



# Sustainability Report 2023

TPA Group

[WWW.TPA-GROUP.COM](http://WWW.TPA-GROUP.COM)

Albania Austria Bulgaria Croatia Czech Republic Hungary Montenegro Poland Romania Serbia Slovakia Slovenia  
A Baker Tilly Europe Alliance member





#### **Imprint**

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## 1. Foreword

***„The future belongs to those who understand that doing more with less is compassionate, prosperous, and enduring, and thus more intelligent, even competitive.“***

*Paul Hawken*

Dear reader,

We are excited to share with you the 2023 sustainability report of the TPA Group. In a world where the global community faces significant challenges, it is more important than ever for businesses to act responsibly and transparently share their sustainability efforts.

Our commitment to sustainability goes beyond mere financial performance. We understand that our actions impact people, communities, and the environment. This understanding drives us to embed sustainability deeply into our cross-border corporate strategy.

This report highlights our efforts to minimize our environmental footprint through initiatives like enhancing energy efficiency, transitioning to renewable energy sources, and reducing waste. We also spotlight our dedication to nurturing an inclusive and diverse workplace, where every employee is valued and given equal opportunities.

Recognizing the critical importance of cybersecurity, we have intensified our

efforts to safeguard our digital infrastructure against evolving threats. Ensuring the security of our data and systems is paramount to maintaining trust and integrity in our operations.

Moreover, we have continued to enhance the quality of our work through a centralized peer review process initiated in 2022. This involves auditors from one TPA country reviewing the work of their counterparts in another country, fostering a culture of excellence and continuous improvement. The process is reviewed by the executive of our international network Baker Tilly.

Sustainability is an ongoing journey that demands relentless dedication. We are committed to advancing our performance and striving towards our sustainability goals. Our approach is characterized by clear accountability, transparent communication, and a steadfast commitment to a sustainable future.

We are profoundly grateful to our employees, customers, business partners, and stakeholders for their unwavering support.

Your contributions and collaboration have been crucial to our progress. Together, we can drive positive change and create a more sustainable and equitable world.

In this report, you will find detailed insights into the activities of the TPA Group in 2023. We hope you find it informative and engaging.

Best regards,



Klaus  
Bauer-Mitterlehner (AT)



Thomas  
Haneder (AT)



Petr  
Karpeles (CZ)



Krzysztof  
Kaczmarek (PL)

TPA Group Management Team



## 2. TPA Group

### 2.1. About the TPA Group

*“We believe in turning sustainable practices into everyday business, ensuring that our progress benefits both people and the planet.”*

*Leopold Kühmayer, TPA Partner*

We – TPA Group – are a dynamic and independent consulting group of tax advisors, auditors and business advisors. Our services include tax consulting, accounting, auditing and advisory in 12 countries in CEE/SEE.

For us, providing advice means finding perfect solutions as well as understanding our clients' personal concerns. Whatever the request, we offer our clients a comprehensive service, reliability and creativity and deliver competent solutions promptly. Our work is based on highly specialized qualifications, experience gained over many years and personal on-site support of our clients. Our clients benefit from our cross-border, personal support, from our locations in the most important cities in Central and South-Eastern Europe and from our specific know-how. Thanks to

our strong roots in the countries of Central and South-Eastern Europe, we have a profound understanding of the respective tax law and cultural particularities of these regions.

We – the TPA Group in 12 countries – form the Baker Tilly Europe Alliance together with the renowned consultancy Baker Tilly in Germany and the global network of Baker Tilly International.

Through the alliance with the Baker Tilly International network, all 12 countries of the TPA Group have an optimal network worldwide at their disposal and can provide high-quality services in all economically important cities and regions of the world.

## THE TPA GROUP.



Status End of 2023

The total turnover of the TPA Group in the year 2023 amounted to TEUR 143,8.

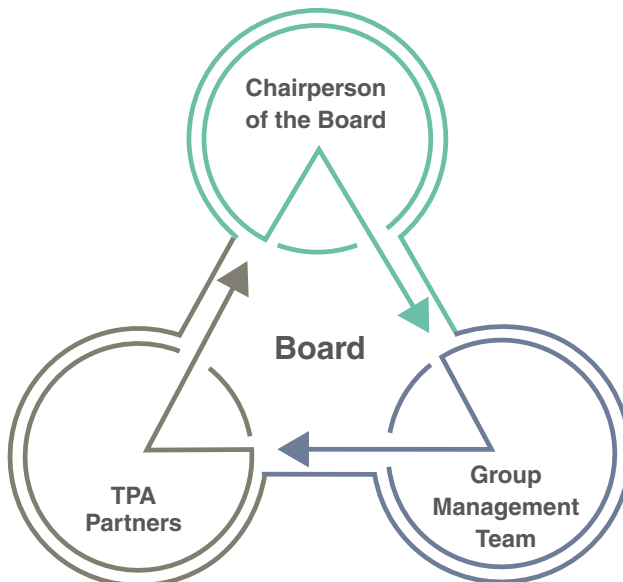
## REGIONAL ROOTS. WORLDWIDE NETWORK.

The Baker Tilly International network comprises independent member firms in 141 countries and is one of the top ten global advisory networks.

## 2.2. The TPA Group Governance

The TPA Group is an association of partnerships in all twelve TPA countries, with TPA Austria forming the partnerships in

each country together with local partners. The TPA Group governance structure is comprised as follows:





The TPA Group Management Team (TGMT) is the executive body of the group, preparing topics and information for the Board and implementing its decisions.

The TGMT consists of four members, two elected every two years by the TPA Group



Klaus  
Bauer-Mitterlehner (AT)



Leopold  
Kühmayer (AT)



Petr  
Karpeles (CZ)



Krzysztof  
Kaczmarek (PL)

Board and two nominated by TPA Austria. In the reporting year 2023, the TGMT consisted of the following four partners:

The TPA Group Board is the decision-making body. In line with the motto '12 countries, 1 company', each country has its representative on the Board. The most important tasks of this international ensemble are making decisions on strategy, service lines and the international network, to name a few, as well as approving the budget.

