SUSTAINABILITY | DORIC GROUP
February 2025

Quadoro Sustainability Report 2024

INVESTING RESPONSIBLY

FOREWORD

The past year has shown us once again how important it is to place sustainable action at the heart of our strategies. As a AIFM and asset manager, we see it as our responsibility to actively contribute to overcoming the global challenges of climate change, social inequality and environmental responsibility.
A significant milestone was the launch of our new mutual fund Quadoro Erneuerbare Energien Europa (QEEE) as the first Article 9 fund in the field of renewable energies under German law. The QEEE enables private investors to participate in forward-looking infrastructure projects via an open-ended fund. These projects include solar plants, wind farms and storage technologies that are not only profitable but also make a measurable contribution to sustainability.
Quadoro continued to drive forward its ESG goals last year. The reports for the UN Global Compact and the UN Principles for Responsible Investment (UN PRI) were successfully submitted.
The annual Communication on Progress (COP) for the UN Global Compact documents our efforts to integrate the ten principles of the Global Compact into our strategies and operations. These principles include human rights, labor standards, environmental protection and anti-corruption.

As part of the UN Principles for Responsible Investment (UN PRI), detailed reports have been submitted that show our progress in integrating ESG factors into investment decisions and ownership practices. These reports help to measure our performance, identify gaps and continuously improve.
There are still many challenges ahead of us, but we are determined to make our contribution to a future-proof world. Sustainable financial investments are not only a way of taking responsibility for the future, but also a strategic decision for long-term success. These investments reduce long-term risks and promote the resilience of our portfolios.
These are just a few examples of the sustainability issues that occupied us in 2024. You can find a detailed report in the following. We look forward to sharing our progress with you and shaping a more sustainable future together..

Tanja Kisselbach

Managing Director of Quadoro Investment GmbH

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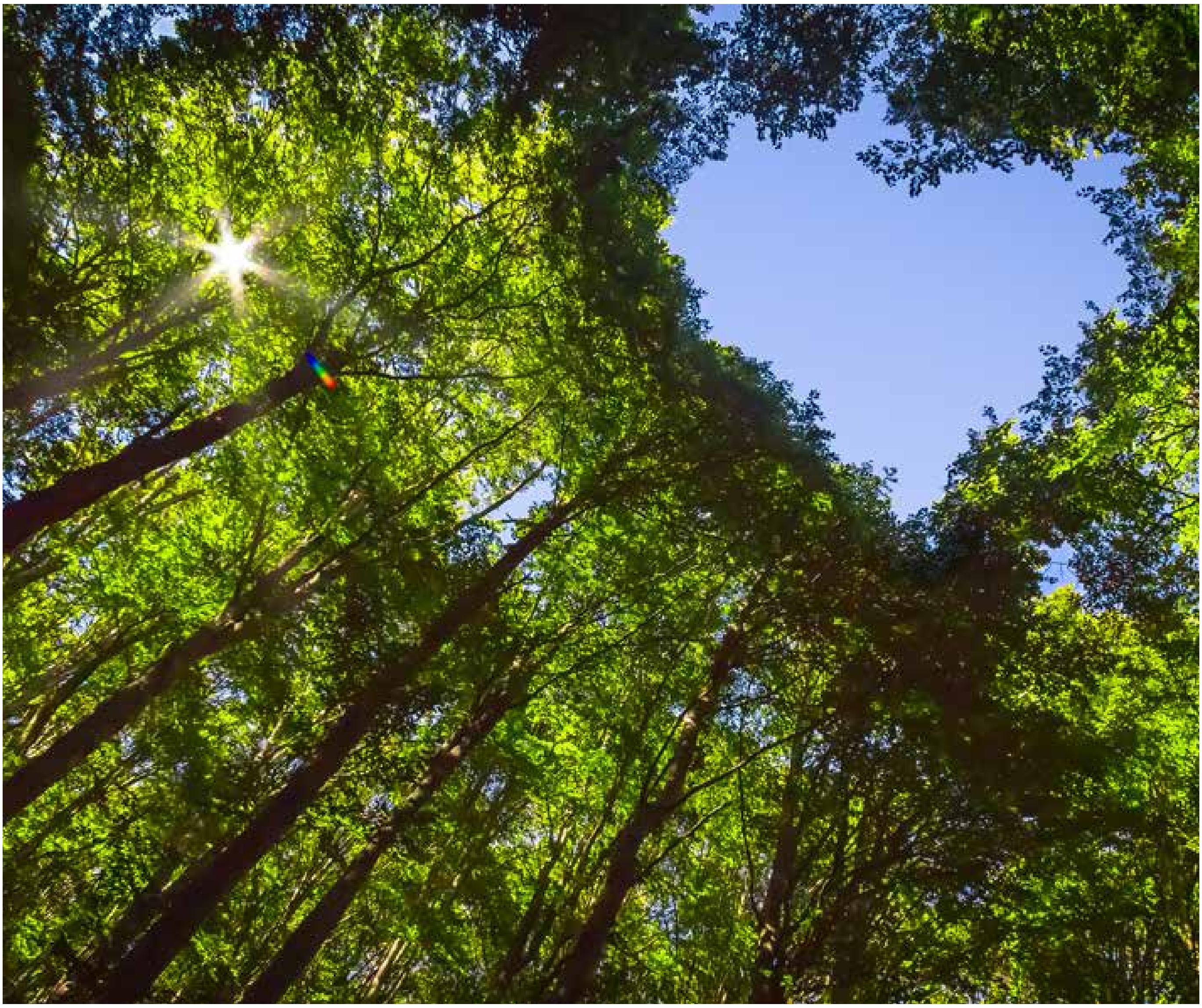

