

# SUSTAINABILITY REPORT 2024



## FOREWORD

Ongoing climate change and its associated impacts present the real estate industry with extraordinary challenges. More frequent extreme weather events, resource scarcity, and environmental changes are threatening livelihoods worldwide and exacerbating social inequality. Sustainable solutions are urgently needed.

As a project developer, we strongly influence resource use, energy consumption, and CO<sub>2</sub> emissions in the real estate sector—and with them, overall quality of life and the state of our planet. For us, sustainability is not an afterthought but rather an integral part of our business philosophy. OFB is shaping the future of construction in a sustainable, innovative way with a clear focus on ESG criteria. Our actions are guided by the highest environmental, social, and governance (ESG) criteria, thereby shaping property developments that are truly future-proof.

OFB sees itself as a driver of change. We develop not only buildings but also neighbourhoods where technological innovation and vibrant urban communities can thrive. For each new construction project, we ensure compliance with the 1.5°C target of the Paris Agreement across the entire life cycle. Through strategic partnerships, active knowledge sharing, and a transparent, verifiable ESG strategy, we create ecological, social, and economic value.

This voluntary report strengthens our transparency and reinforces our commitment to sustainability. Our affiliation with the Helaba Group provides stability and financial strength while enabling us to span the entire real estate value chain—from land acquisition to marketing and from project idea to operations. We provide integrated sustainable solutions, maintain a strong partner network, and operate in several major German metropolitan regions.

OFB is driving the real estate sector toward a more livable, sustainable future.



**Dr. Bernd Schade**  
Chair of the Management Board of  
OFB Projektentwicklung



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# SUSTAINABLE PROJECT DEVELOPMENT

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For over 65 years, OFB has stood for forward-looking project development, responsible construction, and values-driven action. What sets us apart is our clear sense of direction. We know where we are going, and we know why we do what we do. We create properties that meet the demands of today and can withstand the challenges of tomorrow.

What began in 1958 is now a nationwide project developer with over 140 dedicated employees at six locations: Frankfurt am Main, Berlin, Leipzig, Erfurt, Munich, and Düsseldorf.

As a subsidiary of Landesbank Hessen-Thüringen (Helaba) and part of the Helaba real estate group, we operate with a strong financial foundation, solid expertise, and a clear goal: We create real estate that enriches people's lives.



Our more than 65 years of market experience is not just a milestone but rather the result of ongoing development and collaborative partnerships. We always act with a clear focus on our clients' needs and prioritize transparency and reliability, particularly for the public sector. Reliability in scheduling and quality is just as much a part of our identity as open, honest dialogue on equal terms. Our excellent credit rating, secure financing structures, and large number of EU Taxonomy-compliant products provide our partners with additional assurance. This is how we deliver ambitious construction projects and advance processes that set new standards. We continue to build the future with trust, energy, responsibility, and enthusiasm.

We do not just develop buildings—we create livable neighbourhoods. It all comes down to the right balance: from high-quality housing and office and commercial spaces to well-designed green space and mobility concepts. All this with the goal of providing the highest quality of life for local communities. With our projects, we see ourselves as pioneers: We take a holistic approach to every project—from the initial concept and land acquisition to planning, permitting, development, marketing, and handover to operations. We create living and working spaces that are not only

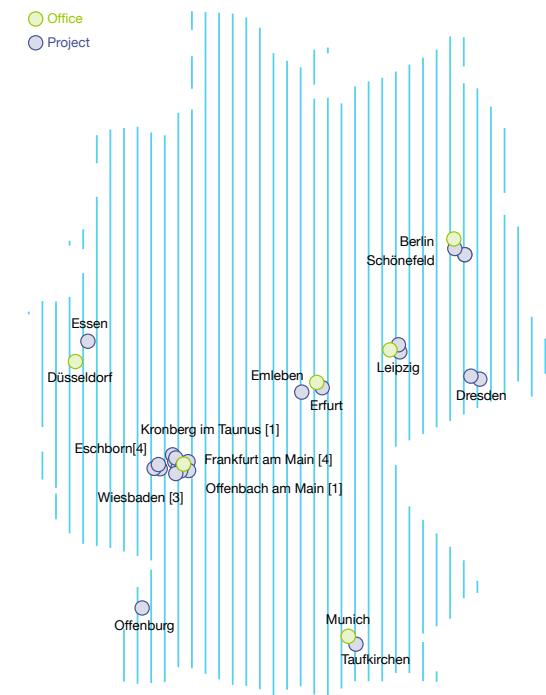
economically viable but also architecturally sophisticated, ecologically sound, and socially responsible. At the heart of our work lies the project development of commercial real estate. We operate across various asset classes—from logistics, residential, and hotels to data centres.

Our activities extend across Germany while maintaining strong regional roots in the Rhine-Main area and a deep understanding of local characteristics. With our thorough knowledge of the dynamics of urban spaces, we apply our expertise precisely where it creates the greatest value—for both corporate and private clients. We maintain long-standing business relationships with our construction partners, investors, and tenants. To achieve this, we work closely with general contractors, develop tailored solutions for investors, and place great value on trust-based partnerships.

**Table 1:**  
OFB FACTS AND FIGURES (AS OF: DECEMBER 31, 2024)

Legal form	GmbH
NACE sector classification code	68.1
Balance sheet total	EUR 620,366,190.97 in accordance with HGB
Number of employees	147
Country of main activity and location of key assets	Germany

## THE LOCATIONS WHERE WE MAKE A DIFFERENCE



## SUSTAINABILITY AT OFB

Developing valuable living and working spaces is a responsibility not to be taken lightly. The resource consumption, waste generation, and greenhouse gas emissions associated with the construction and operation of buildings oblige project developers to reduce their environmental impact. We are committed to reshaping the future of construction in a sustainable and innovative way with a clear focus on verifiable ESG criteria.

We design resource-conserving properties, reduce CO<sub>2</sub>, and create long-term value. In doing so, we align with the climate targets of the European Union and the German Federal Government, continuously work to improve the efficiency of existing properties, and integrate sustainability aspects from the earliest concept phase. The independent certification of our buildings and the collection of building data for energy optimization are integral parts of our approach. Our actions set standards. By applying the highest ESG criteria, we actively drive the transformation of the real estate industry forward.



Central Business Tower  
Frankfurt am Main



**“Our ambition is not merely to construct buildings, but to create living spaces. We achieve this through, among other things, a balanced mix of uses, high-quality spaces designed for people to enjoy, and neighborhood development that integrates social and environmental aspects from the very beginning.”**

— **Jan-Niklas Six**  
Project Developer,  
Sustainable Construction

## SUSTAINABILITY STRATEGY



**“As shapers of the built environment, we bear a special responsibility: to society, to the environment, and to future generations. That’s why we think of tomorrow—and act today.”**

— Dr. Bernd Schade,  
Chair of the Management Board

OFB pursues a clear vision: We aim to establish ourselves as Germany's benchmark for sustainable project development by 2030. This goal guides our daily actions and reflects our commitment to aligning with the 1.5°C target through innovative real estate projects across the entire value chain. For us, sustainability is not an add-on but rather an integral part of our corporate strategy. It is strategically managed at the executive level, continuously refined, and consistently applied at both the project and corporate level.

To integrate ESG requirements into projects from the outset, OFB has developed an ESG Playbook. This serves as a comprehensive tool to assess each new project against specific sustainability criteria and ensure it meets our standards. Based on six categories tailored to OFB's operational processes, the transparency, level of ambition, and positive impact of our projects are systematically documented. The ESG Playbook is used throughout the entire project cycle as a monitoring tool and helps us to achieve the defined sustainability goals. In addition to reducing CO<sub>2</sub> emissions in operations and construction, the playbook emphasizes fostering innovation, advancing the circular economy, enhancing technological resilience, and protecting biodiversity.

In this way, the ESG strategy of OFB is systematically operationalized and implemented in every project to set new standards in real estate development.

