

QUANTITATIVE SUSTAINABILITY TARGETS OF DZ HYP FROM 2026

E, S and G	SUBJECT	TARGET	ACTUAL VALUE 31 ST DEC 2025	TARGET VALUE	TARGET YEAR
General	Rating	Maintain current ISS-ESG rating	ISS-ESG: C+	Maintain prime status	permanently
Environment	Portfolio	Commercial real estate	36.89 kg CO ₂ e/m ² /a	26.01 kg CO ₂ e/m ² /a	2030
		Private real estate	49.25 kg CO ₂ e/m ² /a	31.94 kg CO ₂ e/m ² /a	2030
	Own Operations	Reduce operational CO ₂ emissions	4,623 t CO ₂ e <i>here: Actual value 31st Dec 2025</i>	9% reduction compared to 2024/ climate neutral	2030/2045
Social and Governance	Own operations	Proportion of women in management bodies			
		Board of Management _____	33.33 % _____	33.33 % _____	31.07.2028
		Supervisory Board _____	27.78 % _____	27.78 % _____	31.07.2028
		Proportion of women in management positions			
at divisional manager level _____	25.00 % _____	31.25 % _____	31.10.2030		
at departmental manager level _____	22.90 % _____	30.00 % _____	31.10.2030		