50 in Asia and North America

92.52 % of employees are covered by collective agreements (not including casual workers, interns and vocational trainees)

137 women and 34 men in part-time positions

Annual average of 2.39 days training for women and 2.71 days training for men

Five management trainees (one women, four men)

Five vocational trainees (one women, four men)

***** The employee indicators relate solely to Aareal Bank, Aareal Capital Corporation (USA) and Aareal Bank Asia Ltd. Changes compared to previous years are mainly attributable to a modified scope of the examination.

42 % women

21 % women in management positions

employees from more than **45** nations

12 years average length of service

4.9 % voluntary staff turnover rate

KPIs related to business activities

ESG rating results

MSCI	Scale from CCC to AAA	A
ISS ESG	Scale from D- to A+	C
MORNINGSTAR SUSTAINALYTICS	Scale from severe (40+) to negligible (10-0)	low (10–20)

You can find further information on our **website.**

Business related emissions in tCO_2

	2025	2024
Scope 3.15	8,407,301	1,221,608

For 2025, Scope 3 emissions from the Commercial Real Estate Finance (CREF) portfolio are included for the first time. Scope 3.15 includes emissions from the Treasury portfolio, the CREF Portfolio and emissions from subsidiaries (≥ 50 % shareholding) which are fully consolidated in both years.

42 % Green Property Financings (CREF Portfolio)

corresponds to a portfolio share of **€ 14.5 bn**

Green Property Financings

Green Property Financings cover commercial real estate financings for properties (CREF) that comply with defined environmental sustainability standards. You can find further information on our **website.**

SDGs

- 3 GOOD HEALTH AND WELL-BEING
- 5 GENDER EQUALITY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 13 CLIMATE ACTION
- 17 PARTNERSHIPS FOR THE GOALS

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