## CATEGORIES AND REQUIREMENTS\* IN THE OFB ESG PLAYBOOK

### Climate action 1.5°C target

Energy efficiency  
Decarbonization pathway for building operations

### Structural Works (KG300)

Green Building Certificate  
Special Certificate

### Technical Building Services (KG400)

Building automation (basic)  
Functional scope of a building automation system of efficiency class B (EN 15232)

### Technological Resilience

ESG Data—independent data layer

### Contract management

Data communication—Green Lease

### Innovation

Innovation—technological level—operations

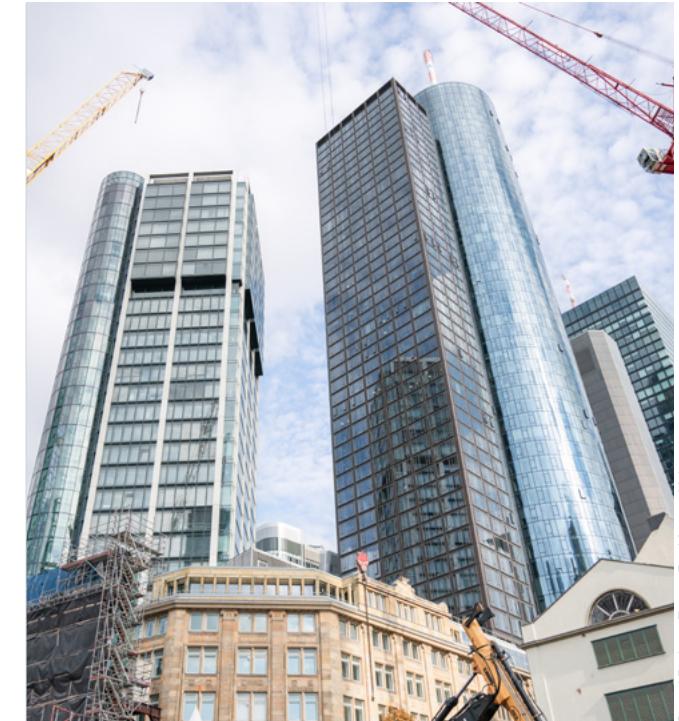
## OUR PATH TO SUSTAINABLE EXCELLENCE IS BASED ON FOUR PRINCIPLES:



ATREUM, Frankfurt am Main

### SUSTAINABLE CONSTRUCTION

Every new construction project is committed to the 1.5°C target of the Paris Climate Agreement. Energy efficiency, the circular economy, biodiversity, and social impact are not just trends for us but rather areas of firm commitment. We aim to establish ourselves as the benchmark in this field in Germany by 2030. This is how we actively shape change.



Central Business Tower, Frankfurt am Main

### INNOVATION AND TECHNICAL EXCELLENCE

Through technological innovations and partnerships with start-ups in the PropTech and ConTech sectors, we optimize processes, increase resource efficiency, and improve quality of life in urban areas.



REFCARRE, Offenburg

## THE NEIGHBOURHOOD OF TOMORROW

We develop livable and resilient neighbourhoods. This also means focusing on mobility solutions that meet real needs and adapting to climate change. Through innovations in construction and production, we streamline processes and make affordable housing possible.



ATREUM, Frankfurt am Main

## SOCIAL SUSTAINABILITY AND GOOD GOVERNANCE

Our internal processes are continuously reviewed, measured against ESG criteria, and adapted to the requirements of a sustainable economy. We are also committed to socio-ecological projects in the region and support nonprofit organizations. For us, social responsibility does not end at the property line.



**“We develop buildings to be energy-efficient, high-quality and digitally connected. Data exchange is integrated from the outset to ensure adaptability to the needs of future users and guarantee sustainable operations.”**

— Mareike Schäffner  
ESG manager

## ESG FRAMEWORKS, STANDARDS, AND REGULATIONS

OFB systematically embeds sustainability into its business processes with a clear focus on ESG criteria and their implementation in accordance with recognized frameworks. Our project developments align with the EU Taxonomy, and compliance is verified externally. In addition, we commit to operating our project developments in line with the 1.5°C target in accordance with the Carbon Risk Real Estate Monitor (CRREM) decarbonization pathway and to construction practices with reduced thresholds based on market standards such as the Science Based Targets initiative (SBTi) Sector Guidance for Real Estate.

To strengthen technological resilience, we draw on international standards such as SmartScore and WiredScore. In addition, we apply high-quality ESG guidelines, including the RICS ESG Data List for real estate valuations, the Greenhouse Gas Protocol for greenhouse gas accounting, and the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD). Our sustainability reporting is aligned with the VSME standard. In this way, we create transparency, comparability, and reliability for all stakeholders.



## SUSTAINABILITY CERTIFICATIONS AND SEALS

When planning new buildings, sustainability certifications at the Gold level according to the German Sustainable Building Council (DGNB) as well as other internationally recognized systems are considered the minimum standard.

**By 2024, we completed the following certified projects:**

**20 CERTIFIED LEED GOLD**

**7 CERTIFIED DGNB GOLD**  
7 more in planning

**2 CERTIFIED LEED PLATINUM**  
3 more in planning

**4 CERTIFIED DGNB PLATINUM**

**3 COMPLETED ESG VERIFICATIONS**  
in accordance with the EU Taxonomy  
(12 more in planning)

## OUR SUSTAINABILITY OFFICERS

Together with the executive management, the sustainability department of OFB is responsible for developing the sustainability strategy and ensuring its implementation. Individual responsibilities generally lie with the operational project management as well as the respective branch management.

## MANAGEMENT



**DR BERND SCHADE**

Chair of the Management Board



**ANDRÉ SPETH**

Management

## SUSTAINABILITY DEPARTMENT



**NIMA SOLTANI**

Head of Sustainability



**JAN-NIKLAS SIX**

Project Developer  
Sustainable Construction



**MAREIKE SCHÄFFNER**

ESG Manager

## MATERIAL TOPICS

As part of the 2024 CSRD reporting, a consolidated materiality analysis was conducted for the entire Helaba Group. OFB was also actively involved in this process. The analysis was based on the systematic identification and evaluation of potential impacts, risks, and opportunities (IROs) in accordance with the topics and subtopics defined in ESRS 1 AR 16.

Because our sustainability impact extends beyond OFB itself, the perspectives of our stakeholders were thoroughly considered. Key stakeholders such as investors, business partners, employees, and external sustainability experts were involved through a web-based survey. Based on a longlist including industry-specific and company-specific sustainability topics, stakeholders provided assessments regarding the relevance and potential positive or negative impacts of the topics as part of the survey.

The assessment methodology followed the double materiality requirements under the CSRD (Table 2):

- Impacts were assessed based on severity, scale, and remediability
- Opportunities and risks were assessed based on likelihood and severity.
- In addition, the time horizons defined by the CSRD were taken into account in the assessment.
- A topic was classified as material if it exceeded the threshold ( $\geq 50\%$ ) in either of the two dimensions.

As a result, the specific and material sustainability topics for OFB were derived, thereby providing a solid foundation for our reporting, our ESG goals, and our strategic direction. The double materiality analysis was updated during the reporting period. Accordingly, Table 3 presents updated material topics of OFB from 2025.