The TPA Group Board consists of representatives of each TPA country and a chairperson. The Group Board meetings take place several times per year either via video conference or in person. In the reporting year 2023, following partners formed the Group Board:

**Chairperson:**



Bojan Zepinic (RS)

**Group Board:**



Ilir  
Binaj (AL)



Karin  
Fuhrmann (AT)



Ingrid  
Winkelbauer (AT)



Klaus  
Scheder (AT)



Thomas  
Haneder (AT)



Petr  
Karpeles (CZ)



Bojan  
Huzanic (HR)



Igor  
Arbutina (HR)



Jozsef  
Szemeredi (HU)



Dusanka  
Ivovic (ME)



Wojciech  
Sztuba (PL)



Jan  
Glas (RO)



Michael  
Knaus (SI)



Mojca  
Mlakar (SI)



Peter  
Danovsky (SK)



## 2.3. Our high-quality services

### Our business areas

#### **Tax consultancy: Strength through know-how & specialisation**

TPA's range of services in tax consultancy includes, among other things, ongoing accounting including annual financial statements, payroll accounting, tax consultancy, support for real estate projects, reorganisations and succession planning.

Other services include developer and participation models, real estate fund consulting, real estate transaction consulting, financial criminal law consulting, business valuation, VAT consulting, transfer pricing, EU subsidy and technology consulting, risk management and compliance.

#### **Payroll**

The payroll services include payroll outsourcing, social security advice, payroll tax advice, company pension schemes, payroll check and employee tax assessment for employees.

TPA works with all common Software solutions such as BMD NTCS, Datev, DVO, Navision, RZL, Sage DPW and SAP in order to meet the individual requirements of our clients. The regular innovations and legal changes in payroll accounting are no problem for us, as we are always up to date.

#### **Bookkeeping**

Sound bookkeeping is an important foundation for any business. TPA offers bookkeeping services as well as digital bookkeeping and bookkeeping outsourcing. Our services also include a UID check, which involves checking VAT identification numbers.

#### **Accounting**

TPA prepares annual and interim financial statements in accordance with current company and tax law requirements. Our accounting services also include special and interim financial statements, advice on annual financial statements, profit determination, income-expenditure statements, tax return preparation, tax optimisation, support for managing directors and board members, compliance with disclosure requirements, business analyses, cash flow statements, etc.



### **IFRS advisory**

International Financial Reporting Standards (IFRS) are applied worldwide. Increasing globalization, growth, and a rising number of corporate transactions are reasons why more companies are facing the challenges of preparing consolidated financial statements in accordance with IFRS. TPA assists with all challenges and questions related to IFRS. We offer extensive practical IFRS knowledge, cross-industry experience, and access to our global network of tax consultants, auditors, and business consultants within the Baker Tilly Europe Alliance.

### **ESG and sustainability consulting**

TPA's focus in business consulting is on measurable benefits for our clients. In the field of ESG consulting, we offer support in the development and optimisation of companies or processes as well as specific services such as ESG strategy consulting, sustainability reporting, EU taxonomy consulting, ESG ratings, ESG due diligence, ESG quick check, green finance, circular economy and carbon footprint calculation.

### **Digital Transformation**

We support companies in the effective management of data and information along the entire value chain. In addition to our expertise in digital processes and IT solutions, we also take into account the specific framework conditions of the respective business. This gives us a decisive advantage over pure process and IT specialists.

### **Audit**

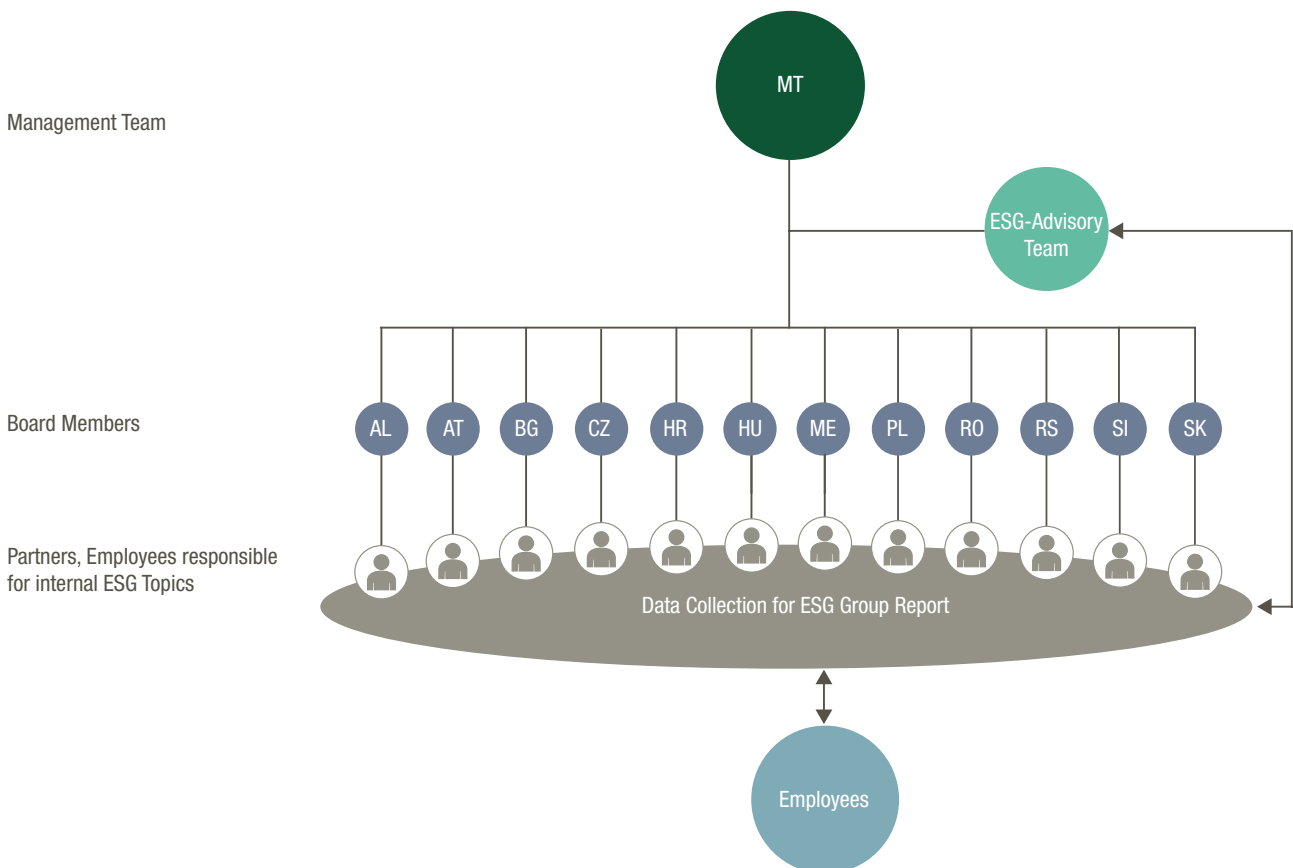
Our responsibility as auditors goes far beyond simply confirming that the annual financial statements comply with statutory requirements. Our goal with every audit is to create a „value-added audit“ for our clients with recommendations for optimizing business processes, internal control systems and management information systems. In both statutory and voluntary audits, we check whether your financial statements comply with legal requirements and present as true and fair a picture as possible of your company's net assets, financial position and results of operations.

