

2025

SUSTAINABILITY ASSESSMENT REPORT

Mitteldeutsche
Immobilien





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1. Foreword



Dear Reader,

Following our first ESG Report last year and the subsequent interim update in spring, we are pleased to now present our second comprehensive ESG Report. Since the launch of our sustainability strategy, significant progress has been made: initial measures have been implemented, processes optimized, and new targets defined.

With this report, we aim to provide you with a transparent insight into our progress – and to demonstrate how ESG has become firmly embedded in our corporate practices.

My sincere gratitude goes to our ESG team and to everyone whose dedication, expertise, and support have made this report possible.

I wish you an insightful read.

Yours sincerely,

Helmut Mau



2. Introduction



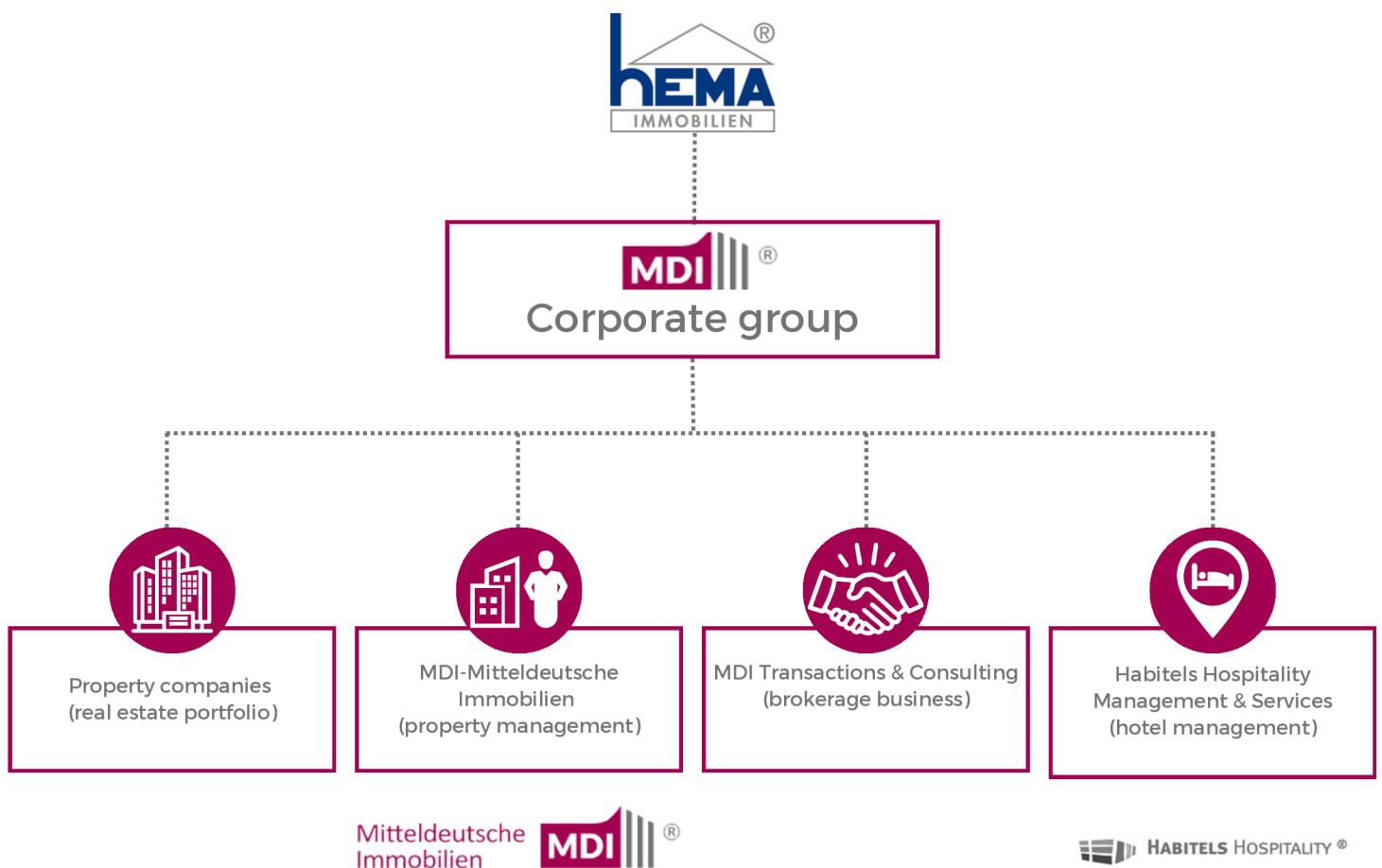
This report documents the ESG activities of the MDI-Mitteldeutsche Group and follows the established structure of Environment, Social and Governance.

The MDI Group is part of **Hema Immobilien und Beteiligungen GmbH** and unites several specialized business units under one umbrella:

- the MDI **property companies**, which act purely as asset-holding vehicles owned by our investors; these companies themselves do not perform operational real estate activities,
- **MDI-Mitteldeutsche Immobilien GmbH** as the central operating platform, responsible for asset and property management services for the MDI property companies on the basis of management contracts,
- **MDI Transaction & Consulting GmbH**, focusing on real estate brokerage and transaction advisory services, today primarily for third-party clients outside the MDI Group,
- **Habitels Hospitality Management & Services GmbH** as the hotel operating company for serviced apartments and hospitality assets, managing both owned properties and leased hotel operations,
- and the **“Stiftung Kulturkorridor Gera”**, a charitable foundation through which the Group channels its social and cultural engagement.

ESG measures are relevant across all of these business units, albeit with varying emphasis. Naturally, the measures concerning our property companies – for which MDI-Mitteldeutsche Immobilien GmbH assumes central responsibility – are primarily reflected in the “E” (Environment) dimension.

The ESG structure is not only based on regulatory requirements, but also reflects our self-conception as a responsible, forward-thinking, and action-oriented corporate group. Accordingly, all measures and developments have been systematically presented and documented along the three ESG categories.



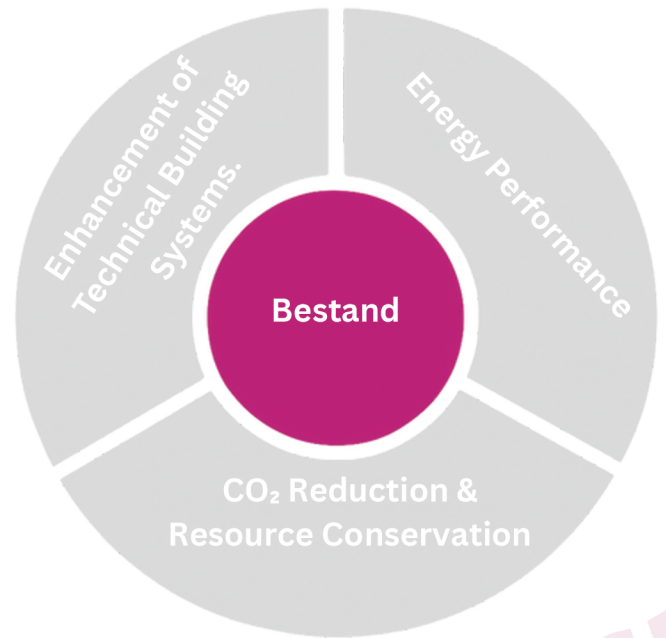
3. Environment



“Impact Unfolds Within the Portfolio.”