**“We make sustainability measurable, visible, and effective. With expertise and strong market insight, we remain focused on what truly matters in a complex regulatory landscape: building sustainably in ways that create lasting value.”**

— **Nima Soltani**  
Head of Sustainability

Table 2:  
ASSESSMENT METHODOLOGY FOR IMPACTS

		1	2	3	4	5
Impacts	Extent	minimal	low	medium	high	very high
	Scope	minimal	low	medium	high	very high
	Reversibility	leicht	some effort	difficult	very difficult	irreversible
Risks and opportunities	Extent of financial effects	minimal or no impact on financial results	low impact on financial results	noticeable impact on financial results	considerable impact on financial results	catastrophic or transformative impact on financial results
	Probability of occurrence	≤ 10% very unlikely; can occur only under exceptional circumstances	≤ 25% not expected to occur but could happen at some point	≤ 50% could occur under certain conditions at a specific point in time	≤ 75% expected to happen in many cases	> 75% very likely; expected to occur in most cases

Table 3:  
MATERIAL TOPICS OF OFB

E1 Climate Change	Climate protection	Negative impact	The construction industry and real estate development are generally associated with high CO <sub>2</sub> emissions
		Positive impact	Climate-friendly project development can greatly reduce CO <sub>2</sub> emissions
		Positive impact	Green products and services can help reduce GHG emissions
		Opportunity	Increased marketability of green products (real estate) in connection with Article 8 and Article 9 funds
E4 Biodiversity and ecosystems	Energy	Positive impact	Positive contribution to the energy transition through energy-efficient products (real estate)
		Opportunity	Revenue potential from the enhanced marketing of energy-efficient real estate
E4 Biodiversity and ecosystems		Positive impact	Promotion of biodiversity and ecosystems through measures related to products and services
		Opportunity	OFB products could qualify for dedicated biodiversity funds through the implementation of impact-oriented measures (e.g., considering wildlife habitats in planning and ensuring a high biotope area factor)
E5 Circular economy and resources		Positive impact	Positive contribution to the circular economy and resource conservation through measures related to products and services
		Negative impact	The construction and demolition of buildings are associated with high resource consumption and waste generation
S3 Communities Affected	Improvement of quality of life	Positive impact	The provision of community spaces (commercial and cultural), housing, and public participation as well as neighbourhood developments in the broader socio-economic context have a positive impact on affected communities
G1 Corporate Governance	Political engagement and lobbying activities	Opportunity	New business opportunities or improved business conditions through lobbying activities

# ENVIRONMENT

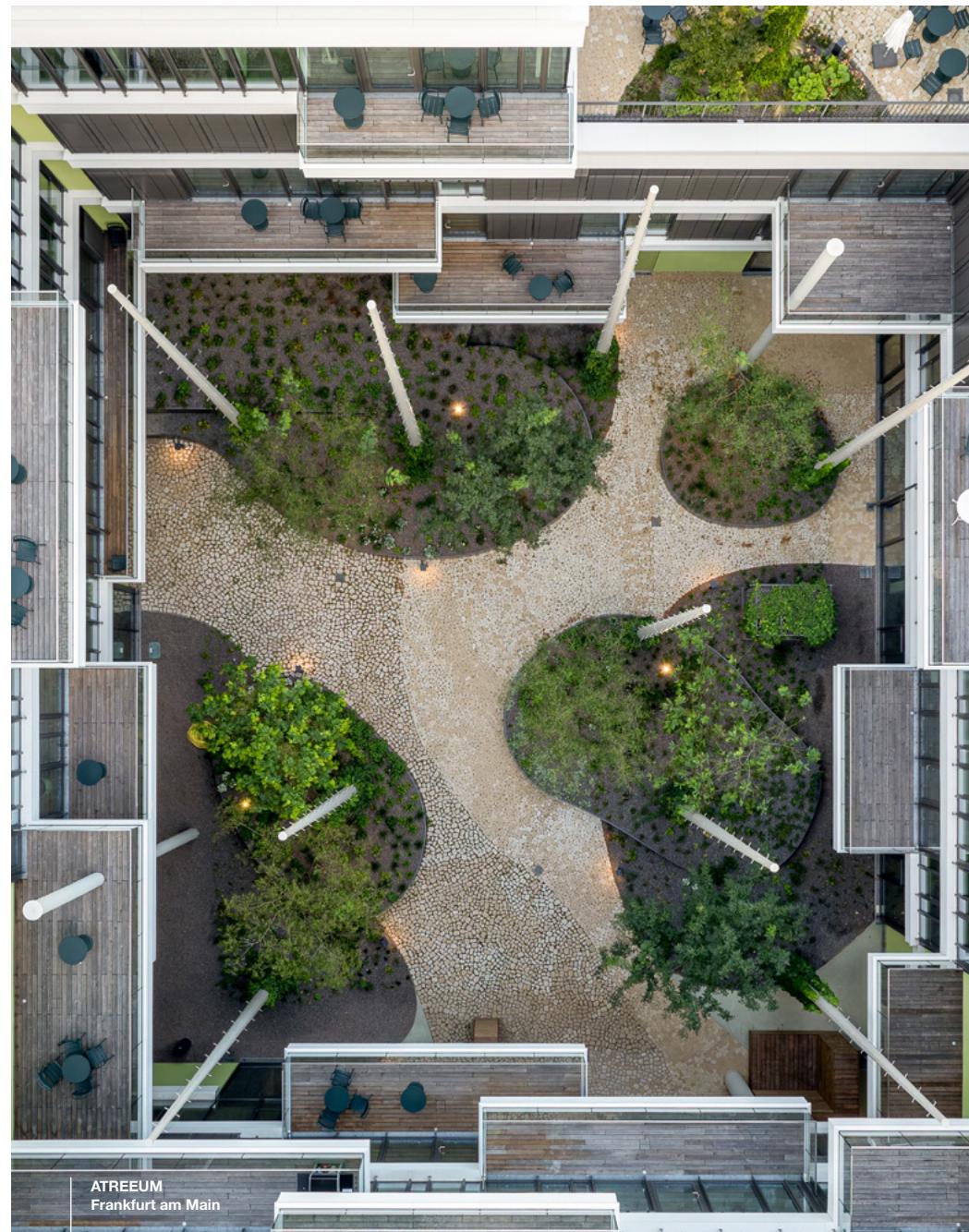
- 15 CLIMATE
- 18 BIODIVERSITY
- 19 WATER
- 20 RESOURCE USE, CIRCULAR ECONOMY, AND WASTE MANAGEMENT



The real estate industry is at the center of key environmental challenges. We are committed to ambitious environmental goals across the entire value chain—from low-emission new construction to circular material flows to promoting biodiversity around our projects.

In doing so, we follow ESG criteria as well as international frameworks such as the EU Taxonomy and require the highest certification standards.

Through measures such as extensive greenery and smart water systems, buildings developed by OFB also make a positive contribution to the microclimate. We demonstrate how ecological construction can succeed today and tomorrow—in line with creating a livable and future-proof environment.



# CLIMATE

## ENERGY AND GREENHOUSE GAS EMISSIONS

OFB operates in a sector with significant climate impacts. This makes it all the more important for us to systematically record our energy consumption and emissions, disclose them transparently, and pursue ambitious reduction targets.

In 2024, total energy consumption broken down (Figure 1) at our central office and warehouse locations was 1,013.02 MWh (considering the offices in Frankfurt am Main, Munich, Erfurt, Berlin, Düsseldorf, and Leipzig as well as the warehouse location in Frankfurt am Main). This key figure forms the basis for our ongoing efforts to increase efficiency and reduce CO<sub>2</sub> emissions in our own operations. The associated greenhouse gas emissions are broken down by Scope 1 to 3 (Figure 2).