### 3. Sustainability in the TPA Group

For us, sustainability is more than just a buzzword. We see it as our duty to work together for something great. We want to make a greater contribution to ensuring that the world remains liveable for future generations. The following chapters will give an insight into how we define and live sustainability in the TPA Group.

For the continuous improvement of our performance in the area of corporate

sustainability, it is of great importance to view it in an integrated manner and to anchor its management at the highest level. All TPA Countries provide integrative and operational support and exchange information, discuss initiatives, and work on the further development of the sustainability agendas.



### 3.1. SDGs

The 2030 Agenda is a guideline for climate protection, fair working conditions and against hunger and poverty. It contains 17 Sustainable Development Goals (SDGs in short) and was adopted on September 25th, 2015, by 193 heads of state and government at the Summit of the United Nations.

The agenda is directed at nations for the creation of legal frameworks suitable for

this transformation and requires a great deal of effort from all stakeholders from business, science, politics, and society, in order to shift our thinking and acting in the right direction that corresponds to the goals. The 17 SDGs apply to industrialized, emerging and developing countries in the same way, and encompass social, environmental, and economic sustainability.







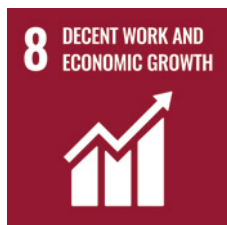
The goal of SDG 4 is to ensure inclusive and equitable quality education as well as the promotion of learning opportunities for all.

TPA's way of contributing to this goal is by providing employees with training hours. Approximately 35 hours per employee were spent in further education in the year 2023.



SDG 5 promotes the achievement of gender equality and the empowerment of all women and girls. If the development in gender equality were to continue as it has, it would take 140 years for men and women to be equally represented in leadership positions. Change needs to happen faster and more dramatically to advance gender equality.

TPA strives for an equal share of women and men at all hierarchical levels, addresses individual needs, recruitment and promotions are based on gender-neutral criteria; fair income prospects, facilitating re-entry after the birth of a child.



SDG 8 strives for sustained, inclusive and sustainable economic growth as well as full and productive employment and decent work for everyone.

TPA is committed to fair pay, recruitment, promotion and overpayments are based on non-discriminatory and gender-neutral criteria and health promotion is a priority at TPA.

SDG 12 has the goal to ensure sustainable consumption and production patterns.

TPA's way of contributing to this goal is by aiming to improve the monitoring of waste volumes and the calculation of greenhouse gas emissions.



The goal of SDG 13 is to take urgent action to combat climate change and its impacts. Climate change no longer only exists in theory: temperatures are rising, environmental disasters are occurring more frequently, and climate refugees are becoming more common.

The TPA Code of Conduct includes among other things a commitment to environmental responsibility. We pay attention to energy consumption and the use of materials.



The 16th SDG promotes peaceful and inclusive societies for sustainable development and demands access to justice for all. Furthermore, the goal is to build effective, accountable and inclusive institutions at all levels.

Our principles are embedded in the TPA Code of Conduct: Respect and Esteem, Trust based on Quality, Objectivity and Independence, Integrity and Fairness, Zero Tolerance regarding illegal and unethical conduct, Social and Ecological Responsibility. Care is taken to ensure that employees receive regular training on current anti-corruption laws and that a reporting system is in place to document violations.



## 4. About the Report

This is the second issue of the TPA Group's sustainability report. In this report we present ESG-relevant (Environmental, Social, Governance) information and key figures from the financial year 1st January 2023 – 31st December 2023. We considered the GRI (Global Reporting Initiative)-Standards as a guideline for the content and the structure.

We assume that the awareness and knowledge of sustainability and ESG topics is more developed in Austria than in most of the CEE/SEE countries. Therefore, we used the experience and knowledge of TPA Austria in creating its sustainability reports for the years 2020 till 2022 to identify important stakeholder groups and material topics.

The following list shows the identified stakeholder groups.

- **Partner / Owner**
- **Customers**
- **Employees**
- Potential customers
- Potential employees
- Future generations
- **Banks**
- Media
- Trade associations
- **Lawyers and attorneys**
- **Notaries**

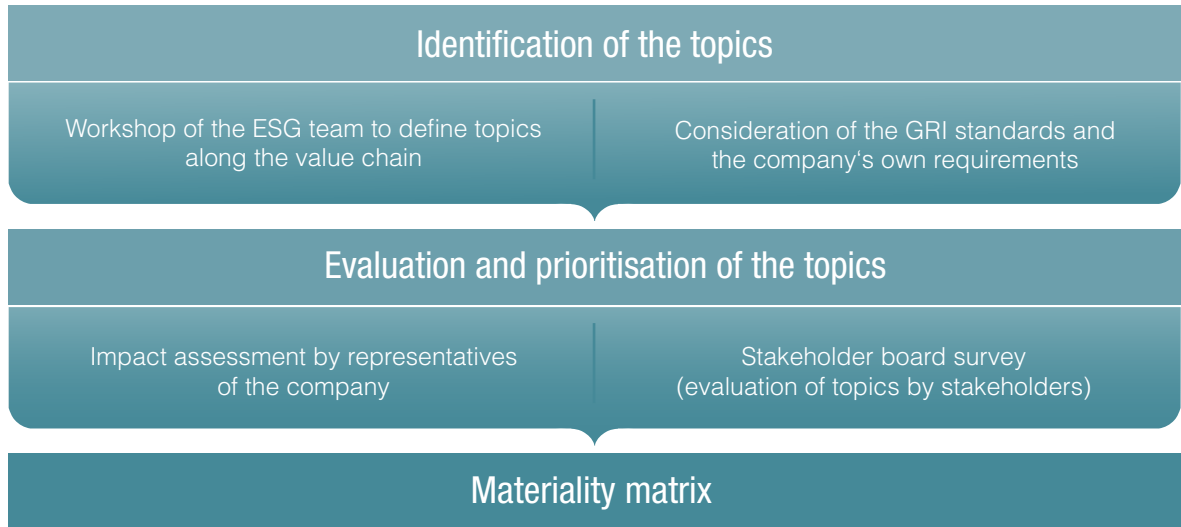
### Materiality Analysis

With the materiality analysis, the material topics of the TPA Group were identified. Materiality in this context describes the principle that a company focuses on the material topics along the value chain that are of particular importance for the enviro-

noment, society and the company itself as well as for the most relevant stakeholders (listed above in bold). The process identified the material topics and the outcome is described in the following illustration.