OUR ASPIRATION

DEFINITION OF SUSTAINABILITY

For Quadoro, sustainability encompasses the areas of environment, social and corporate governance. We are aware of our economic, ecological and social responsibility and are guided by the United Nations Sustainable Development Goals (SDGs) and the Principles for Responsible Investment (PRI).

ESG STRATEGY

ESG stands for Environment (E), Social (S) and Corporate Governance (G). Through stakeholder surveys in connection with the SDGs and UN PRI, we have created a strategy that includes measures in the areas of environment, social and corporate governance at both the product and company level. These measures are reviewed and expanded upon regularly, and implemented accordingly.

TARGETS

Quadoro's sustainability goals are defined in our ESG strategy and are continuously reviewed and evaluated.

Robert Kasper, Technical Asset Manager at Quadoro:

"As a technical asset manager I am able to make and implement decisions that optimise the Group's environmental footprint directly."

HIGHLIGHTS 2024

COMPANY LEVEL

ENVIRONMENT

- Participation in tree planting campaigns
- Expansion of bicycle parking spaces
- Optimised waste separation
- Expansion of our renewable energy business

SOCIAL

- Participation in a health day for all employees
- Introduction of extra vacation for employees' birthdays
- Implementation of a company suggestion scheme
- Continuation of bike leasing programme
- Access to the digital platform voiio with a wide range of offerings to support employees' working and private life
- Company events to optimise communication: e.g. lunches to promote networking between departments
- Optimisation of the onboarding process including Welcome Days for new employees
- New management workshops and a junior staff development programme
- Continuation of the corporate benefits programme

CORPORATE GOVERNANCE

- Submission of UN Global Compact Communication on Progress (CoP) an UN PRI reporting
- Continuation of memberships including Forum Nachhaltige Geldanlagen (FNG), CRIC - Verein zur Förderung von Ethik und Nachhaltigkeit in der Geldanlage, Bundesverband Impact Investing
- Application of sponsorship and donation guidelines
- Regular employee appraisals
- Full BVI membership with employees' active participation in committees
- Implementation of mandatory training (including compliance) via e-learning

PRODUCT LEVEL

ENVIRONMENT

- Launch of open-ended mutual fund in the field of renewable energy
- Expansion of portfolio to include sustainability services for properties
- Completion of solar park in Thuringia and wind power project in Saarland
- Implementation of the Carbon Risk Real Estate Monitor (CRREM) for all open-ended property funds
- Construction of beehives and insect hotels at fund properties
- Use of external applications to improve measuring consumption values at the properties
- Budgeting of sustainability measures when purchasing properties
- Digital analysis of CO_2 emissions for all properties held by sustainable funds
- Catalogue of measures in collaboration with an external sustainability consultant to optimise funds' sustainability
- Inventory of CO_2 consumption and optimisation of cooling, heating and ventilation parameters in fund properties
- Initiation of new cooperations and development of business models for launching further products in the field of renewable energies
  Implementation of BREEAM certification for managed office property in Austria