Figure 1:  
BREAKDOWN OF TOTAL ENERGY CONSUMPTION

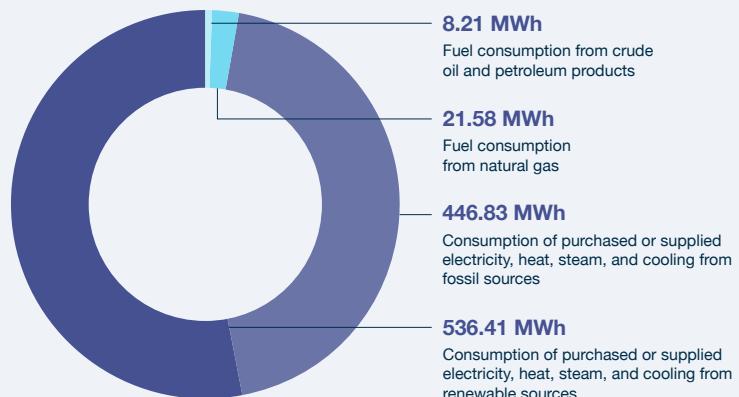


Figure 2:  
GREENHOUSE GAS EMISSIONS 2024 IN (tCO<sub>2</sub>e)

Total Location-based	Total Market-based
<b>275,512.63</b>	<b>275,315.87</b>

Scope 3.6 Business travel	Scope 2 Market-based	Scope 1 -	Scope 3.3 Fuel- and energy-related activities	Scope 2 Location-based	Scope 3.1 Goods and services
19.47	61.30	104.99	166.16	258.06	315.73



## REDUCTION TARGETS

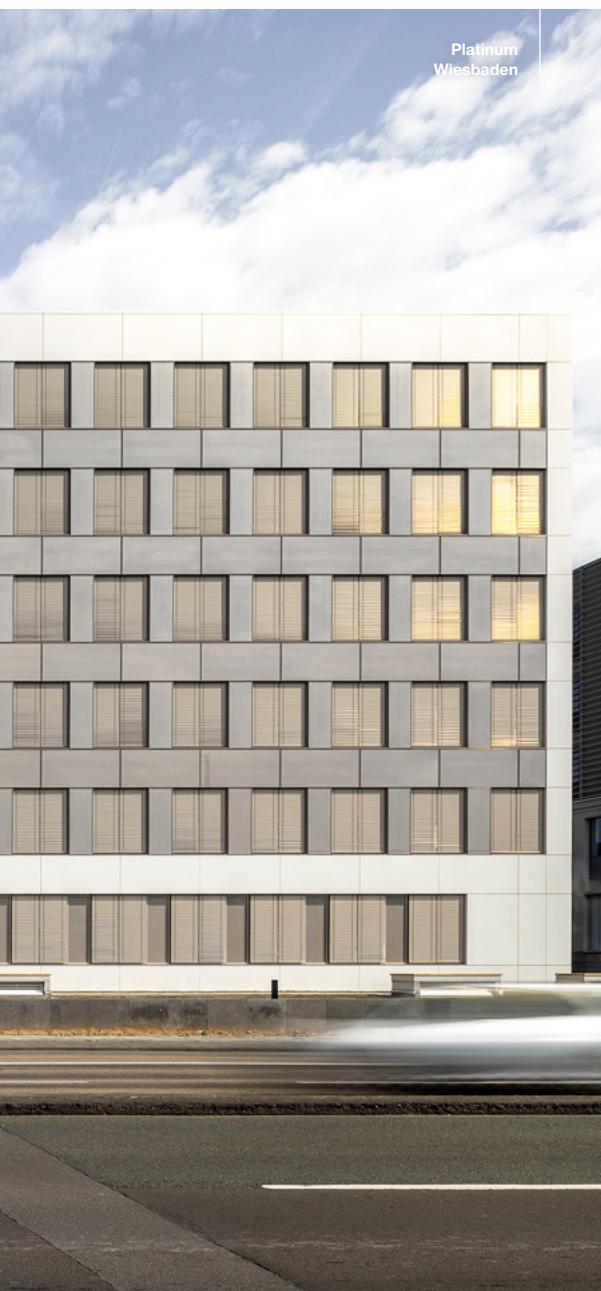
Our commitment: Compliance with the 1.5°C target. The decarbonization strategy of OFB is therefore based on aligning operations and construction with the global climate targets of the Paris Agreement. In order to achieve this, all construction projects follow the 1.5°C emissions budget of the CRREM decarbonization pathway in operation as well as increasingly stringent thresholds for embodied emissions in construction (upfront embodied carbon). For in-house operations, an initial reduction of 20% compared with the 2019 baseline year (16,953 tCO<sub>2</sub>e) is targeted and adjusted annually by operating year. In parallel, we are developing a comprehensive climate transition plan across the Group. This is scheduled for publication in early 2026.

In order to effectively support the reduction targets, OFB relies on a package of targeted measures:

- Expansion of construction projects with Gold and Platinum sustainability certifications
- ESG verification of the EU Taxonomy for all self-developed new buildings and existing properties
- Exceeding the requirements of the Building Energy Act
- Integration of renewable energy in new construction project developments
- Implementation of climate risk and vulnerability analyses

**This is how we shape the future of construction—responsibly, innovatively, and in line with EU and German climate goals.**





#### FROM PRACTICE: HERE'S HOW CLIMATE-FRIENDLY PROJECT DEVELOPMENT LOOKS AT OFB!

The Platinum, the new headquarters of Hessen Agentur in Wiesbaden, showcases the climate-conscious construction of OFB. Timber-hybrid construction reduces embodied emissions, complies with the highest regulatory and certification standards, and achieves ESG verification under the EU Taxonomy. A defining feature of the building is the goal of climate-positive operations, which is independently confirmed by DGNB. A comprehensive photovoltaic system on the roof and façade combined with heat pumps and an innovative ice storage system enables a fully renewable energy supply. The result is a building with minimal environmental impact and a clear demonstration of how construction can succeed in the future.

## CLIMATE RISKS

As a project developer, we bear responsibility for the long-term resilience of our properties—also with regard to climate-related risks. In doing so, we consider both transition and physical climate risks

Transitional risks arise from political, regulatory, and market-related changes in the course of transitioning to a low-carbon economy. For us as a real estate developer, this specifically means: Increasing regulatory demands from measures such as the Building Energy Act and CO<sub>2</sub> pricing require additional investment and the development of expertise. Transitional risks can lead to loss of value, lower project profitability, costly modernization work, and uncertainty in property valuation. As part of our assessment, transition risks were classified as material.

Physical risks include natural hazards such as storms, heavy rainfall, and flooding. In real estate, infrastructure and assets can be damaged and supply chains disrupted; this, in turn, may lead to impairments and financial losses in project financing and construction. However, physical risks were assessed as non-material in our current risk analysis. Of the roughly 20 projects reviewed, only one office development in downtown Erfurt was slightly affected because of its location 900 m from the River Gera, where the probability of flooding is classified as low under HQ 200. Looking ahead, we do not plan project developments in regions with high physical risk.

To account for climate-related risks in project planning, we conduct climate risk and vulnerability analyses as part of every project development. These analyses assess acute and chronic physical risks as well as suitable adaptation measures and help ensure that sustainability and climate protection are integrated from the very beginning.

## BIODIVERSITY

Preserving biodiversity is one of the central challenges in environmental protection and is becoming increasingly important, particularly in real estate development. High biodiversity ensures the stability and resilience of ecosystems, which provide essential resources such as clean water, healthy soils, air quality, and food. As a project developer, OFB is responsible for the impact our buildings and projects have on these vital systems. Our goal is to protect and restore natural habitats so that biodiversity is not only preserved but also enhanced.

We therefore rely on minimal soil sealing on undeveloped areas in order to preserve natural diversity and minimize negative impacts on the environment. We also reduce noise and light emissions that could impact the surroundings of the building. Wherever possible, we also prioritize the use of existing sites to avoid encroaching on untouched natural areas.

Green roofing and landscaping in particular offer benefits for biodiversity. The needs of urban wildlife are taken into account in planning by creating nesting sites, food sources, and habitats. Reducing negative impacts on biodiversity: As part of the building permit process, the impact on local biodiversity is assessed and, where necessary, offset through compensatory measures. This is how we develop real estate in harmony with nature.

Another important component of our strategy is promoting the healthy development of forests, which provide habitats for numerous animal and plant species. OFB not only maintains its own forest areas such as the 1.5-hectare woodland and green space at Berlin's "Businesspark Kienberg", which serves as a protected area for animal and plant species but also supports municipalities in reforesting new woodland areas. For milestones reached in the realization of our real estate projects, OFB plants 1,000 native deciduous and coniferous trees in municipal forests. Over 6,000 trees have already been planted to date. This is how we actively contribute to protecting and enhancing biodiversity.