Responsibility Begins with Our Portfolio

The MDI Group does not view ESG as a trend, but as a long-term commitment. At the core of our environmental strategy lies our portfolio: our properties, their technical infrastructure, and their energy consumption – and thus our most direct lever for CO₂ reduction and resource conservation.



ESG starts small – and creates impact on a large scale.

Especially in the environmental dimension it becomes clear:

“Sustainability is not a one-time project, but a continuous and dynamic process made up of many individual measures.”

Whether it is the modernization of technical systems, the expansion of renewable energy, the conversion to LED lighting, or the introduction of smart metering technology – we pursue a holistic approach that combines ecological responsibility with economic viability.





Step by Step Towards a Climate-Resilient Real Estate Portfolio

Our measures are guided by concrete objectives:

- reducing energy consumption,
- lowering emissions,
- ensuring transparency.

To achieve these goals, we rely both on technological innovation and on regulatory instruments such as the CRREM tool, positioning our portfolio for long-term sustainability and resilience.

On the following pages, we present selected environmental initiatives – drawn from practice, with clearly measurable effects. They illustrate how ESG is embedded within the MDI Group: consistent, measurable, and always with a view to the bigger picture.

“My role as a Technical Asset Manager is to drive buildings forward with innovative solutions – moving away from fossil dependencies and towards intelligent, low-emission alternatives.”

Danny Hildebrandt
Asset Manager



Case Study: Improving Energy Efficiency through Heating System Upgrade

In 2024, at our Leipzig site (Torgauer Straße 72), the outdated boiler and control system were replaced with a modern, energy-efficient installation.

As a result, annual natural gas consumption was reduced by approximately one third – equivalent to savings of around 180,000 kWh of natural gas and 35 tonnes of CO₂ per year.

Targeted investments of this kind form an integral part of our roadmap towards the gradual decarbonization of the existing portfolio.



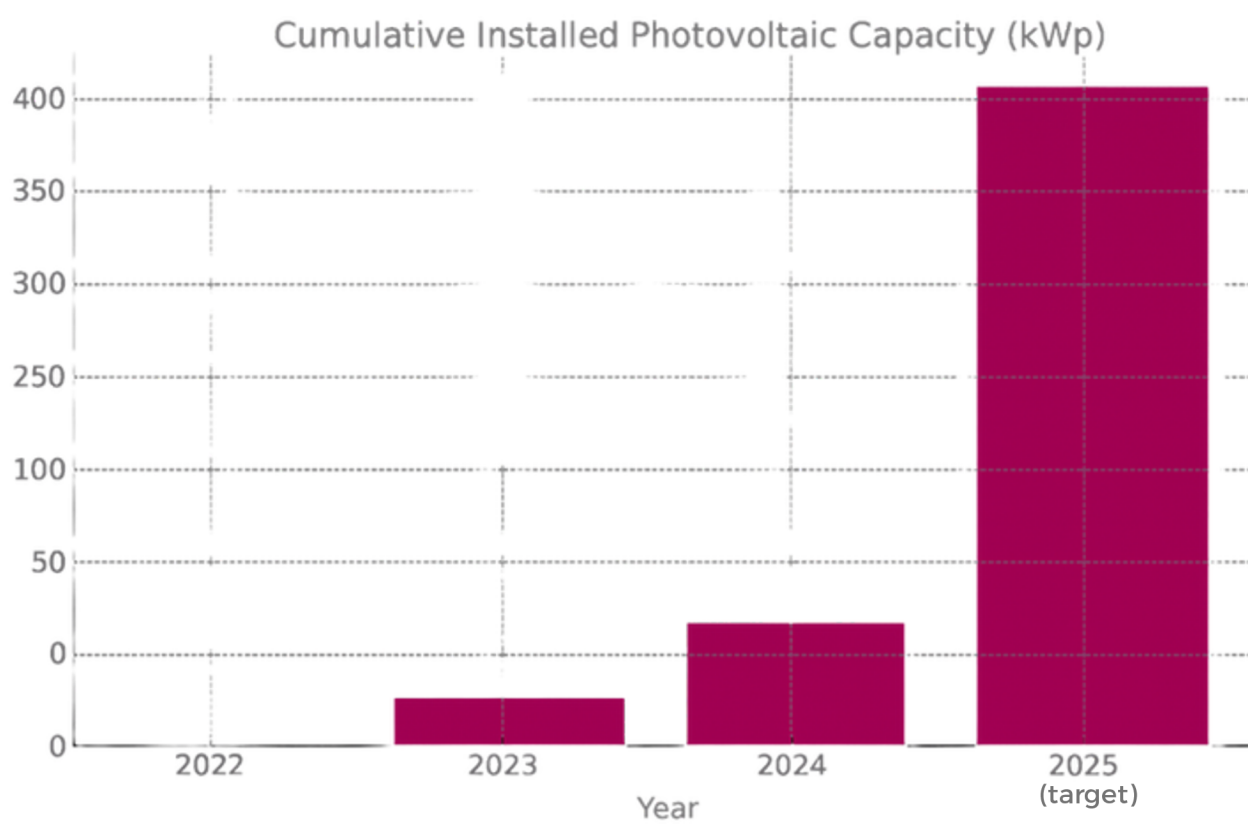
03

From Pilot Project to Large-Scale Installation – Expanding Solar Power Generation

We are consistently pursuing the expansion of renewable energy and have defined a clear strategy for the use of solar power. Step by step, we have expanded – or planned – our photovoltaic capacities.

By continuously scaling up in-house PV power generation, we strengthen our independence from the electricity market, achieve lasting reductions in operating costs, and make an active contribution to the energy transition.