SOCIAL

- Institutionalised exchange with investors

CORPORATE GOVERNANCE

- Joint venture project work for the development of solar parks
- Close cooperation with external sustainability consultant
- Regular sustainability analyses of open-ended funds
- Avoidance of reputational risks by excluding tenants from certain areas
- Publication of expert articles on the topic of ESG
- Successful legal action to avert a reduction in the feed-in tariff for photovoltaic systems in France

OUR APPROACH

QUADORO

A specialist in real estate, renewable energy and transport, the Doric Group offers a broad spectrum of services. These range from portfolio management and property management to tailored investments and fund solutions. Our active asset management allows for the constant optimisation of investments thus contributing to their success. We also advise operators, investors and lenders.

Quadoro has offices in Germany and the Austria. Our staff includes engineers, technicians, financing specialists as well as legal and tax experts. Our teams have extensive experience and expertise in cross-border transactions.

QUADORO´S CORPORATE PHILOSOPHY

Our objective is to provide investment opportunities for our clients. Being abreast of the market and market positioning are key factors in achieving these goals.

We manage the entire lifecycle of an investment, from the initial investment decision and its implementation to its ongoing management and sale.

Sustainable investments form the focal point of our business.

We ensure the success of our clients' investments – and therefore our own success – by closely collaborating within our company and with third parties.

OUR APPROACH

- We get right down to business
- We concentrate on our strengths
- We contribute to our partners‘ success
- We innovate solutions
- We take responsibility
- We create transparent procedures
- We take client concerns seriously

OUR VALUES

Quadoro acts strictly in accordance with the guidelines of the investment fund industry.

Furthermore, we consider the following values to be of paramount importance:

- Honesty
- Competence
- Compassion
- Sustainability
- Prudence
- Independence
- Responsibility
- Trust

QUADORO´S INVESTMENT PHILOSOPHY

Quadoro’s strategy for success is to provide sustain-able investments which offer investors predictable cash flows and capital protection. We offer a comprehensive range of investment structures with our focus being on open and closed-ended alternative investment funds which invest in real assets from the real estate and renewable energy sectors. We also develop individual, customised investment solutions for our clients as needed.

Our investment philosophy focuses on active asset and portfolio management with complete transparency. Our engineers and technicians work hand-in-hand with business economists and financial mathematicians.

OUR APPROACH

STRATEGIC INTEGRATION OF SUSTAINABILITY

Quadoro's sustainability strategy is firmly anchored in its business strategy.

STAKEHOLDER DIALOGUE AND MATERIALITY ANALYSIS

Key stakeholders include investors, business partners and employees. Through regular dialogue via various channels, Quadoro analyses the impact of its business and the issues and concerns of its various stakeholders. Active participation in conferences, involvement in initiatives and associations, personal dialogue, and our regular employee surveys all contribute to Quadoro's overall strategy.

SUSTAINABILITY COMMUNICATION

We regularly publish articles on the topic of sustainability and routinely train all company employees on new developments in this area. Furthermore, we are a member of the Professional Association for Sustainable Investments. Part of our sustainability communication involves actively contributing to sustainablity conferences.

RULES AND STANDARDS

We are aware of our economic, ecological and social responsibility and are a signatory to the Principles for Responsible Investment (UN PRI) and the Global Compact. As such, we are also aligned with the United Nations Sustainable Development Goals (SDGs). In addition, we are a member of CRIC, the Association for the Promotion of Ethics and Sustainability in Investment, and the German Federal Initiative for Impact Investing (BIII). For our open-ended real estate funds, we apply our own sustainability analysis in cooperation with Sustainable Real Estate AG and have integrated the Carbon Risk Real Estate Monitor (CRREM) into the currently applicable investment terms and conditions. With regard to the EU Sustainable Finance Disclosure Regulation, the sustainability goals we pursue are therefore also specified in a binding manner for investors.