To assess risks, a biodiversity risk site analysis was carried out using the [Risk Filter Tool](#) of the WWF. None of the sites owned, leased, or managed by OFB are located in or near areas of biodiversity requiring protection. OFB focuses primarily on inner-city and urban areas, where prior structural use already exists. Our business activities therefore do not pose a considerable risk to biodiversity.



### FROM PRACTICE: HERE'S HOW BIODIVERSITY TAKES SHAPE IN URBAN SPACES!

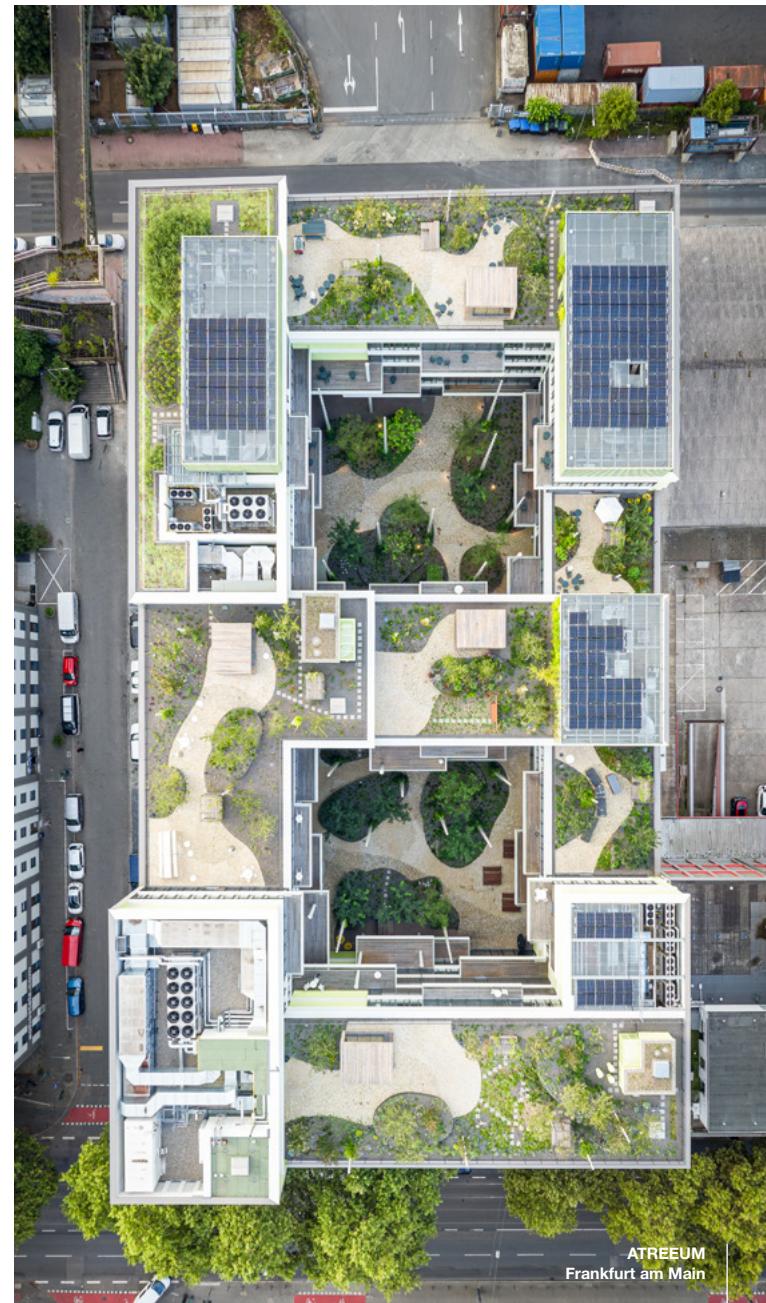
With the Seven Gardens—Oak House project on Schiersteiner Berg in Wiesbaden, OFB is making a clear commitment to protecting and promoting biological diversity. An entire neighborhood was developed with the needs of wildlife in mind in order to strengthen biotope connectivity and create habitats for native animal and plant species. Among the species addressed are the common pipistrelle bat (*Pipistrellus pipistrellus*), the bow-winged grasshopper (*Chorthippus biguttulus*), and the hairy-legged mining bee (*Dasypoda hirtipes*). Elements such as reclaimed wood and sand beds on rooftops, nesting boxes, and extensive greenery promote biodiversity and ecological resilience. The project demonstrates how biodiversity can be integrated as a core component of sustainable urban development, thereby making it practical, visible, and effective.

## WATER

Water is an essential resource, and in the real estate sector, consumption is usually high. In the development of neighbourhood and buildings, we therefore rely on a wide range of strategies and measures that support the natural water cycle while reducing water consumption and waste water loads.

In addition to water-saving fixtures, retention boxes, and cisterns, our projects use innovative solutions based on the sponge city concept and thereby help to improve the local microclimate and conserve valuable drinking water. Through sustainable water management, we create a climate-resilient and livable environment.

In 2023, the estimated water consumption of OFB amounted to 464.88 m<sup>3</sup>. This figure was determined based on the utility billing statements and thus represents the most up-to-date value.



### FROM PRACTICE: HERE'S HOW EFFECTIVE RAINWATER MANAGEMENT WORKS!

In the ATREEUM project, OFB is implementing innovative rainwater management that combines ecological responsibility with design quality. Through retention boxes in the large rooftop gardens and courtyards, rainwater can infiltrate directly on-site and be provided to plants as needed. Excess water is collected in a cistern and used for plant irrigation as needed via a separate piping system. The system reduces drinking water consumption, improves the local microclimate, and enhances the ecological quality of the entire neighbourhood. It serves as a successful example of integrated water management in urban project development.

## RESOURCE USE, CIRCULAR ECONOMY, AND WASTE MANAGEMENT

For us, integrating circular economy principles is a key lever for responsibly managing resources, preserving value, and operating with a future-oriented mindset. As a responsible project developer, we consider our real estate projects throughout their entire life cycle—from planning and construction to potential repurposing and deconstruction. The goal is to design intelligent material flows, close resource cycles, and systematically minimize environmental impacts. This holistic approach not only preserves the long-term value of our assets but also actively contributes to conserving natural resources and protecting the climate.

As part of project planning, OFB takes into account a range of sustainability criteria covering resource use, circular economy, and waste management. This includes managing resources responsibly, sourcing sustainable materials, minimizing waste through high-rate material recycling, improving material efficiency by applying sufficiency and circular economy principles, and ensuring low-waste construction processes.

Gentle and sustainable resource extraction, as well as the use of materials, with a high proportion of secondary raw materials are ensured in part through compliance with sustainability certifications and the requirements of the EU Taxonomy. This includes the exclusive use of FSC-certified wood as well as materials bearing the CE marking<sup>1</sup>. As part of the sustainability certification of our projects, evidence of the recycling rate and the use of secondary raw materials is prepared and documented. OFB is also increasingly incorporating renewable resources in its projects such as timber-hybrid constructions.



### WHAT POTENTIAL DOES TIMBER-HYBRID CONSTRUCTION OFFER IN PROJECT DEVELOPMENT?

Timber-hybrid construction offers enormous potential for sustainable, future-proof property development. This approach enables considerable CO<sub>2</sub> reductions during the construction phase because wood as a building material is not only resource efficient but also supports climate protection through its natural carbon storage capacity. Beyond ecological benefits, this construction method offers high architectural quality, modern design, and a comfortable indoor climate, all factors that positively influence user well-being and satisfaction. Interest is also growing in the investment market: The construction method is considered a future-proof asset with high value stability and low vacancy risk. Despite current additional costs, cost-effectiveness analyses show that timber-hybrid office buildings can be developed profitably, particularly when users and investors are willing to pay a premium. [Learn more about timber-hybrid construction here \(PDF, German\).](#)

<sup>[1]</sup> CE stands for "Conformité Européenne" (European Conformity). The CE marking indicates that a product complies with the safety regulations applicable in the EU for the respective product group.