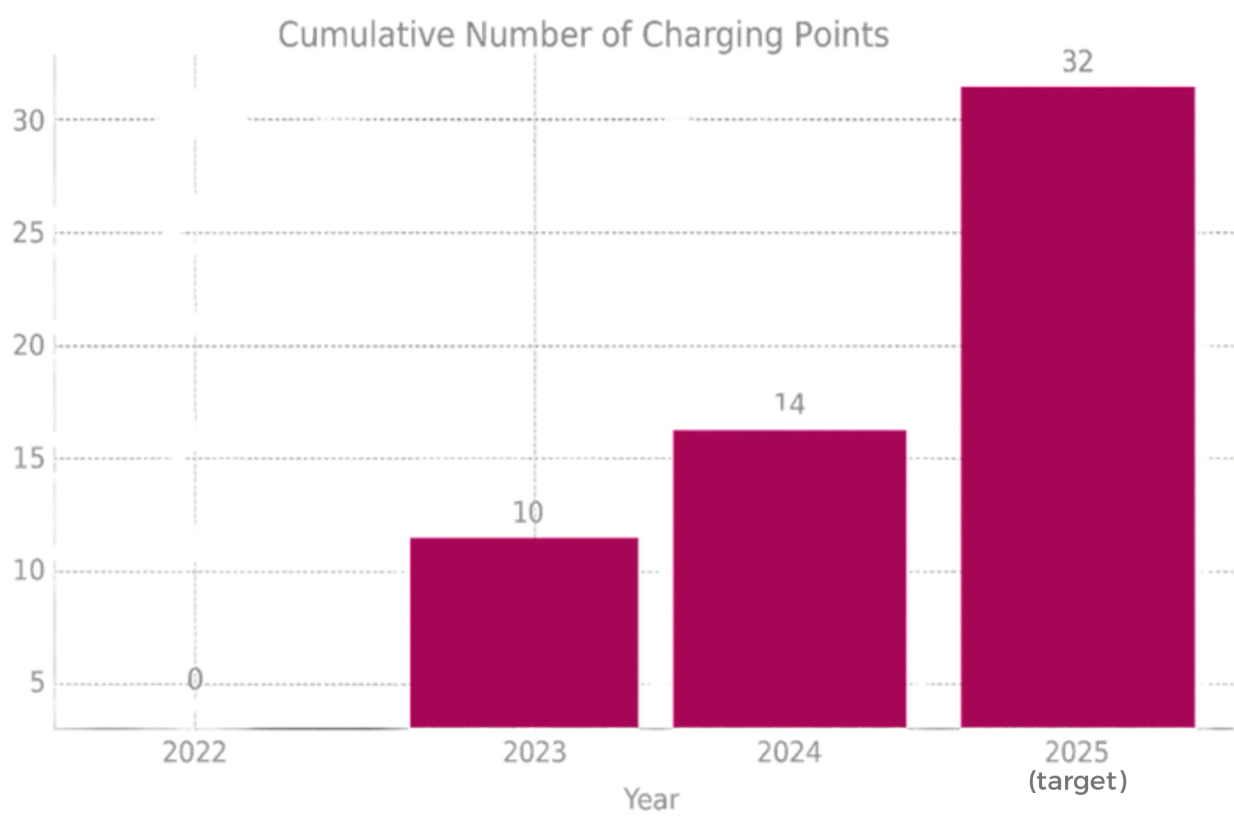
EV Charging Infrastructure – Actively Shaping Sustainable Mobility

We are consistently advancing the expansion of our charging infrastructure, thereby making an active contribution to promoting climate-friendly mobility across our real estate locations.

Since 2023, the number of installed charging points has increased significantly.

By expanding charging infrastructure, we enable emission-free charging for our commercial tenants – an essential building block on the path towards a sustainable mobility transition.



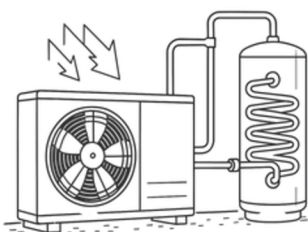


Heat Pumps Instead of Fossil Fuels – Modern Heating Technology for Climate-Resilient Buildings

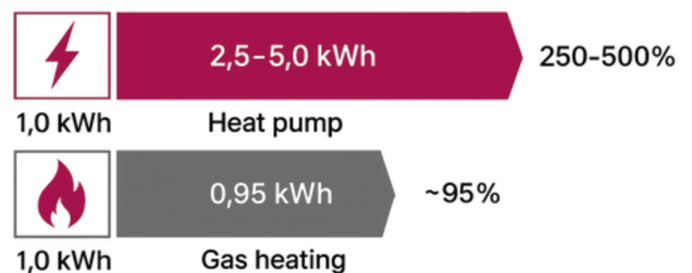
As part of our sustainable building modernization, we are increasingly relying on electrically powered heat pumps. They enable clean and efficient heating while simultaneously reducing dependence on fossil fuels.

In 2025, approximately 7,000 m² of rental space within our portfolio was converted to state-of-the-art climate-friendly heat pump systems.

The integration of heat pump technology represents a key component of our climate strategy – delivering a measurably lower CO₂ footprint per square meter and a tangible improvement in the energy efficiency of our properties.



Efficiency Comparison: Heat Pump vs. Gas Heating



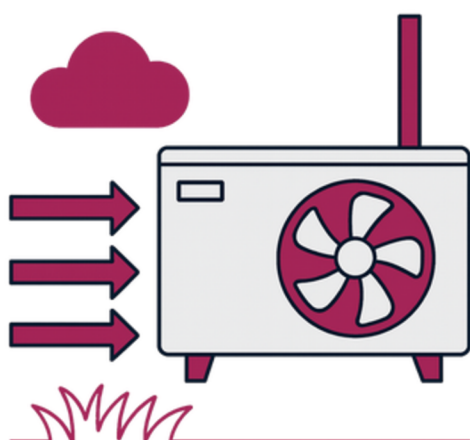
While a gas boiler generates around 0.95 kWh of heat from 1 kWh of natural gas, a heat pump can produce up to 5 kWh of heating energy from 1 kWh of electricity – depending on system type, operating conditions, and building efficiency.

Significantly higher efficiency through heat pump technology:

Compared to conventional gas heating, a modern heat pump operates at more than double to up to five times the efficiency. By harnessing ambient heat as a free energy source, it significantly reduces energy demand per square meter – representing a key lever in the decarbonization of our portfolio.

Operating Principle of a Heat Pump

- 1** Ambient air is drawn in



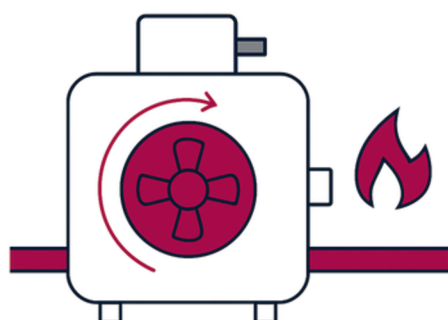
The heat pump draws in outside air from the surroundings.

- 2** Heat Transfer to the Refrigerant



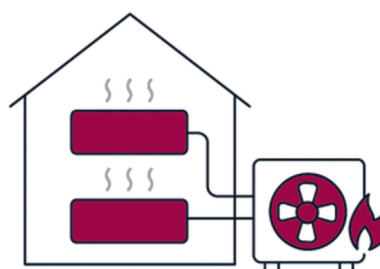
The heat contained in the air is transferred to a refrigerant, causing it to evaporate.

- 3** Compression increases the temperature



A compressor compresses the gaseous refrigerant, causing its temperature to rise significantly.

- 4** Heat is distributed in the building



The generated heat is transferred to the building's heating system via a heat exchanger.

03

Switch to Green Electricity – 100% Renewables for Our Offices

Today, the MDI Group sources exclusively certified electricity from renewable sources at all of its office locations. This transition reduces environmental impact by up to 3 tonnes of CO₂ per year – without requiring any structural measures, yet delivering a tangible effect.

In doing so, we are sending a clear signal in favor of climate-friendly business practices and affirming our commitment to the responsible use of energy in day-to-day operations.



Switch to Green Electricity – Our Strong Signal for Climate Action



Since 2025

100% Certified Electricity from Renewable Sources applies to all office locations & affiliated companies of the MDI Group

Impact

3 t

annual savings

Importance

- clear commitment to sustainable business practices
- responsible energy management in day-to-day operations

We operate in a climate-conscious and responsible way.