COMPLIANCE

Compliance plays a key role in ensuring that Quadoro acts in accordance with applicable legal regulations. The Compliance department develops group-wide standards and guidelines and supports their implementation by providing training and advice. In addition, the Compliance department conducts annual mandatory training sessions for all employees to inform them about the latest regulations and news.

Quadoro is committed to acting responsibly and exceeding legal requirements. This is reflected in the Quadoro's business activities and actions in the markets as well as in its relationships with clients, business partners and employees with their social and ethical components. Responsible corporate governance also takes ecological aspects into account in order to protect the environment.

Within the framework of responsible corporate governance or Corporate Social Responsibility (CSR), Quadoro has set itself the following goals, which are monitored and regularly updated:

- Compliance with high labour and environmental standards
- A working environment free from discrimination
- Fair dealings with business partners
- Highest possible client satisfaction
- Promotion of local initiatives

Sustainable development must take place in all areas – social, economic, ecological. In this context, economic success is the necessary prerequisite for being able to make an appropriate contribution to society.

OUR PRODUCTS

SUSTAINABLE OPEN-ENDED REAL ESTATE FUNDS

Our funds pursue a consistent sustainability strategy. Sustainability is an integral part of both the investment strategy and asset management.

For real estate investors, the fund's sustainability strategy results in long-term risk management. The macro-location analysis helps to identify locations with attractive characteristics and good future prospects. In the context of investment decisions, the micro-location and building analysis helps to identify suitable properties. Sustainability-oriented management helps ensure the quality and attractiveness of the properties in the long term thus preserving their value.

With our open-ended property funds we promote, ecological characteristics within the meaning of Article 8 (1) of the Disclosure Regulation. The funds are also sustainable financial products within the meaning of Article 2(7) of the version of Delegated Regulation (EU) 2017/565 (MiFID II Regulation) in force since 2 August 2022.

The funds' sustainability strategy comprises the following core components:

Climate protection: Continuous reduction of our portfolios' energy consumption and CO_2 output

- Improving energy efficiency
- Increasing the share of renewable energy
- Exclusion of tenants with activities related to fossil fuels

Our funds aim to continuously reduce the CO_2 emissions of the portfolios. This is to be achieved through operational and investment measures to reduce energy consumption and increased use of renewable energy sources.

The funds' activities aim to limit the temperature increase to well below 2.0°C compared to pre-industrial levels (temperature target). The decarbonisation pathway of the Carbon Risk Real Estate Monitor (CRREM) serves as a benchmark against which the funds' CO_2 emissions are measured. CRREM was developed by four European universities and the investor initiative GRESB (Global Real Estate Sustainability Benchmark) and funded by the EU's Horizon 2020 funding programme and thus represents a scientific and independent approach.

The key indicator for CO_2 intensity is the CO_2 emissions of the portfolios in kg/m². The funds' properties are measured against the use- and country-specific decarbonisation targets according to CRREM.

Economic sustainability

- Location quality
- Flexibility with regard to future requirements

Ethical aspects/social sustainability

- Usage quality
- Exclusion of controversial tenants

QUADORO SUSTAINABLE REAL ESTATE EUROPE PRIVATE (SUSTAINABLE EUROPE)

This open-ended mutual property fund scores high for its sustainable investment strategy. The objective is to achieve stable distributions from ongoing rental income combined with low fluctuations in value. The sustainability strategy and active asset management aim at a high quality of the location and the property itself. The fund invests in promising, sustainable conurbations in the European Economic Area. In addition to the traditional investment locations, the focus is also on attractive secondary conurbations. All properties must meet strict sustainability criteria.

QUADORO SUSTAINABLE REAL ESTATE EUROPE (QSREE)

QSREE is an open-ended real estate special fund for semi-professional and professional investors. The fund invests in sustainable buildings in prosperous and promising European metropolitan regions. The focus is on office and retail properties.