In order to ensure construction with minimal waste and maximum recyclability, resource passports are in some cases prepared at the project level, and project-specific waste disposal and material recovery are continually monitored. In 2024, OFB generated waste exclusively in connection with new construction projects, and no hazardous waste was produced (Table 4). Waste volumes were recorded by project and analyzed using the ATREEUM project as an example with its data serving as a reference for future projects<sup>2</sup>. A high recyclable content of 96.6% highlights the potential for resource-efficient construction processes. A detailed breakdown of recyclable and non-recyclable waste types is not yet available.

In parallel with waste monitoring, OFB documents the annual resource inputs (construction materials used) in new construction projects. The associated material flow reflects the importance of conscious resource management in construction (Tables 5 and 6).

The goal is to further increase material efficiency and to take dismantling into account from the very beginning. We also protect the environment through construction site protection concepts against air, soil, and groundwater pollution.

The method for measuring material flow is continually being refined and will increasingly rely on digital data collection.

**Table 4:**  
HAZARDOUS AND NON-HAZARDOUS WASTE GENERATION (t)  
AT OFB

#### RECYCLING OR REUSE

2,023.58  
0.00

Non-prevent or limit hazardous Waste  
Hazardous Waste

#### DISPOSAL

115.51  
0.00

Non-prevent or limit hazardous Waste  
Hazardous Waste

Hazardous Waste

#### WASTE AND RECYCLING

OFB implements all projects in accordance with the requirements of the EU Taxonomy for the economic activity of new construction. As part of this, it must be demonstrated on a project-specific basis that at least 70% of construction and demolition waste is recovered or recycled. Meeting this requirement is the aim in all current and future projects.

[2] The ATREEUM project forms the basis for creating a mass balance with high data quality. The planning data is derived from a complete IFC model and was evaluated using the Madaster circularity software. The resulting mass balance was scaled to the gross floor area (GFA) of the ATREEUM and applied to the project duration of one month. The calculated masses per square meter of GFA per month were applied to the duration and GFA of other OFB projects to extrapolate the total resource inputs for all OFB projects in 2024. In addition, the proportion of biological materials—particularly wood—as well as the recycled and recyclable content was determined in accordance with the Madaster circularity analysis and applied to the total mass.

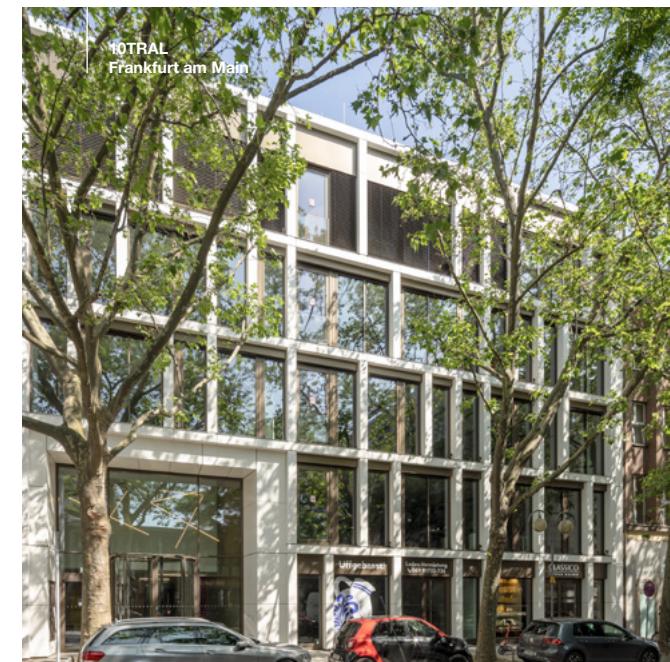
Since 2022, OFB has also been involved as an innovation partner in the Madaster initiative, which is creating the foundation for a circular economy through the development of a materials registry. For this purpose, all materials used in a project are digitally recorded and made available on a shared platform. This allows for quantitative evaluation and forms the basis for later reuse at the end of a the life cycle of a property (urban mining). OFB properties are recyclable to a high mass percentage, which can be calculated on a project-specific basis using software such as Madaster.

The transition to a circular economy greatly reduces waste generation and the consumption of natural resources in the real estate sector. In order to create even greater transparency regarding the circularity of our projects, we plan to document our circularity values by enriching information in digital building models and making them available to interested stakeholders upon request.



#### FROM PRACTICE: HOW THE CIRCULAR ECONOMY HAS AN IMPACT!

As an Innovation Partner of Madaster, OFB is actively committed to advancing the circular economy in the German real estate industry. The ATREEUM project underwent a Cradle to Cradle® assessment to identify the potential for a circular economy at an early planning stage. With the support of Madaster, a mass balance of the materials used was created. This digital building resource passport documents aspects such as the proportion of secondary raw materials, recyclability, and deconstructability.



#### FROM PRACTICE: HOW TO ACHIEVE SUSTAINABLE RESOURCE USAGE!

The 10TRAL revitalization retained the entire structural frame, thereby yielding substantial resource savings. In this way, OFB combines innovation with responsibility to shape a circular building sector for the future.

Table 5:  
ANNUAL MATERIAL FLOW OF MATERIALS USED BY OFB

MATERIAL	WEIGHT IN TONS
Concrete	74,964.50
Lime, cement, binders, and mortar	672.76
Gypsum, magnesium, plastic binding agent	592.79
Fasteners and joint fillers	176.86
Natural stone	8,236.69
Metal	1,470.11
Plastic and rubber	1,026.73
Glass	285.30
Inorganic materials	216.60
Organic materials	276.46
Clay	200.45
Protective and property-affecting materials	165.87
Wood	38.96
Bitumen	36.32
Paints	1.23
Auxiliary materials	41.82
Other	5.94
Total weight	88,409.40

Table 6:  
BIOLOGICAL, RECYCLED, AND RECYCLABLE MATERIALS

MATERIAL	WEIGHT IN TONS
Biological materials	315.43
Recycled materials	884.09
Recyclable materials	83,104.84

# SOCIETY

26 EMPLOYEES

27 HEALTH AND SAFETY

28 COMPENSATION, COLLECTIVE BARGAINING, AND TRAINING

29 HUMAN RIGHTS



People are at the heart of our social commitment—both within our company and in the communities surrounding our projects. We promote the personal and professional development of our employees, create attractive working conditions, and invest specifically in the next generation through student trainee positions, theses, and research collaborations with TU Darmstadt, among others.

As a subsidiary of Helaba, we observe human rights and environmental due diligence obligations in accordance with the German Supply Chain Due Diligence Act (LkSG) both in our own operations and along our value chain.





We also take responsibility beyond our core business. With our annual Christmas donation, we support nonprofit organizations such as the Bärenherz Foundation and the food bank, and through collaboration with regional partners, we strengthen local economic cycles. Our clients benefit from this culture: a committed, diverse team that works with passion, flexibility, and expertise on innovative real estate projects.

At the project development sites of OFB, the needs of local communities are addressed primarily through the building permit process. As part of the approval process or urban development agreements, the responsible authorities review the impact of a construction project on the surrounding area and communities. This is demonstrated, among other things, through project-specific studies and concepts such as mobility plans, local supply, and childcare facilities.

OFB is also involved as a Gold Sponsor of the "Social Impact Investment Initiative 3.0" of the Institute for Corporate Governance (ICG). This initiative promotes values such as tolerance, transparency, diversity, integrity, and social responsibility in the German real estate industry. Through this partnership, OFB is sending another clear signal of its commitment to promoting good governance and social responsibility.