Introduction of Smart Metering and Automated Digital Meter Reading

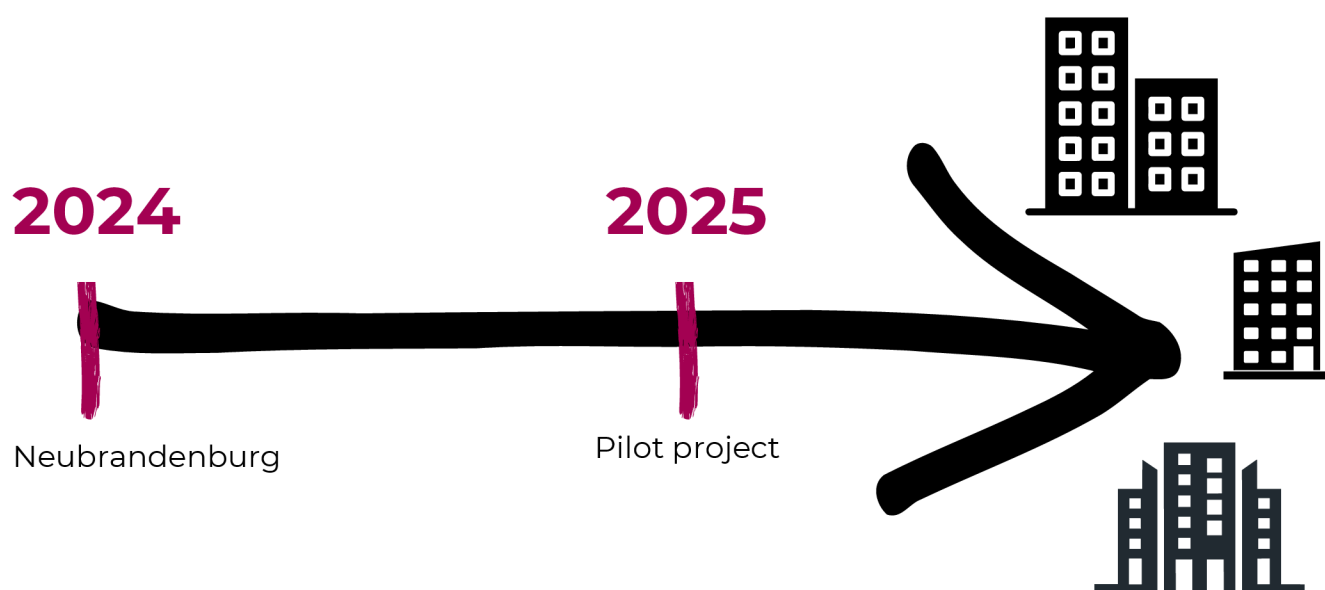
Transparent and precise consumption data form the basis for targeted efficiency measures. With the introduction of smart metering systems, we are laying the foundation for forward-looking energy management.

- **2024:** Installation of a smart metering system as part of the space modernization at the Neubrandenburg site.
- **2025:** Launch of a pilot project at our hotel property in Neuss for systematic evaluation at portfolio level.

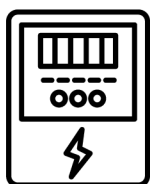
The objective is to use intelligent consumption monitoring to identify savings potential at an early stage, enhance user-friendliness, and enable well-founded long-term decisions for resource-efficient operations. Smart metering offers savings potential of around 15% of annual consumption.



Smart Metering Systems as the Basis for Future-Oriented Energy Management



Systematic Portfolio-Level Analysis



Accurate
consumption data



Identifying Efficiency
Opportunities



Ease of Use

15 %

Annual Savings
Potential

Sustainable Operating Standards – LED Retrofit & CRREM Monitoring.

As part of every new lease, the MDI Group consistently relies on energy-efficient technology: the conversion to LED lighting is carried out as a standard measure, reducing electricity consumption by up to 70% compared to conventional halogen or fluorescent lamps.

This measure forms an integral part of our decarbonization strategy, which we regularly analyze using the CRREM Tool (Carbon Risk Real Estate Monitor). In doing so, we systematically identify energy-saving potentials and steer our decarbonization pathway in a targeted manner.

The combination of technical upgrades, data-driven evaluation, and continuous monitoring ensures that our buildings remain climate-resilient and future-proof in the long term.



Image: Leipzig Gallery, Torgauer Straße T72 – prior to LED upgrade.

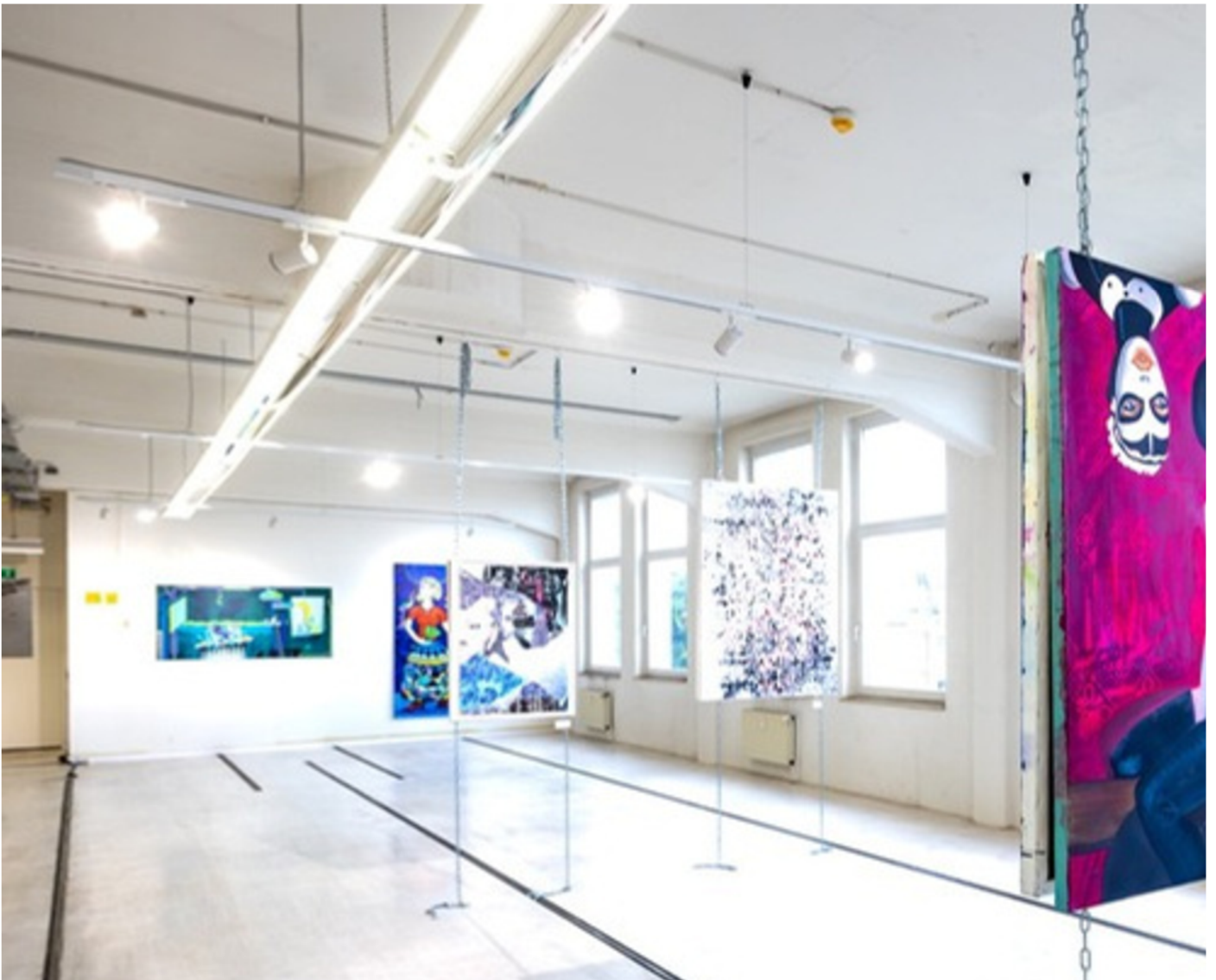


Image: Leipzig Gallery, Torgauer Straße T72 – following LED upgrade.