QUADORO SOCIAL INFRASTRUCTURE (QSI)

This is an open-ended special real estate fund for semi-professional and professional investors. The fund invests in social infrastructure properties, primarily in Germany. The buildings are used for healthcare, social housing, government and education facilities. All properties must meet strict sustainability criteria.

OUR PRODUCTS

IMPLEMENTATION OF OUR SUSTAINABILITY STRATEGY

The sustainability strategy is implemented over the entire investment cycle of the properties.

Acquisitions	New Construction Projects and Refurbishments	Asset Management
▌Macro-location rating ▌Sustainability analysis of (micro-)location and building ▌Definition of improvements (especially for CO_2 reduction) ▌Exclusion criteria when selecting tenants	▌Planning of new construction projects and refurbishments ▌Monitoring implementation ▌Exclusion criteria when selecting tenants	▌Annual evaluation of the properties ▌Implementation of improvements (especially for CO_2 reduction) ▌Exclusion criteria when selecting tenants
Transparency via reporting and websites		

ANALYSIS OF LOCATION AND BUILDING

The first step in the investment process is to ascertain the macro-location rating by which macro-locations with good future prospects can be selected. The rating includes an analysis at country and metropolitan area level.

Country Level	Regional/Metropolitan Level
18 criteria including ▌Public debt ▌Competitiveness ▌Legal certainty ▌Market transparency	52 criteria including ▌Economy ▌Infrastructure ▌Demographics ▌Quality of life
30 % of location rating	70 % of location rating

The second step is to analyse the micro-location and the building itself. The purpose of the micro-location analysis is to determine accessibility by environmentally friendly means of transport and the attractiveness of a building's surroundings. The building analysis assesses the building quality from the perspective of the environment (including energy), tenants (e.g. lighting conditions and indoor air quality), and owners (flexibility of space layout, potential for conversion, etc.). The analysis also takes into account case-specific features such as special technical requirements. Potential improvements to the building can also be derived from the sustainability analysis.

Micro-Location	Property
8 criteria including ▌Mobility ▌Surroundings	21 criteria including ▌Energy and environment ▌Comfort and well-being ▌Quality for users/flexibility of use
40% of micro-location/property rating	60% of micro-location/property rating

EXCLUSION CRITERIA

Exclusion of tenant activities related to fossil energy

The funds exclude the use of the properties for the extraction, transport and processing of fossil fuels.

IMPLEMENTATION

Purchase

- No purchase if the property is used for extraction, transport or processing of fossil energy sources
- Acquisition of buildings with these uses are only possible if the activities in question cease within one year

Conclusion or extension of leases

- No new leases or lease renewals with tenants using the property for fossil fuel extraction, transport or processing.

Exclusion of controversial tenant sectors

Tenants from controversial sectors are also excluded. This applies to the gambling, nuclear energy, pornography and armaments sectors.

Tenants are excluded if at least one of the following criteria is met:

- The tenant generates ≥ 5% of its turnover with the aforementioned activities
- The tenant is on the SIPRI list of the top 100 defence companies
- The tenant is on the SVVK's exclusion list (manufacturer of of controversial weapons)

OUR PRODUCTS

OUR SUSTAINABLE OPEN-ENDED RENEWABLE ENERGY FUND

QUADORO ERNEUERBARE ENERGIEN EUROPA (QEEE)

The Quadoro Erneuerbare Energien Europa (QEEE) fund attaches great importance to sustainability and makes a direct contribution to the energy transition. As an impact fund in accordance with Article 9 of the EU Sustainable Finance Disclosure Regulation, the QEEE fulfils strict environmental, social and governance (ESG) criteria and invests primarily in projects with a measurable contribution to sustainability.
The QEEE is tailored to a broad group of investors, including both private and institutional investors.
The fund aims for a broad diversification of investments across different technologies and regions. This mainly includes investments in wind, solar and hydropower plants as well as storage and grid infrastructure. The geographical focus is on the European Economic Area, in particular Germany, France, Scandinavia and the Iberian Peninsula. Within these regions, the focus is on ensuring that a maximum of 50% of the capital is invested in a single country at the end of the 48-month start-up phase.

This diversification strategy is intended to ensure that the fund benefits from the different market opportunities and political conditions in the various regions. At the same time, the risk is reduced by spreading it across different technologies and geographical locations.