**"Making a positive contribution to society starts with us as a company. As an employer, OFB has the ability to create good, safe, and fair working conditions."**

— **Janine Petererit**  
Head of Human Resources and Organizational Development

## EMPLOYEES



As of December 31, 2024, OFB Projektentwicklung GmbH employed a total of 147 staff members at its locations across Germany (Annex VII). Because OFB does not employ freelancers or temporary workers, our team consists exclusively of permanent employees. Our workforce structure is characterized by long-term employment contracts (Annex VIII) and a stable team culture. This is also reflected in the moderate turnover rate of 6.80%. This figure is based on 10 employee departures during the reporting period, in relation to the average number of employees.

Particular attention is given to the composition of the senior management team, which consisted of 8 women (38%) and 13 men as of December 2024. OFB is committed to further strengthening equal opportunities and striving for the most balanced possible gender ratio at the management level. Diversity and continuity within the workforce are key success factors for us on the path toward a future-oriented corporate culture.

We support the social engagement of our employees. An example is the annual participation in Social Day, where employees receive time off to volunteer for activities such as planting trees in Vogelsberg, collecting litter in Frankfurt am Main, promoting biodiversity in Höchst City Park, or beautifying an elementary school in Frankfurt. Our goal is to expand Social Volunteering Days to 30 days per year.

**NUMBER OF EMPLOYEES  
BY GENDER****72**Male  
employees**75**Female  
employees**NUMBER OF EMPLOYEES  
BY EMPLOYMENT TYPE****14**Employees on  
fixed-term contracts**133**Employees on  
permanent contracts**HEALTH AND  
SAFETY**

The safety and health of our employees are top priorities for OFB. We create working conditions focused on prevention, care, and continual improvement. In the reporting year 2024 there were no reportable workplace accidents nor any fatalities resulting from work-related injuries or illnesses.

**FROM PRACTICE:  
HEALTH COMES FIRST!**

OFB creates not only healthy but also safe and inspiring work environments. At our locations, we focus on biophilic design and high-quality spaces to promote employee well-being (e.g., through green interiors and nature-inspired design elements as implemented in the ATREEUM project). This is complemented by comprehensive health management, which includes individual services such as eye examinations and subsidies for fitness programs. In this way, we combine prevention with everyday health to create workplaces that equally support both physical and mental well-being.

## COMPENSATION, COLLECTIVE BARGAINING, AND TRAINING

OFB stands for fair, transparent, and collectively bargained working conditions. All employees receive at least the statutory minimum wage, and salaries are based on the collective agreements of the housing and real estate industry. In 2024, the gender pay gap was 15.2% calculated based on the average gross hourly wages of male and female employees.

Continuing education is a central part of our corporate culture: The average number of annual training was 8.16 hours per employee (1,200 hours of training in total (Annex IX)). This is how we invest specifically in training and development.

TRAINING HOURS  
BY GENDER IN 2024

592  
608

Training hours for  
female employees

Training hours for  
male employees

ATREEUM  
Frankfurt am Main





## HUMAN RIGHTS

As part of the Helaba Group, OFB complies with the [group-wide Code of Conduct \(PDF, German\)](#) regarding human rights due diligence obligations. This applies to all employees and addresses key issues such as the prevention of child labor, forced labor, human trafficking, and discrimination and the introduction of measures to prevent accidents. In addition, OFB has established its own [Code of Conduct \(PDF, German\)](#) for business partners. This also enforces these principles along the value chain.

An integral part of our compliance and risk prevention measures is the group-wide whistleblowing system WhistProtect®. By appointing an external ombudsman, employees as well as third parties have access to an anonymous and confidential reporting channel. Reports of potential compliance violations can be submitted online, by phone, or by post. The entire process—from reporting to review and potential escalation—is transparently defined and ensures the consistent protection of whistleblowers.

In the 2024 reporting year, OFB received no confirmed reports of incidents related to child labor, forced labor, human trafficking, or discrimination—neither within the workforce, along the value chain nor in dealings with affected communities, consumers, or end users.

# CORPORATE GOVERNANCE

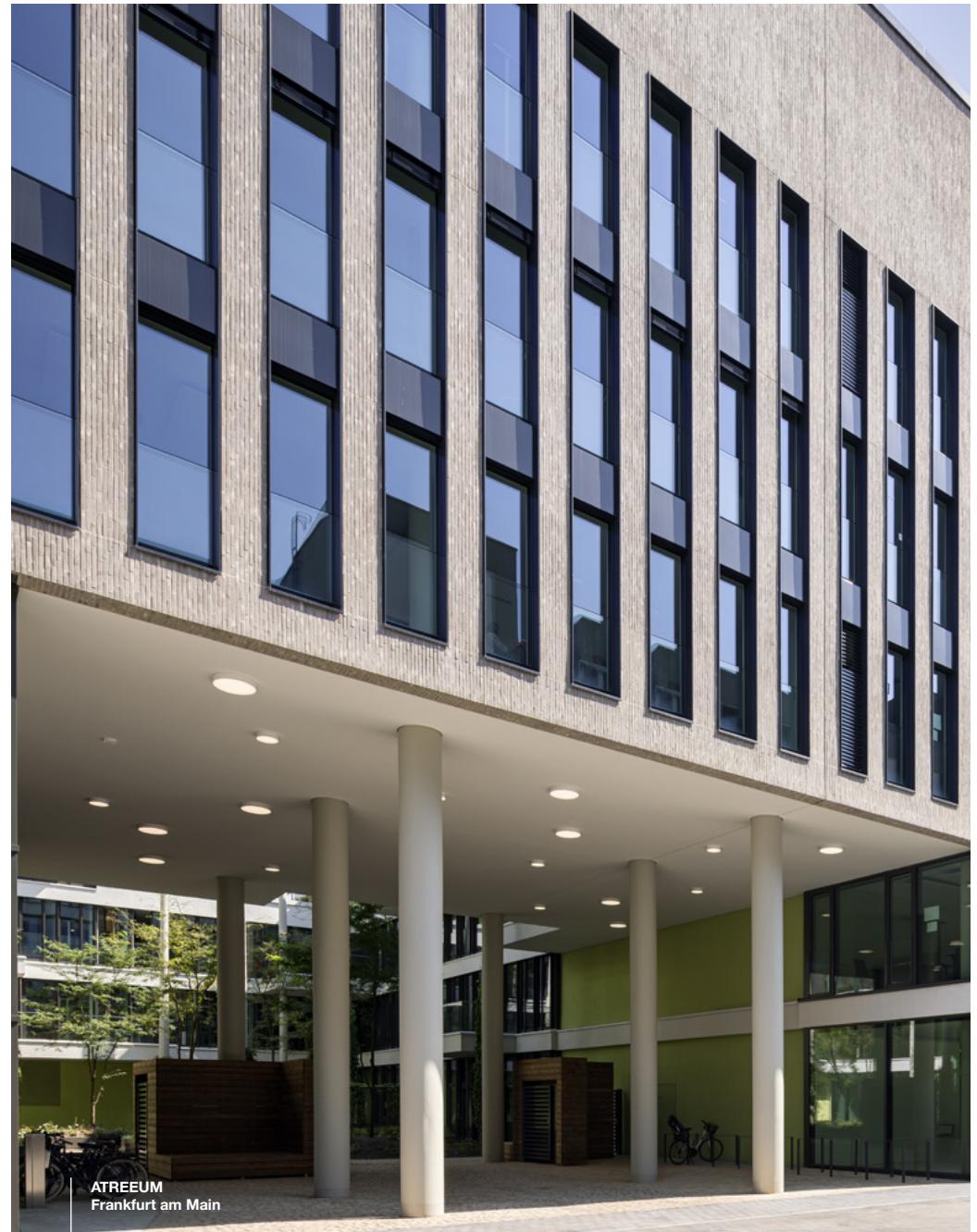


Responsible corporate governance forms the foundation for credible and effective sustainability management at OFB Projektentwicklung GmbH. Integrity, transparency, and ethical conduct are central to our work, both within the organization and in our relationships with business partners and society.