4. Social



„For us, sustainability is not a one-off project – it is an attitude that is reflected in our daily actions.“

Helmut Mau
Owner and Founder

Putting People at the Heart of What We Do

Social sustainability for us goes far beyond merely meeting legal requirements. It reflects our identity as a values-driven company: we create spaces, structures, and opportunities for people – within the company, through our real estate projects, and in the broader community.

The MDI Group takes a clear stance:

- We foster a respectful, diverse, and inclusive team culture.
- We are deeply committed to the needs of our tenants, enhancing their well-being and strengthening long-term relationships – also by providing tailored fit-out and development opportunities in our real estate projects.
- We invest in young talent, fair working conditions, and transparent communication.
- We actively support art, culture, and sports – wherever our projects create visible impact.

Our social activities in 2024/2025 range from targeted talent development and cultural engagement to the athletic sponsorship of a young sportswoman. The work of the Stiftung Kulturkorridor clearly demonstrates: responsibility begins on a small scale – and unfolds into a greater impact.

Leadership Transition & New Perspectives

Following **Mario Liebermann's** move to the Advisory Board (now serving as a member), **Richard Wartenberg** has taken on the role of Managing Director / CIO.

Richard is responsible for the acquisition and disposal of our real estate assets. He brings with him more than 30 years of experience in the German real estate sector, is a qualified real estate manager (Kaufmann der Grundstücks- und Wohnungswirtschaft), a certified Real Estate Economist (EBS), and a member of MRICS.

We value his expertise, his strategic perspective, and the fresh impulses he contributes to the MDI Group.



Fostering Young Talent

Our employees shape the MDI Group through their dedication, ideas, and team spirit.

- **Sina Theuerkorn** successfully completed her dual studies and will remain with us as a permanent employee – strengthening our property and asset management team going forward..
- **Wim Rambow** has completed his studies and is now embarking on an extended sabbatical – we thank him sincerely for the time we were able to share.
- **Looking Ahead:** In October 2025, two new dual students will begin their studies in cooperation with BA Sachsen.

Our close collaboration with BA Sachsen is an essential part of our commitment to fostering young talent. We provide dual students with targeted training, hands-on insights into the real estate sector, and long-term career development opportunities within the Group.

Empowering Women at MDI-Group

We are proud of the women in our team who shape the MDI Group every day. Whether in project development, asset management, or corporate communications – with expertise and commitment, they make a lasting contribution to our corporate culture.

Our approach to greater diversity and equality:

- Equal career opportunities across all business areas
- Flexible working models to balance career and private life
- Visibility of female role models as inspiration for others
- Targeted development of skills & responsibilities
- Integration of diverse backgrounds & experiences to drive structural progress

In this way, we create a working environment where women are not only represented, but where they can grow, contribute, and actively shape the future.



„Success is not driven by quotas, but by attitude, trust, and mutual respect – values that are lived every day at MDI.“

Petra Müser
Managing Director (COO)



Cultural Engagement – Stiftung Kulturkorridor (our non-profit foundation for art and culture)

Stiftung Kulturkorridor Gera is the Group's non-profit foundation dedicated to promoting art, culture, and musical-creative education for children and young people – with a strong focus on social participation and fostering creative talent. Among the initiatives supported were the Kyiv Symphony Orchestra, children's and youth institutions in Gera, as well as emerging artists through exhibitions and workshops.

We are committed to cultural participation and creative urban development – in the belief in the transformative power of art in urban spaces.

Current focus areas include:

- Kulturkorridor Kunsthalle, Torgauer Straße 72, Leipzig: The hall remains a venue for exhibitions and encounters, and will host two curated exhibitions in 2025. At the same time, we are increasingly focusing on temporary uses of real estate as flexible platforms for art and culture.
- Art in hotels operated by Habitels: Integration of artistic formats into hotels as public meeting places.
- Project “MDI x Stiftung Kulturkorridor”: Pilot project in Düsseldorf in 2025 – young artists design façades at MDI properties.
- Collaborations: Planned with universities, schools, and young artists to enhance visibility and participation.

For us, art is a social medium: accessible, connecting, and identity-forming.



Sports Sponsorship: Full Speed Ahead – Supporting Canoe Slalom Talent Lucie Krech

The 20-year-old competitive athlete Lucie Krech trains daily on the Weiße Elster river in Leipzig and regularly competes at both national and international levels. With discipline, ambition, and passion, she pursues her athletic career – qualities that the MDI Group is committed to supporting.

Since 2025, we have been supporting Lucie both financially and through communication. In June 2025, we officially announced our sponsorship via our new social media channels, introducing Lucie as the face of our sports sponsorship program.

Our commitment goes beyond financial support: we aim to provide Lucie with a platform to share her story, inspire other young talents, and raise the visibility of canoe slalom in the region.

Contribution to ESG & SDGs:

- **SDG 3** – Health & Well-Being: Promoting an Active, Healthy Lifestyle through Competitive Sports
- **SDG 5** – Gender Equality: Visible support for a young female athlete in a performance-driven discipline – serving as a role model for other young women.
- **SDG 17** – Partnerships for the Goals: Collaborating with external talents to sustainably combine social engagement and sports promotion.



„Lucie represents the very essence of our understanding of commitment: perseverance, focus, ambition – and genuine integrity.“