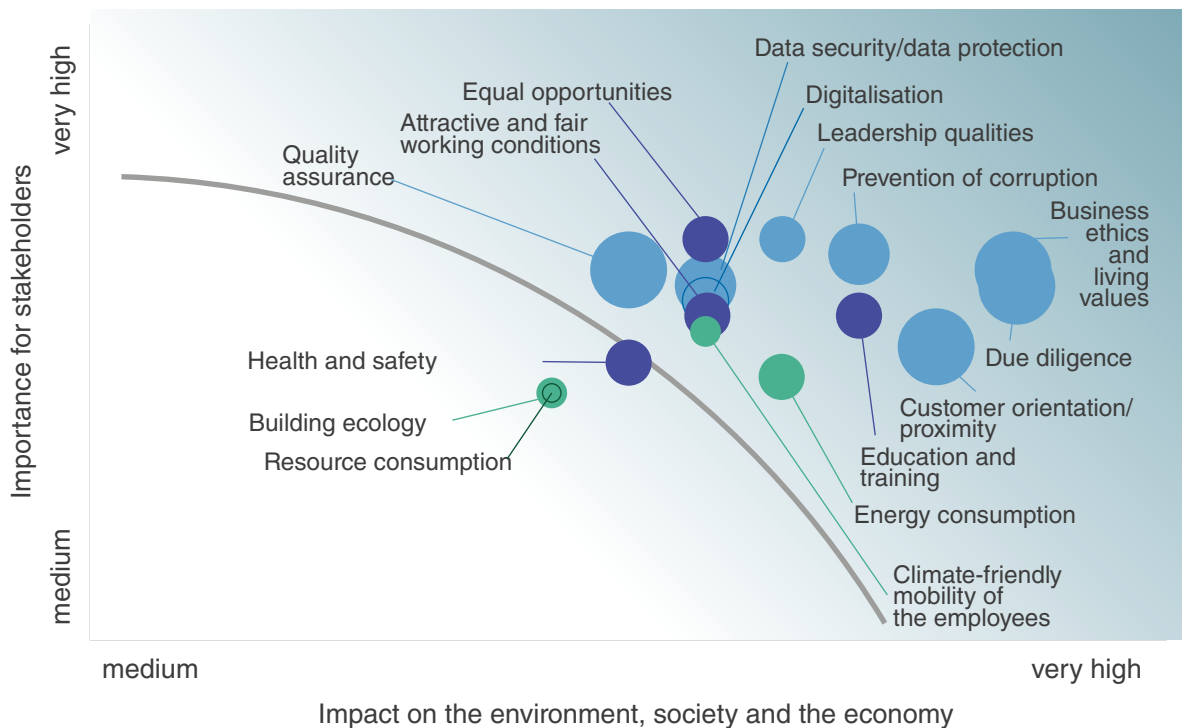
## The steps to the materiality matrix



The identified material topics of the TPA Group can be seen in the following materiality matrix.

All topics above the line are TPA's material topics.

## Materiality matrix of TPA





The TPA Group Sustainability Report summarizes ESG Data of 11 of the 12 countries where TPA is represented. Data from those 11 countries were collected, compiled, and compared. This was the second round of investigating the non-financial status of the TPA Group.

The goal for the following years in general is to include all countries and to expand the reported data. This year's report includes data from Austria, Bulgaria, Croatia, Czech Republic, Hungary, Montenegro, Poland, Romania, Serbia, Slovakia, and Slovenia.





## 5. ESG Topics in the TPA Group

### 5.1. Data Security/ Data Protection

We are responsible for the processing of personal data and, therefore, we are data controllers within the meaning of the General Data Protection Regulation (GDPR). The purpose of the GDPR is to protect individuals when personal data is processed. In Croatia, Czech Republic and Slovakia we have implemented a certified integrated management systems according to the international standard ISO 27001 (Information security, cybersecurity and privacy protection – Information security management systems – Requirements). Other countries are preparing for certification. Throughout TPA Group compliance with the legal framework for the

processing of personal data is regularly communicated and trained to our employees by managers. Data protection and information security are given high priority in the procurement and development of software.

Even though the TPA Group uses the highest security standards two incidents occurred within the TPA Group, which were disclosed to relevant authorities.

### 5.2. Digitalization

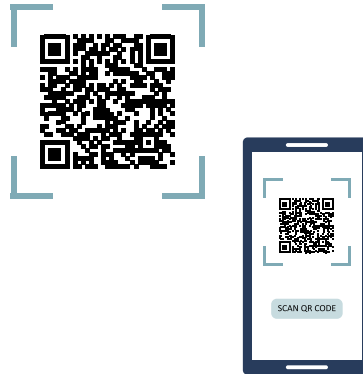
Digitalization is a driver of innovation and sustainable development, and we are constantly exploring the use of new tools. For our employees and partners, modern technologies for video/online meetings are already a matter of course in our daily work. Cloud based data sharing is implemented throughout the group. We strive to ensure that the high quality of face-to-face communication is also possible electronically, in line with our corporate culture.

Telecommuting, online and hybrid training formats help to reduce time spent on commuting and business travel and to conserve resources. In Poland for example

we have a hybrid work model with 50% remote work and 50% work at the office. In general, we are planning to integrate more cloud-based applications in existing IT-infrastructure. In Austria we have a dedicated team in place, who is offering services in the “Digital Advisory Transformation” area providing concrete support for the current challenges facing companies and management in a market environment full of systemic fundamental changes. Additionally we implemented different training courses and certifications in cooperation with universities to improve and as well certify our knowledge in the digital transformation.