Sustainability Goals and Measures

Climate protection: The fund contributes to the reduction of greenhouse gas and CO2-equivalent emissions by investing in renewable energy projects such as wind farms, solar plants and storage technologies.
UN sustainability goals: The QEEE supports the realisation of several Sustainable Development Goals (SDGs), including Affordable and Clean Energy (SDG 7), Decent Work and Economic Growth (SDG 8), Industry, Innovation and Infrastructure (SDG 9), Responsible Consumption and Production (SDG 12) and Climate Action (SDG 13).

Sustainability Indicators

The QEEE measures the success of its sustainable investments using specific sustainability indicators. These include the amount of greenhouse gas emissions avoided and the environmental sustainability of the projects in accordance with the EU Taxonomy Regulation.

Cooperation and Expertise

The QEEE is a co-operation between Quadoro Investment GmbH and EB - Sustainable Investment Management GmbH (EB-SIM). This co-operation ensures that the selection and management of individual investments meet the highest sustainability standards. Quadoro Investment GmbH contributes its comprehensive expertise in risk management and administration at overall fund level.

OUR EMPLOYEES

Quadoro is only as good as its staff. Our employees are characterised by competence, pragmatism and a sense of responsibility. We encourage eagerness to perform well and nurture team spirit. Doric offers attractive working conditions with entrepreneurial responsibility – from our trainees to our specialists and managers.

With our approach to corporate responsibility, we support our employees in their work-life balance, and actively involve them in the company thus helping them realise their professional and personal potential.

TRAINING AND EDUCATION

Training and further education are part of the Quadoro's basic philosophy. We regularly train office management clerks in co-operation with the Chamber of Industry and Commerce. There are also regular internal training courses and individualised further training opportunities for Quadoro employees.

EQUALITY & DIVERSITY

Equality and diversity are a given at Quadoro. We currently employ 90 people from 20 nations; almost 40% of upper and middle management positions are held by women.

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT

Regular health and safety measures, first aid courses and preventative healthcare are provided for all employees. Mineral water and coffee are also available free of charge to all employees in the office. A health day is organised once a year.

WORK-LIFE BALANCE

We have put in place a framework making it possible for employees to optimally combine professional advancement with the demands and needs of a private life. This applies in particular to staff members with children or relatives in need of care and includes flexible working hours and mobile working solutions.

EXERCISE AND SPORT

The voiio platform offers a wide range of sports and relaxation courses. Through our corporate benefits programme, there are discounts at local fitness studios. In addition, table football tournaments are held regularly at the Offenbach site. Our company football group meets weekly for training and we participate in running competitions such as the J.P. Morgan Corporate Challenge and the Frankfurt Marathon.

REMUNERATION

Employee remuneration is based solely on role and performance and generally comprises fixed and variable components. Regular market comparisons ensure that salaries are attractive and in line with the market.

EMPLOYEE SATISFACTION

We put great stock in employee satisfaction and conduct regular employee surveys in this regard. The results of these are implemented as far as feasible.

ENVIRONMENTAL PROTECTION

As an Asset Manager Quadoro has a relatively minor impact on biodiversity and the consumption of natural resources through its direct business activities. Nevertheless, in line with our business strategy, we endeavour to fulfil our corporate responsibility towards the environment by avoiding negative environmental impacts, acquiring resources from renewable and sustainably managed sources and using them efficiently.

CLIMATE PROTECTION

We are committed to continuously reducing energy consumption at our offices and at the assets we manage. Through regular discussions with landlords at the corporate level as well as asset management reviews at the product level, we work to identify and implement measures that reduce energy consumption.

Next to energy consumption business travel represents the most significant direct environmental impact of non-manufacturing companies. The Doric Group therefore uses public transport for most business trips. Should using public transport not be feasible, staff car pool. Air travel is only undertaken when absolutely necessary.

We are gradually swapping over our company cars to electric or hybrid vehicles. We have already taken advantage of subsidies from the Federal Ministry for Economic Affairs and Energy in this regard.