Helmut Mau
Owner and Founder

Sponsorship for a Good Cause: MDI Supports Charity Golf Tournaments

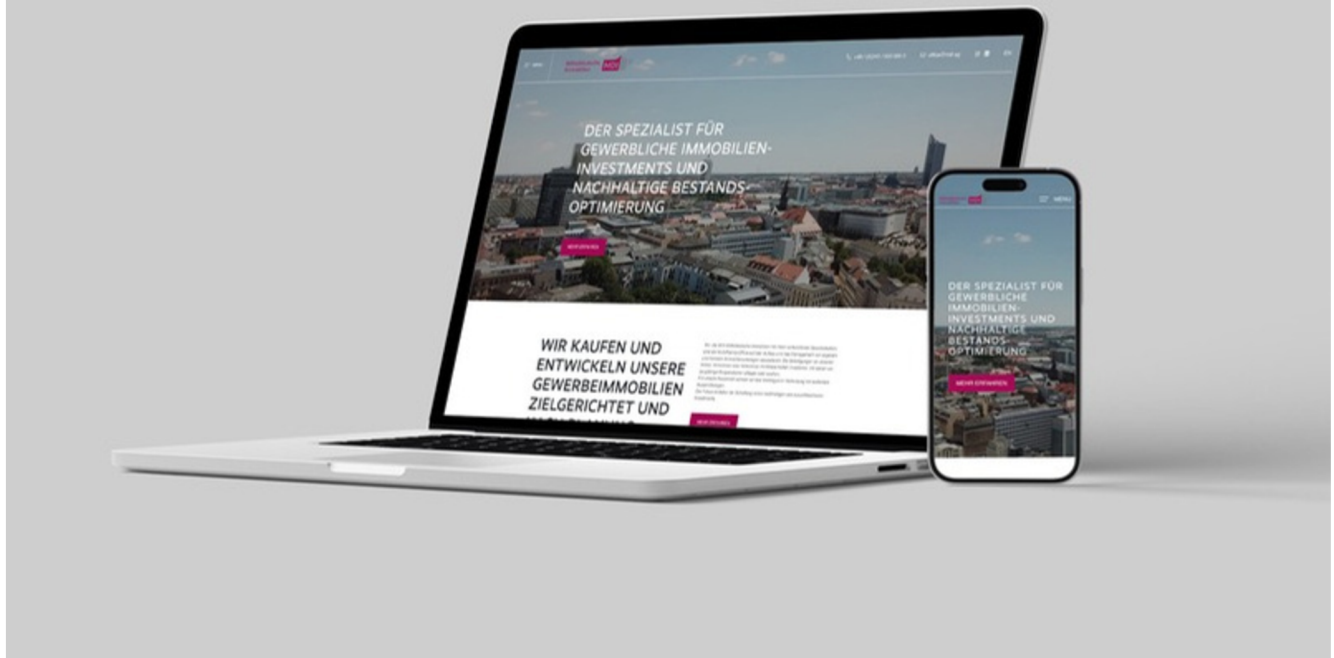
In June 2025, we once again acted as a sponsor of the charity golf tournament Golf und Humor at the Aachen Golf Club. Under the motto “¡Viva México!”, the event combined athletic activity, social commitment, and cultural inspiration. A special highlight was the auction, moderated by former professional Erik Meijer, which raised a six-figure amount in support of sick and disadvantaged children.

In addition, the MDI Group was also a sponsor of the Lions Charity Golf Tournament 2025, in which Helmut Mau actively participated.

Together with our Stiftung Kulturkorridor Gera, we have also successfully organized two tournaments in Leipzig.

These initiatives underscore our long-term commitment to social responsibility, partnership-based engagement, and sustainable impact beyond the realm of sports.





Visibility and Dialogue – Our New Website and Social Media Channels

With the launch of our new website and the expansion of our LinkedIn and Instagram presence, we are creating visibility for what drives us as a company: our projects, our team – and our commitment to the environment, society, and culture.

Our online communication enables:

- Transparency on ESG measures
- Visibility of our partnerships and sponsorship activities
- Dialogue with applicants, tenants, and investors
- A platform for young voices within the company

Explore our platforms:



www.mdi.ag



[MDI - Mitteldeutsche Immobilien Unternehmensgruppe](https://www.linkedin.com/company/mdi-ag)



[mdi.ag](https://www.instagram.com/mdi.ag)

An aerial photograph of a city skyline, likely Leipzig, Germany, featuring a prominent church spire and various urban buildings under a clear blue sky with a few clouds.

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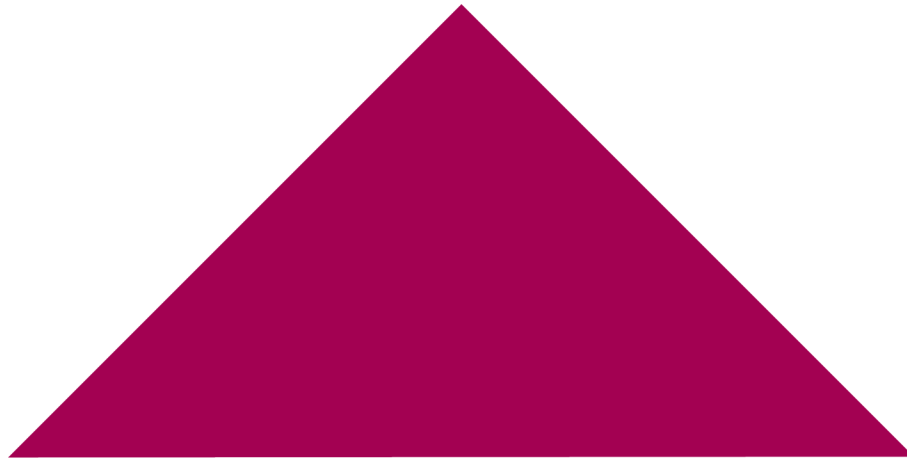
5. Governance



Responsibility, Structures & Partnerships – Strong Corporate Governance as the Foundation of Sustainable Success

Governance is more than control – it is the foundation for trust, transparency, and strategic development. For the MDI Group, good corporate governance means clear processes, responsible decision-making, and a consistent alignment with long-term goals and values. This includes professional, technology-supported corporate management, the highest standards of data security, as well as the promotion of strong and long-term partnerships.

Through these structures, we ensure that the MDI Group operates in a sustainable, resilient, and future-oriented manner.



Good Corporate Governance



Partnerships

Technology

Trust

Values

Structures

Responsibility



Tenant Due Diligence as Part of Our Governance Responsibility

As part of our ESG strategy, we place great importance on fair, transparent, and compliant leasing practices. This also includes a careful tenant screening process, which can be seen as analogous to KYC procedures from the financial sector.

Excursus:

KYC stands for Know Your Customer and refers to verification procedures for identity and creditworthiness originally developed in the banking sector. Its purpose is to prevent money laundering, terrorist financing, and fraud, as well as to ensure compliance with legal requirements.

Applied to our business relationships, this specifically means that we obtain proof of creditworthiness from our partners and review publicly available information to ensure a stable and trustworthy tenancy. In addition, for incoming payments (e.g. rents or sales proceeds), we also verify identity and source of funds based on our KYC templates.

Outstanding KYC checks – particularly from legacy lease agreements acquired through portfolio transactions – are being systematically completed to ensure compliance with legal requirements and to uphold the company's governance standards.

Through these measures, we minimize risks such as payment defaults or fraud attempts, meet our regulatory obligations, and actively assume responsibility in the area of governance. In this way, we create a stable, transparent, and sustainable business environment for all stakeholders while simultaneously strengthening our ESG orientation.



Lease Agreements – Sustainability, Compliance and Green Lease.

Compliance and data protection regulations have long been an integral part of our lease agreements. In addition, we regularly review our contracts for relevance and update them in line with applicable case law.

Most recently, we expanded our lease templates with a market-standard Green Lease clause, which defines obligations for both tenants and landlords, thereby creating a reciprocal framework. This actively supports the sustainable and future-oriented use of our properties and establishes a clear basis for ESG-compliant leasing practices.

ESG in the Acquisition Process – Our Proprietary Scoring Model for Future-Oriented Evaluation.