### 5.3. Anti-corruption

Our commitment to the highest legal, ethical, and moral principles is enclosed in the TPAs Code of Conduct. In order to comply with all relevant anti-corruption laws including as well whistle blower guidelines, our employees receive regular training in 9 out of 11 reporting countries. Through this training, they will be able to identify potentially dubious situations, avoid prohibited conduct and seek immediate advice from their supervisors if required. This ensures that any attempted bribery or corruption can be identified and prevented at an early stage. A key consideration in the provision of our advisory services is the prevention of money laundering and terrorist financing. Our Policy Statement: We do not accept unethical or illegal behaviour from our partners, employees, collaborators, customers, government officials or suppliers. Full details of this policy statement can be found at the following [link](#) or QR code:



Material or non-material benefits may not exceed the value of EUR 100 in an individual case and/or EUR 500 per year. If these limits are exceeded in an individual case, the consent of the responsible partner must be obtained. Any possible influence on the award or renewal of the contract must be excluded.

In 2023 there were no incidents of corruption in the reporting countries.

### 5.4. Business ethics and values

The way we work together as a team and with our clients is based on shared ethical values. They define who we are and how we conduct our business. The TPA Code of Conduct ensures compliance with the legal and regulatory framework within which TPA operates and represents a clear commitment to our principles. Simultaneously, we demonstrate our responsibility to clients, society, and the environment. Our first priority is to act with integrity and legal compliance.

- Respect and Esteem
- Trust based on Quality
- Objectivity and Independence
- Integrity and Fairness
- Zero Tolernance regarding illegal and unethical conduct
- Social and Ecological Responsibility



## 5.5. Quality assurance

We take a number of measures to ensure the high quality of our services. On the one hand, all major business documents that leave our office are approved by the respective partner and the manager in charge. Specialist departments in different areas of consulting also ensure that reports, opinions, memoranda, and other services provided by TPA always meet the highest quality standards. We implemented a peer review in our audit service line at TPA Group level in 2022. All audit practices in the TPA Group will be subject to this peer review once in three years. The

four-eyes-principle as well as employee trainings are two examples for measures that are implemented in all reporting countries.

Our employees have access to the latest digital tools for a wide range of issues and products - for example, accessible links to all tax-related databases on the intranet - and have access to many templates and digital instructions, in addition to standardized checklists. All employees are continuously trained and undergo a comprehensive training scheme.

## 5.6. Customer Orientation/ Customer Experience

The foundation of our success is good relations with our customers and other stakeholder groups. Stakeholders are relevant individuals or groups who are significantly affected by or can affect our decisions and activities. Understanding our stakeholders' expectations and concerns, identifying, and responding to opportunities and risks, providing them with appropriate and timely information, and making our goals and performance transparent

and easily accessible are all important to us. Only by working together we can create values that have a positive effect on the environment and society beyond the financial. "Face to face business" as well as the concept of a "one-stop-shop" runs through the entire group.

Furthermore, in TPA Poland a Customer Service Policy has been implemented in the different service lines.

## 5.7. Energy use

The active involvement of employees in the reduction of energy consumption is an important part of the process. Energy efficiency measures in the office can help reduce energy costs and environmental impact. In many of the locations of TPA Group installation of LED lights, reduction of mobile printers are already implemen-

ted as measures to reduce energy consumption. In some locations it is challenging to define the amount of used energy as we pay a lump sum price for our rented office space. For the calculation in this year's report some estimations and approximations were necessary.



## 5.8. Climate-friendly mobility of the employees

Every time we travel, we have the opportunity to influence our carbon footprint. As part of our proactive customer care, business travel is an essential part of the work of many of our partners and managers. However, we try our best to ensure that our business travel is kept to a minimum. Where possible, we make use of video and telephone calls, or we use public transport. In Czech Republic and Poland

there are challenges for employees to come to the office through “muscle power”, which means by bike or walking for example. The collection of active meters and the playful measurement against each other motivates and is also rewarded with prizes. A good connection to public transport was considered in several countries when choosing the location of the office space.

## 5.9. Building Ecology

In 5 of 11 the reported countries TPA's main office buildings are buildings that are designed for energy efficient operation. These include two LEED-certified buildings as well as one building certified under the BREEAM standard and other buildings that are classified positively in terms of energy efficiency.

LEED (Leadership in Energy and Design) is a certification system for buildings and was developed by the US Green Building Council (USGBC) in 1998. It is used in over 150 countries and is the most widely used certification system. The LEED assessment examines energy and ecological criteria. The goal of LEED certifications

is standardisation in the field of sustainable buildings. The assessment differentiates between building categories, such as large- or small-volume residential buildings, schools, retail outlets, health care facilities, urban development, etc.. It has unlimited validity.

BREEAM is an originally British science-based suite of validation and certification systems for sustainable built environment owned by BRE. It exists since 1990 and is used for the specification and for measuring sustainability performance of buildings. This third-party certified standard addresses design, construction, use and refurbishment.



## 5.10. Resource consumption

Within TPA Group, the responsible use of resources is a matter of great importance to us. In our business sector paper is basically the most used resource, that's why reducing paper consumption and avoiding unnecessary printing is a priority.

Another topic within the field of resource consumption that needs to be pointed out is waste. Besides waste prevention, TPA aims to monitor waste volumes including calculation of greenhouse gas emissions caused by waste. Attention should be paid to the entire life cycle of products as early as the purchasing stage. As waste collection, waste separation, waste treatment, and in general the organization of

waste differs very much. In the countries of TPA Group it is highly challenging to find a way to measure, calculate and collect data and summarize it for this Group Report. Therefore, we want to set up processes in a standardized way to monitor waste in TPA Group more precisely.

As we also host events and meetings for our clients, the organization of events is also a part where we have an impact on resource consumption. We have already considered certain aspects in the organization of events in a few countries, such as location and transfer. In the next years we want to focus more on ESG criteria in terms of events.

## 5.11. Health and safety

In 80% of the reported countries, we offer our employees medical services such as health checks, vaccinations, and consultations. In most of those countries an annual health check is part of the services. In Austria and Romania employees have the possibility to visit the doctor in the office building at certain appointments, in other countries there are cooperations with closely situated medical institutions. In Hungary TPA employees are offered free time for medical appointments.

To promote the health of TPA's employees, numerous sports activities are advertised throughout the Group. Our local teams take part in the Vienna Business Run, the run "From the Tatras to the Danube" or

the Bucharest half marathon and other sports events. Our colleagues in Prague organize a group wide Badminton tournament once every year. TPA Poland has a point system where employees can collect points for all their sports activities and win prizes.

In addition, healthy snacks are offered almost everywhere in the office, for example in the form of fruit baskets.

In 9 out of 11 of the reported countries an external safety check is performed on a regular basis. Safety equipment and working conditions are investigated during those checks, in general according to the local law.