At the product level, we are driving forward our sustainable asset management and have begun digitising our portfolio so we can more accurately quantify our ecological footprint.

RESOURCE CONSUMPTION AND WASTE

Quadoro employees are encouraged to consume as little resources as possible and dispose of waste in designated separation systems. Disposing of waste in an environmentally friendly manner is key. This stance is also communicated to external service providers.

We endeavour to keep paper consumption to a minimum by filing documents electronically wherever possible.

Information on Quadoro is also provided electronically.

PROCUREMENT

Orders placed with external product suppliers are CO_2-neutral wherever possible..

SOCIAL RESPONSIBILITY

SOCIAL ENGAGEMENT

Quadoro's business activities contribute directly to the community. From financing real estate and renewable energy plants to aircraft: all investments are directly linked to people's need for employment, housing and sustainable energy.

Whenever possible, the Quadoro organises work assignments or allocates donations to charitable causes. Voluntary work by employees is rewarded with special leave days.

EDUCATION AND SCIENCE

Quadoro is actively involved in promoting and training young talent. We regularly offer internships for school pupils and students. In addition, we offer apprenticeships for office management clerks specialising in cost and performance accounting in cooperation with the Chamber of Industry and Commerce (IHK).

Our training concept is designed to provide young people with the best possible support and prepare them for professional life.

We attach particular importance to ensuring that our trainees can grow not only professionally, but also as individuals. As part of our commitment, we offer our trainees the opportunity to become education ambassadors in cooperation with the Chamber of Industry and Commerce. These training ambassadors then provide information directly in schools about the wide range of training opportunities that Quadoro has to offer.

In addition to these activities, we also hold applicant training sessions at schools to provide pupils with valuable insights into the application process and the requirements of the labour market. In this way, we aim to actively support and promote not only training, but also the professional orientation of young people.

SPORT AND NUTRITION

The voiio platform offers a wide range of sports and relaxation courses. Through our corporate benefits programme, there are discounts at local fitness studios. In addition, table football tournaments are held regularly at our Offenbach offices. Our internal football group meets weekly for training and we participate in running events such as the annual J.P. Morgan Corporate Challenge and the Frankfurt Marathon. In 2024, a health day was also organised on the topic of back health.

KEY OBJECTIVES AT A GLANCE

OUR GOALS

One of Quadoro's major goals is to optimise sustain-ability across the board. For the year 2025 we have developed a catalogue of measures to proceed with at company and product level.

GOALS AT THE CORPORATE LEVEL

ENVIRONMENT

- Implementation of measures to further reduce our CO_2 footprint
- Resource consumption recording for energy, waste, water and paper in coordination with the landlord
- Participation in local environmental campaigns (e.g. tree planting campaign)
- Further reduction of business trips

SOCIAL

- Expansion of further training programme
- Continuation of in-house sports activities
- Expansion of health management programme
- Implementation of team-building measures
- Continuation of management training programmes
- Support for local social projects
- Exclusion of business partners associated with child and forced labour

CORPORATE GOVERNANCE

- Revision of the Quadoro ESG policy

GOALS AT THE PRODUCT LEVEL

ENVIRONMENT

- Purchase of properties for open-ended renewable energy fund QEEE
  Realisation of further renewable energy projects
- Continuation of CO_2 reduction pathways for open-ended real estate funds
- Implementation of requirements under EU Sustainable Finance Disclosure and Taxonomy Regulation
- Digital evaluation of the consumption of all buildings of the open-ended real estate funds to calculate the CO_2 emissions and to identify potential energy saving opportunities
- Further purchase of sustainable real estate
- Feasibility study on the production of Sustainable Aviation Fuel (SAF) at the plant site of our bioenergy park in Mecklen-burg-Western Pomerania
- Increased business activities in the field of renewable energy

SOCIAL

- Active asset management with direct tenant contact to optimise sustainability

CORPORATE GOVERNANCE

- Continued cooperation with the external sustainability consultant Sustainable Real Estate AG
- Development of solar parks with joint venture partner
- Optimization of real assets under management in the trans-portation sector with regard to sustainability
- Adaption of asset management agreements and investment policy for aircraft/airlines with ESG elements

Creating and Retaining Value

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