MDI has developed its own ESG scoring model, based on the principles of the GREG model (GrECo Risk Engineering). We consistently apply this instrument to all new acquisitions in order to identify ESG measures at an early stage and to strategically plan investments for subsequent development. In this way, we ensure that our real estate portfolio is continuously advanced and optimized in line with current ESG priorities.

Our scoring system reviews all relevant environmental and social aspects. In addition to emissions, particular attention is given to environmental risks such as flooding, earthquakes, or other natural hazards, which are systematically identified and assessed.

Our ESG Scoring: A Practical Tool for Evaluation and Development

Explanation:

Our ESG checklist evaluates properties in the acquisition process in a transparent and structured manner, based on environmental, social, and governance criteria. The results are weighted 80% Environment, 10% Social, and 10% Governance in the overall assessment. This approach enables us to identify ESG risks and opportunities at an early stage and to plan targeted measures accordingly.

Collaboration with Habitels Hospitality Management & Services GmbH

Together with Habitels Hospitality Management & Services GmbH, the MDI Group is developing forward-looking serviced apartment concepts for long-stay accommodation. For the first time, this initiative is being implemented as part of a pilot project in Gera. The project combines high living quality with economic efficiency and an ESG-oriented operational approach.

The operational implementation is managed by Habitels, with a particular focus on functionality, flexibility, and digitally supported processes.



Illustration: Title Page from the Concept (German Version)

Einführung

Als erfahrener Asset Manager mit einem diversifizierten Portfolio gewerblicher Immobilien und mehreren Investments in Gera können wir Immobilienentwicklung und Revitalisierung aus erster Hand.

Unsere erfolgreichen Umsetzungen – darunter auch die Ansiedlung von B&B Hotels sowie die Wiederinbetriebnahme des Restaurants im Gebäudekomplex Schüler-/Schmelzhüttenstraße – belegen unsere Fähigkeit, Potenziale zu erkennen und wirtschaftlich tragfähig zu machen.

Mit dem nächsten Entwicklungsschritt, der Reaktivierung der 17 bestehenden Apartments, gehen wir einen weiteren wichtigen Schritt in Richtung Abschluss der Bestandsentwicklung am Standort und dem Erreichen einer Vollvermietung. Von einem beständigen Bedarf an temporärem Wohnraum ist auch in mittleren Städten wie Gera auszugehen. Insbesondere sich entwickelnde Standorte, an denen sich bereits namhafte Großunternehmen angesiedelt haben, lassen Potenziale erwarten. Unser Konzept setzt genau hier an: bei einer stabilen Nachfrage nach funktionalen, gemütlich ausgestatteten Apartments, die auf die Bedürfnisse unserer Zielgruppen ausgerichtet sind und deren Preise durch ein konsequentes Betriebskonzept stabil bleiben.

Mit unserem angedachten Incentive bei Erstanmietung – einem Restaurant-Gutschein – schaffen wir zudem Synergien zwischen den Long-Stay-Bewohnern und den weiteren Mietern am Standort. Unser Restaurant mit einer Terrasse im Sommer und einem Wintergarten soll ein zentraler Treffpunkt und lebendiger Community-Bereich werden. Das fördert Austausch und Networking und trägt damit wesentlich zum Erfolg des Konzepts bei. Gleichzeitig erhöhen sich die Frequenz für die Liegenschaft und die Bekanntheit unseres gastronomischen Angebots.

Mit unserem tragfähigen und zukunftsweisenden Konzept sowie einem erfahrenen Betreiber schaffen wir die Voraussetzungen für eine erfolgreiche Umsetzung des geplanten Vorhabens.

Das wirtschaftliche Fundament basiert auf zu erwartenden stabilen Erträgen – sowohl für den Eigentümer der Immobilie als auch für den künftigen Betreiber – wie folgt:

Der Eigentümer der Immobilie erhält eine monatliche Festmiete von 3.000 € zzgl. einer 50 %igen Umsatzbeteiligung (vom NOI = kostenbereinigter Umsatz). Der Betreiber erhält eine Handling-Fee und ebenfalls eine 50 %ige Umsatzbeteiligung (vom NOI = kostenbereinigter Umsatz).

Bereits eine Auslastung von 50% der Apartments ermöglicht attraktive Gesamteinnahmen – sowohl für den Eigentümer als auch den künftigen Betreiber.

Illustration: Extract from the concept (German version)



Habitels as an Innovation Partner

In the operation of hotels and serviced apartments, Habitels Hospitality Management & Services GmbH will increasingly rely on innovative digital systems to make processes more efficient, resource-friendly, and service-oriented. These include, among others:

- Digital check-in & check-out for greater comfort and reduced staffing requirements
- Mobile key and access systems for enhanced flexibility and security
- Digital guest directories on TV devices

These systems form the core of a scalable digital infrastructure. Together with MDI-Mitteldeutsche Immobilien GmbH, new technologies are continuously identified, tested in pilot operations, and subsequently rolled out on a broader scale. This collaboration within the Group is purposefully leveraged to develop innovations in practice, exchange knowledge, and sustainably drive forward the digital transformation.



05

„For us, digitalization means consistent, tangible service in everyday operations, genuine resource efficiency, and a modern guest experience – not someday, but today.“

Mario Liebermann

Managing Director, Habitels Hospitality Management & Services GmbH



Structured Financial Management and Clear Responsibilities

Our financing and financial management follow a clearly defined, multi-stage process of procedures and decision-making. Responsibility for planning, sourcing, and allocating funds lies with the management board, with the involvement of the advisory board as representatives of our investors.

Key measures and major expenditures are planned in detail in advance and, during the financial year, are reviewed, monitored, and approved by an internal committee.

Operational implementation in the real estate sector is based on standardized asset and property management agreements, which clearly define responsibilities and approval procedures for transactions, project developments, leasing, as well as commercial and technical property management.

Creditworthiness checks of our business partners are carried out at an early stage, and all cost approvals are decided by a committee in order to ensure cost security, investment discipline, and sustainable growth within the Group. In addition, rolling liquidity planning ensures that the use of funds is actively managed and liquidity bottlenecks are avoided.

For major investments and project-related expenditures, clearly documented approval processes apply. Furthermore, a consistently applied four-eyes principle in all significant financial and contractual procedures ensures a high degree of error prevention and stability in our business operations – fully aligned with a responsible governance practice.