## 5.12. Attractive and fair working conditions

Our aim is to be a desirable, responsible employer for current and prospective staff, one that values and respects people. We are committed to fairness and equality regarding age, gender, ethnic or national origin, religion, and sexual orientation. We ensure fair remuneration and salary transparency for our employees. To enable our employees to achieve real personal development, we also believe it is our responsibility to offer flexible working arrangements.

Measures that are taken throughout the group are for example support of our em-

ployees returning after maternity leave or home office and flexible working conditions.

In order to ensure that our corporate culture is experienced in a positive way by our colleagues on a daily basis, leadership guidelines have been developed in a bottom-up process in which all countries were involved. These guidelines state that respect and esteem characterise the way we interact in our company.

## 5.13. Equal opportunities

At all levels of the hierarchy, and especially in management positions, we strive for an equal number of women and men. Our aim is to overcome gender-based restrictions and to achieve sustainable equality between men and women in management positions. Equal opportunities for women to earn a fair income and to return to work

after having children are also central to our efforts to promote women. Gender-neutral criteria as well as equality regarding race, color, religion, political opinion, national and social orientation and sexual orientation are used for recruitment and promotion. TPA Group stands for equal pay for equal performance.

## 5.14. Education and training

Excellent training and high-quality development are very important to us. This is also reflected in the number of hours spent on training:

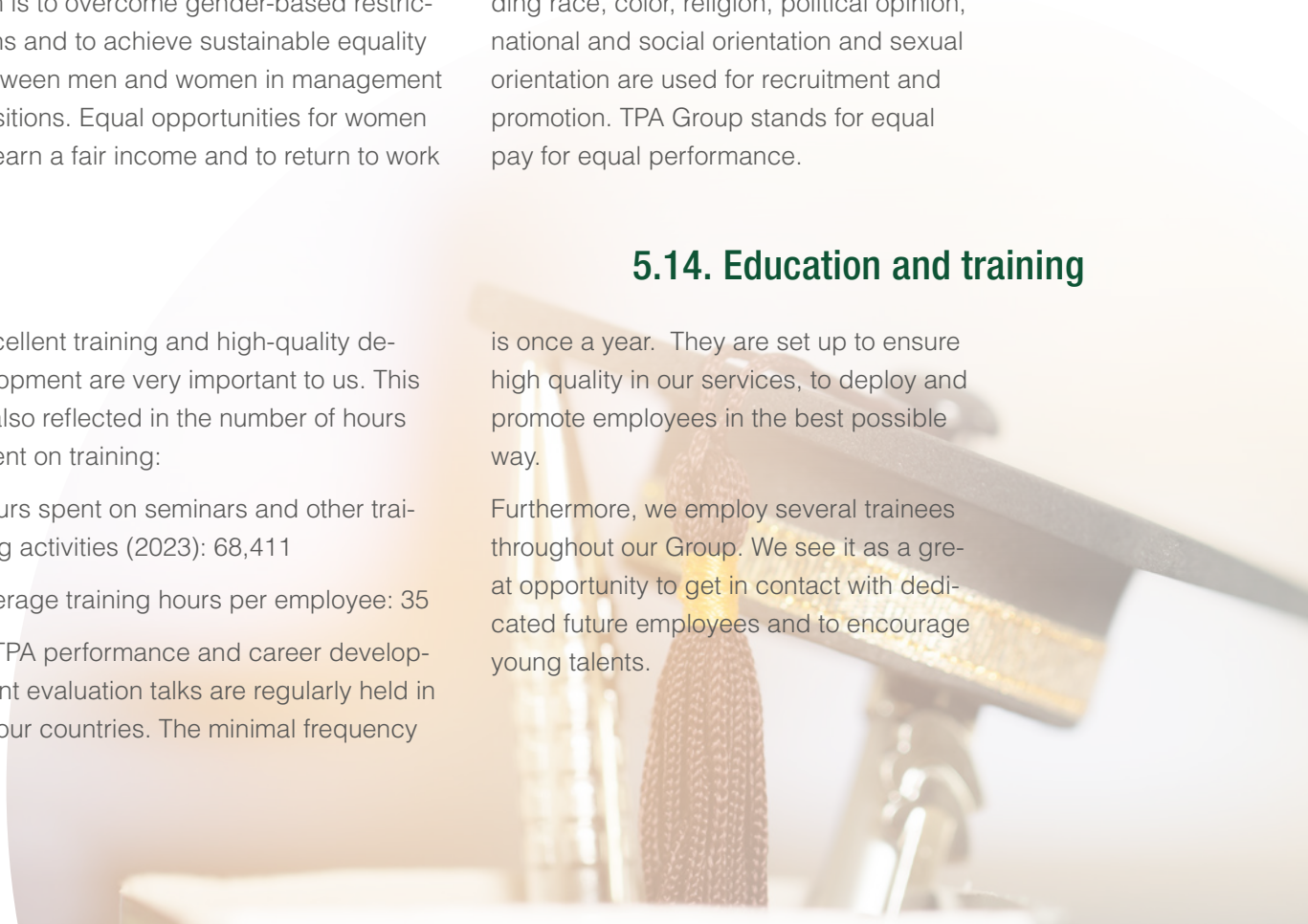
Hours spent on seminars and other training activities (2023): 68,411

Average training hours per employee: 35

In TPA performance and career development evaluation talks are regularly held in all our countries. The minimal frequency

is once a year. They are set up to ensure high quality in our services, to deploy and promote employees in the best possible way.

Furthermore, we employ several trainees throughout our Group. We see it as a great opportunity to get in contact with dedicated future employees and to encourage young talents.





## 6. Trends and Outlook

### Comment by Marcus Kohnke

Head of Sustainability & Governance of Deka Immobilien Investment GmbH

Due to the current movement in the political landscape of some EU countries and in the US, the focus on the sustainability framework has lost momentum. We see that laws implemented to mitigate climate change are under discussion or have been made easier to adopt. The probability that the agreed climate targets can still be fulfilled is declining, but the consequences of global warming can be seen more frequently and are accelerating. The year 2023 was the warmest since climate data measurement began. Bearing this in mind, Deka Immobilien, as one of the biggest real estate investors in Europe, is aware of its role to set up targets and measures to improve the Environmental, Social and Governance performance of our company and our products. Since 2010 we have integrated sustainability aspects into our internal framework and mindset. Today we have transparency regarding the fact that nearly all of our properties in 27 countries could be affected by extreme weather climate events in mid or long term. We constantly measure those risks using tools that work with data

provided by the IPCC. We have adapted this in the company's strategy and set up carbon reduction goals. Since then, we have consequently measured our energy consumption and carbon footprint as well as implementing energy saving techniques. Five years later we can prove energy savings of over 50 GWh per year and carbon dioxide savings of over 9,000 tons per year (30th June 2024). Currently, this innovative technique runs in over 90 properties and is saving approximately 24% of the heating, ventilation and air-conditioning energy with moderate investment costs. In addition to this, we have also improved or changed the basic building technique (e.g. installing heat pumps) and in some cases even facades and windows have been renewed. However, such significant renovation measures are more complex and have to be planned in great detail.

Over the last few years first steps to install photovoltaic panels to produce renewable energy have been taken. This also has a positive effect on the energy performance

certificate of the buildings, along with many new regulations for the daily business. Whenever intersectoral changes have to be set up, the direct path turns into a hurdle race. Although the policymaker is determined to guide the investors to a more sustainable operational business, there is still a long way to go to providing green energy to their portfolio and tenants. The biggest learning curve so far has been in learning to start the process as early as possible.

Apart from energy and carbon issues, Deka Immobilien is working at integrating biodiversity concepts into the strategy as well as social impact measures. Our understanding of social aspects is to mitigate disadvantages between the social levels. As there is no legal framework as well as no market standards have been adopted so far, the hurdles are even higher. As an established investor in commercial properties there is no straight forward approach for social strategies. Between the borderlines of “Minimum Social Safeguards” requested by the Taxonomy and the social aspects identified through the CSRD business impact analysis we have to find social target which will be supported through the investors as well. For the time being we are working on social targets for the products.

Governance Aspects are mostly under-rated in the ESG Framework. As a trustee company for over 2 million clients with an investment history of more than 50 years,

we need, and we have a strong focus on, governance. The company and the product class are strongly regulated, which requires a lot of internal organization and guidance as to how to do our business and how to control it. We are constantly under observation by external auditors, by the financial- and tax supervisory, by internal audit, compliance frameworks and checks to constantly stay in line with the legal framework, to improve our processes and business model. In addition to this, we are constantly working on setting sustainability standards, overseeing and implementing new frameworks into our global supply chain.

We are aware that there is still a long way to go for the entire real estate industry, but all activities over the last few years have strengthened the trust in our products and improved the stakeholder dialogue – a strong motivation to keep on moving.



Marcus Kohnke, Head of Sustainability & Governance of Deka Immobilien Investment GmbH



## ESG: It's all about data

An Article by Roland Mechtler, Director of the Board of Raiffeisenlandesbank NÖ-Wien

There are plans calling for Europe to become the first climate-neutral continent by 2050. According to the Federal Environmental Agency, additional investments of roughly 145 billion euros will be required in Austria alone up to 2030. The EU has, therefore, given us as banks a special role in connection with the Green Deal: It views us as trailblazers in the transformation of the European economy.

From the viewpoint of the financial sector, that means both a great opportunity and a significant challenge. The EU Taxonomy and Mandatory Sustainability Reporting (Corporate Sustainability Reporting Directive, CSRD) has been responsible for a steady increase in regulatory pressure. We as banks are required to understand, interpret, and implement the extensive ESG regulations before all other market participants – in particular, to serve as a reliable partner and help our customers in their own transformation.

The rules and regulations underlying the sustainable transformation subject us as banks to the same regulatory requirements as our customers. For example: we must also collect and evaluate information on the greenhouse gas emissions of our business partners in connection with credit financing.

This is a process that is frequently challenging to implement in this highly complex subject. Today, we are faced with a situation where a very high regulatory density meets a data landscape that is still not harmonized. There is often a lack of common understanding between the supervisory authorities, rating agencies, banks, and customers regarding what

should be implemented and in which way. This applies not only to legal sustainability reporting but also to the banks' ESG rating processes.

However, I am firmly convinced that we will see a gradual standardization of ESG data in the next five years. Up to that point, we will have to live with inconsistency.

For this reason, at Raiffeisen NÖ-Wien, we believe it is particularly important to rely on intensive dialogue with our customers in addition to our broad product range and projects with ecological value added. Sustainable finance-certified customer advisors use their know-how to help customers improve their own ESG data quality, with a particular focus on medium-sized companies.

That creates a win-win situation for both sides: Better data quality improves the customer's ESG rating. For us, the availability and reliability of the relevant company data are decisive. That enables us to play an active role and assume our responsibility in the transformation to a sustainable future.

With regards to absolute customer orientation, this means offering up-to-date and realistic solutions for our customers – above and beyond the banking business.



Roland Mechtler, Director of the Board of Raiffeisenlandesbank NÖ-Wien



## 7. The Group KPIs

This year's report includes Data from Austria, Bulgaria, Croatia, Czech Republic, Hungary, Montenegro, Poland, Romania, Serbia, Slovakia, and Slovenia.

### Office Space



Unit: sqm	2023	2022
AT	15,376	15,420
BG	338	338
HR	450	450
CZ	3,153	3,153
HU	712	712
ME	106	106
PL	3,515	3,515
RO	1,991	1,991
RS	407	407
SK	1,180	920
SI	460	460
<b>Total</b>	<b>27,688</b>	<b>27,472</b>

### Total Number of Employees

Unit: Headcount	2023	2022
AT	762	723
BG	25	17
HR	42	40
CZ	272	263
HU	45	45
ME	6	8
PL	416	343
RO	165	170
RS	67	54
SK	116	93
SI	25	22
<b>Total Group</b>	<b>1,941</b>	<b>1,778</b>



## Number of Management and Non-Management – Distribution Women and Men

				
	2023	2022	2023	2022
Management	186	199	168	152
Non-Management	1,219	1,111	368	316

## Age Structure of Employees

Age Structure 2023	Total	Under 30	30-50	Over 50
Management	354	26	253	75
Non-Management	1,587	664	785	138

Age Structure 2022	Total	Under 30	30-50	Over 50
Management	351	7	274	70
Non-Management	1,427	669	640	118