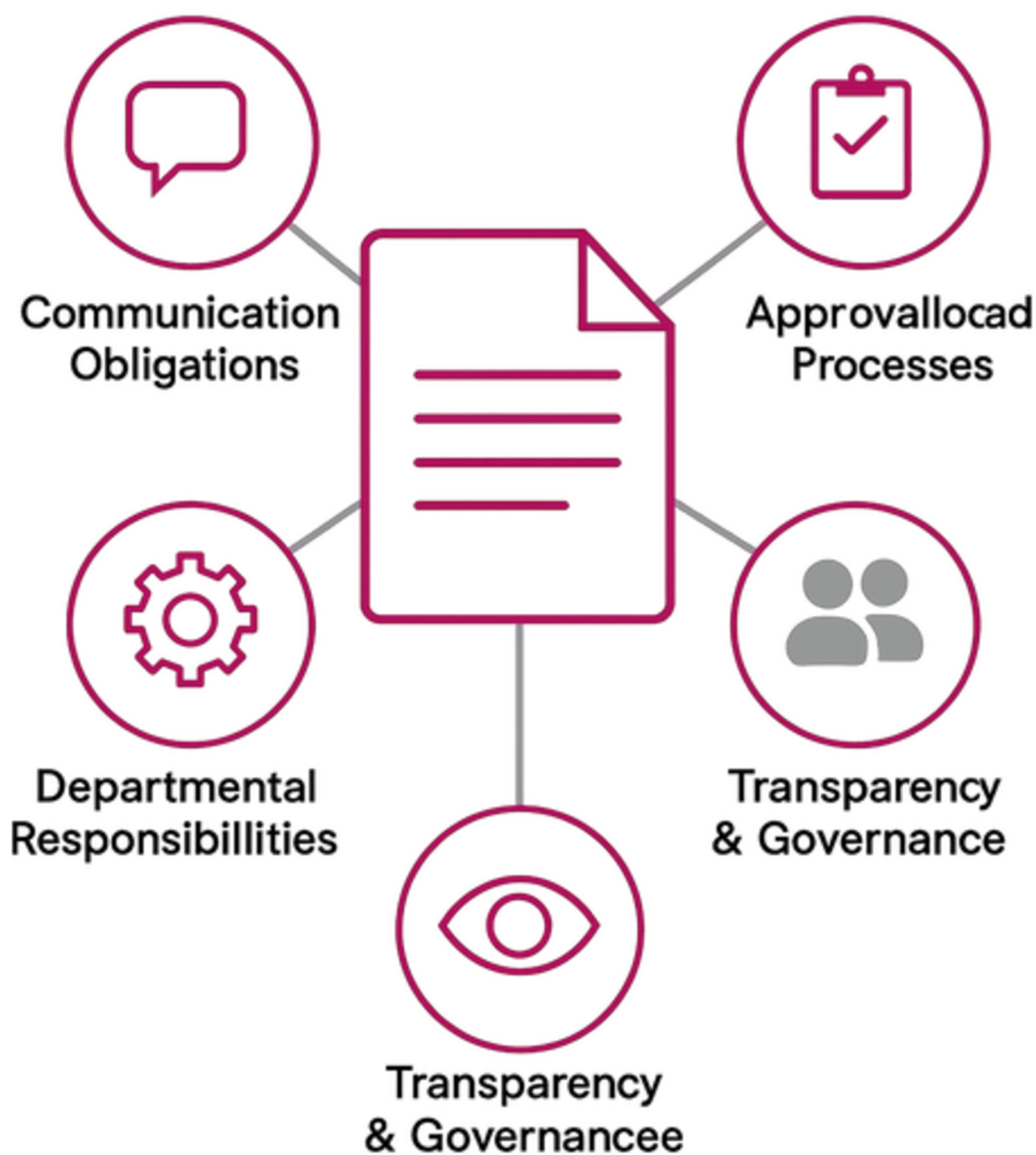
Introduction of the Communication & Governance Mapping Plan

During the reporting period, the Communication & Governance Mapping Plan was developed, with group-wide implementation currently being prepared. This internal management tool precisely defines communication obligations, approval requirements, departmental responsibilities, and representation rules across all relevant processes. The objective is to clearly assign responsibilities, establish binding decision-making pathways, and thereby strengthen transparency and governance within the company while making internal communication and workflows more efficient.

Going forward, the plan will be made available to all employees in the form of a structured list with clear process codes on the company's SharePoint platform, ensuring accessibility at any time.

This transparent documentation strengthens governance, reduces interface conflicts, and promotes traceable, efficient collaboration within the company. In doing so, the Communication & Governance Mapping Plan makes an essential contribution to responsible and sustainable corporate governance.

Looking ahead, the plan is set to be expanded by integrating digital process management: the existing Domus software will be supplemented by a CRM system to create synergies and manage processes even more efficiently in the future.



Embedding Compliance, Data Protection and IT Security

Compliance, data protection, and IT security are firmly embedded in our day-to-day corporate practice – not merely as a legal obligation, but as an expression of our attitude: proactive, responsible, and future-oriented.

Internally, data protection is managed across teams. Collaboration with external advisors and service providers is carried out on the basis of contractually defined GDPR requirements and confidentiality agreements.

In daily practice, we rely on established procedures and transparency, digital archiving, and secure storage structures – particularly for sensitive data. Even without a dedicated compliance tool, our processes and internal review and approval mechanisms ensure a high level of reliability and legal certainty.

In the field of IT security, we have been working with a dedicated service provider since 2017.

Measures such as encrypted communication, access controls, regular backups, and secure cloud solutions are a matter of course for us.

In this way, we regard data protection and compliance as a lived responsibility – towards our employees, our partners, and society at large.



„Governance is about upholding confidentiality – creating the foundation for trust and long-term partnerships.“

Petra Müser
Managing Director (COO)



Regular ESG Meetings as Part of Operational Management

As part of the operational management of our ESG activities, weekly meetings have been established to systematically and proactively drive the implementation and further development of sustainability-related measures.

These meetings are designed to identify environmental, social, and governance topics at an early stage, prioritize measures, plan costs, and track progress transparently.

The regular integration of ESG issues into our management processes underscores the high priority that sustainability holds within the MDI Group.

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The ESG team is composed on an interdisciplinary basis in order to incorporate different perspectives within the company. Participants include:

- **Danny Hildebrandt**
Asset Management
- **Mario Liebermann**
Advisory Board Member
- **Petra Müser**
Managing Director (COO)
- **Sina Theuerkorn**
Asset Management
- **Claudia Thiele**
Marketing & Communications Manager

Through this composition, both strategic and operational issues can be addressed in a holistic manner and decisions can be made in a targeted way. Regular ESG meetings therefore make a significant contribution to sustainable and responsible corporate governance.



THANK YOU

06. Summary and Vision



The present report makes it clear: the MDI Group does not view ESG as a short-term obligation, but as a long-term responsibility and an integral part of our corporate actions. Whether through energy efficiency measures in our portfolio, the systematic application of the CRREM tool, investments in renewable energy, social projects via the Stiftung Kulturkorridor, or the establishment of clear governance structures – our commitment is broad-based and effective.

2024/2025 was a year of development and strategic direction. We implemented technological innovations across our properties, supported young talent, empowered women, enabled cultural participation, and professionalized our governance processes. What unites us is a guiding principle: responsibility begins on a small scale and unfolds into a greater impact – for our employees, our tenants, our investors, and society.

Our vision is clear:

We aim to further develop the MDI Group as a forward-looking, resilient, and responsible corporate group – with a climate-resilient real estate portfolio, social impact at the local level, and transparent, reliable structures. For us, sustainability means combining economic stability with ecological responsibility and social value creation.

The coming years will be characterized by:

- the consistent decarbonization of our real estate portfolio,
- the strengthening of social initiatives in culture, sports, and education,
- the continuous professionalization of our governance,
- and the close involvement of our employees in this process.

This is how we shape sustainable success – step by step, in dialogue with all stakeholders, and with a clear goal: an MDI Group that takes responsibility for the future and preserves values for the long term.

Your MDI ESG Team



MDI-Mitteldeutsche Immobilien GmbH
On behalf of the companies of the MDI Group



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