## Number of Trainees

Unit: Headcount	2023	2022
Total	103	121

## Paper Usage

Unit: Tons	2023	2022
Total	19.06	17.54

## Energy Use - Electricity consumption

Unit: kWh	2023	2022
Total	1,420,566	1,234,883

## Energy Use - Heating Energy Consumption

Unit: kWh	2023	2022
Total	1,898,046	1,806,022

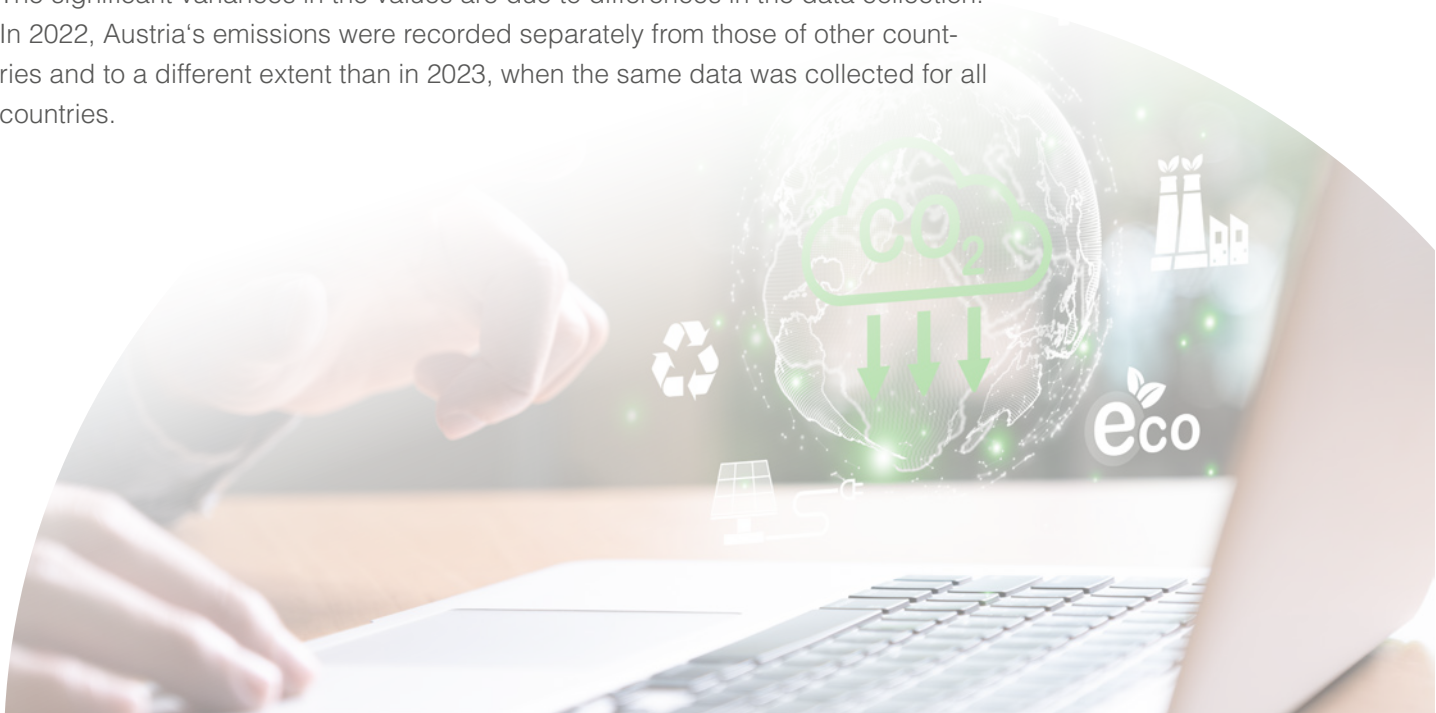
## Energy Use - Cooling Energy Consumption

Unit: kWh	2023	2022
Total	319,824	309,193

## Greenhouse Gas Emissions

	CO2e-Emissions in tonnes		CO2e-Emissionen per capita in tonnes	
	2023	2022	2023	2022
Scope 1 Emissions	300.45	221.49	0.15	0.13
Scope 2 Emissions	583.17	604.51	0.30	0.33
Scope 3 Emissions	398.70	637.96	0.21	0.36
<b>Total</b>	<b>1,282.32</b>	<b>1,463.96</b>		

The significant variances in the values are due to differences in the data collection. In 2022, Austria's emissions were recorded separately from those of other countries and to a different extent than in 2023, when the same data was collected for all countries.





## 8. Goals

ID	ESG Topics in the TPA Group	Goals	Deadline	Status TPA Group 2023
1	Data Security/ data protection	ISO 27001 Certification for AT, PL, RO and SK and recertification in CZ	2023/2024	Certification completed in HR, SK, CZ
2	Digitalization	The number/level of digitalized processes/ workflows should be increased. Increase the usage of electronic signatures / increase the percentage of paperless workflows / reducing the consumption of paper	ongoing	Different measures in different countries
3	Anti-corruption	Implement a standardized procedure and do active training in <b>all</b> TPA Countries	ongoing	Different processes implemented throughout the countries
4	Quality assurance	TPA Group started a quality peer review programme in 2022. We will continue the peer review in the audit service line at TPA Group level 2023 with PL, SK, RS and HR (RO, CZ and BG already have been started in 2022 and finalized in 2023) and have an ongoing quality peer review in/for all countries every 3 years.	ongoing	Peer review in respective countries completed
5	Energy use	Currently it is not possible to choose the energy provider in all TPA Group countries. So, in a first step we want to find a way in the majority of countries how we can switch to certified "Green Energy"	2024/2025	Ongoing efforts to switch
6	Energy use	As TPA has several all-inclusive contracts with the landlords, thus we do not have information about the amount of energy consumed for all countries and locations. So, in a first step we want to find a way in the majority of the TPA countries collecting data of energy consumption.	2024/2025	Ongoing efforts to collect detailed data, 6 countries can already collect the exact amount of energy consumption by source
7	Climate-friendly mobility of the employees	Whenever possible we choose our office locations close to transportation hubs. We want to conduct a survey to find out about how much our employees use public transport. Collecting this data is a first step to encourage our employees to use public transport.	2024	So far, a survey has only been conducted in Austria (2022)

8	Resource consumption	At the moment we only have few data available regarding waste in most of the countries. The first step is to define processes to collect data about waste quantities in order to improve the monitoring of the waste quantities (weighing of waste).	2024	Ongoing efforts to collect the data, first collections were made
9	Resource consumption	We want to find out in the majority of our office locations if ESG criteria/labels for events do exist and what exactly they are.	2024/2025	Considerations and decisions on this were collected for each country.
10	Education and training	To deliver high quality consulting services is our key element of success. So, there is a focus on education and training at TPA Group. At the moment we do not have data for specific career levels. So, in a next step we want to put in place a system of reporting of training hours for the different carrier levels.	2024/2025	A comprehensive survey of the hours according to career level has not yet been carried out.





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