No incidents of corruption or bribery occurred in the reporting period. Compliance with legal requirements, regulatory standards, and internal guidelines is just as self-evident for us as a clear stance against non-viable business sectors.

OFB has no related revenues from controversial sectors such as the manufacture of controversial weapons, the cultivation or processing of tobacco, the extraction of fossil fuels, or the production of high-risk chemicals. Furthermore, OFB is not excluded from EU reference benchmarks that are in line with the Paris Agreement.

Also in our committees, we focus on responsible appointments and a balanced perspective on both business and societal matters.





**“Our understanding of governance is aimed at structurally safeguarding sustainability and embedding it in our core business for the long term—based on clear values, effective control mechanisms, technical support, and a daily commitment to responsibility.”**

— André Speth,  
Managing Director

# ANNEX

## Annex I: VSME DATA

SPECIFICATION	P.
<b>BASIC MODULE</b>	
B1 Basis for preparation	3, 5, 10
B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy <sup>[1]</sup>	6, 7, 11
Climate change	16
Environmental pollution	n/a
Water and marine resources	19
Biodiversity and ecosystems	18
Circular economy and resources	20, 21, 22
Own workforce	24, 26, 27
Workforce in the value chain	n/a
Communities affected	25
Consumers and end-users	n/a
Corporate governance	30
B3 Energy and greenhouse gas emissions <sup>[2]</sup>	15
B4 Pollution of air, water and soil	n/a
B5 Biodiversity	18
B6 Water	19
B7 Resource use, circular economy and waste management	20, 21, 23
B8 Workforce—General characteristics	26, 27
B9 Workforce—Health and safety	27
B10 Workforce—Remuneration, collective bargaining and training	28
B11 Convictions and fines for corruption and bribery	30

n/a: 'not applicable'—  
Information not applicable.

[1] Revenue (in euros): Because of the project-based nature of the business, revenue is subject to considerable annual fluctuations and is therefore not disclosed.

[2] Greenhouse gas intensity cannot be calculated at this point because of considerable annual revenue fluctuations caused by the project-based business.

SPECIFICATION	P.
<b>COMPREHENSIVE MODULE</b>	
C1 Strategy: Business Model and Sustainability—Related Initiatives	4, 5
C2 Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	6, 7, 11
Climate change	16
Environmental pollution	n/a
Water and marine resources	19
Biodiversity and ecosystems	18
Circular economy and resources	20, 21, 22
Own workforce	24, 26, 27
Workforce in the value chain	n/a
Communities affected	25
Consumers and end-users	n/a
Corporate governance	30
C3 GHG reduction targets and climate transition	15, 16
C4 Climate risks	17
C5 Additional (general) workforce characteristics	26
C6 Additional own workforce information—Human rights policies and processes	29
C7 Severe negative human rights incidents	29
C8 Revenues from certain activities and exclusion from EU reference benchmarks	30
C9 Gender diversity ratio in the governance body	-

Annex II:  
GEOGRAPHICAL LOCATION OF OFB SITES

LOCATION	ADDRESS	PC	CITY	CTRY	COORDINATES
Office	Andreasstraße 37b	99084	Erfurt	Germany	50°58'42.7"N 11°01'23.3"E
Office	Katharinenstraße 6-8	04109	Leipzig	Germany	51°20'31.6"N 12°22'30.7"E
Office	Knesebeckstraße 59	10719	Berlin	Germany	52°30'05.2"N 13°19'20.0"E
Office	Schadowstraße 78	40212	Düsseldorf	Germany	51°13'42.8"N 6°47'11.1"E
Office	Friedenheimer Brücke 20	80639	Munich	Germany	48°08'45.0"N 11°31'14.0"E
Office	Speicherstraße	60327	Frankfurt am Main	Germany	50°06'04.3"N 8°39'42.9"E
Warehouse	Bernerstrasse	60437	Frankfurt am Main	Germany	50°11'36.6"N 8°39'39.9"E
Project	Hanauer Landstraße 211b	60314	Frankfurt am Main	Germany	50°06'52.5"N 8°43'11.2"E
Project	Alte Messe 1a	04103	Leipzig	Germany	51°19'08.0"N 12°24'16.0"E
Project	Campus Kronberg	61476	Kronberg im Taunus	Germany	50°10'28.7"N 8°31'39.0"E
Project	Frankfurter Str. 2-8	65760	Eschborn	Germany	50°07'52.8"N 8°33'54.1"E
Project	Frankfurter Str. 5	65760	Eschborn	Germany	50°07'57.0"N 8°33'56.6"E
Project	Kienberger Allee 5	12529	Schönefeld	Germany	52°22'32.6"N 13°32'30.1"E
Project	Kienberger Allee 10	12529	Schönefeld	Germany	52°22'31.7"N 13°32'35.1"E
Project	Friedenauer Höhe 2	10827	Berlin	Germany	52°28'40.0"N 13°20'32.0"E
Project	Bessie-Coleman-Straße	60549	Frankfurt am Main	Germany	50°03'24.2"N 8°35'43.1"E
Project	Kossaer Str.	04356	Leipzig	Germany	51°24'37.9"N 12°23'28.9"E
Project	Sachsenstraße 36	45128	Essen	Germany	51°26'54.9"N 7°00'09.8"E
Project	Am Köpfchen 13	99869	Eisleben	Germany	50°53'42.9"N 10°42'48.9"E
Project	Mergenthalerallee 39	65760	Eschborn	Germany	50°08'07.5"N 8°33'58.4"E
Project	Kaiserleipromenade	63067	Offenbach am Main	Germany	50°06'19.3"N 8°43'56.3"E
Project	Lise-Meitner-Straße/ Christa-McAuliffe-Straße	82024	Taufkirchen	Germany	48°03'15.7"N 11°39'14.3"E
Project	Neuwerkstraße 17	99084	Erfurt	Germany	50°58'24.0"N 11°01'43.3"E
Project	Mainzer Str. 11	65189	Wiesbaden	Germany	50°03'52.2"N 8°15'07.1"E
Project	Gustav-Ree-Anlage 1	77652	Offenburg	Germany	48°28'20.8"N 7°56'37.9"E
Project	Dostojewskistraße 4	65187	Wiesbaden	Germany	50°04'04.8"N 8°13'37.0"E
Project	Leibnizstraße 11	65191	Wiesbaden	Germany	50°05'24.4"N 8°15'47.2"E
Project	Strehlener Str.	01069	Dresden	Germany	51°02'11.6"N 13°44'29.2"E
Project	Löbtauer Straße 23	01159	Dresden	Germany	51°03'07.7"N 13°43'00.6"E
Project	Alfred-Herrhausen-Allee 16	65760	Eschborn	Germany	50°07'57.1"N 8°34'27.8"E
Project	Amelia-Mary-Earhart-Straße 9	60549	Frankfurt am Main	Germany	50°03'17.8"N 8°35'35.0"E
Project	Amelia-Mary-Earhart-Straße 12	60549	Frankfurt am Main	Germany	50°03'19.4"N 8°35'34.2"E

Annex III:  
CERTIFIED PROJECTS\* AS OF DECEMBER 2024

LEED GOLD	LEED PLATINUM	DGNB GOLD	DGNB PLATINUM	ESG VERIFICATION
Hotel Element Frankfurt Airport	Verso BT-A	Westhafenkontor	Quartier Gateway Gardens	Rée Carré
MONA	Eschborn Gate – The Tower	Emaillierwerk Shopping Center	Bernsteincarrée	Platinum
KION Headquarter		Glacis-Galerie	Platinum	Seven Gardens Oak-House
unIQus 1. BA.		Multi Park Mönchhof 7. BA.	Seven Gardens Oak-House	
Verso BT-B		International Logistics Park – ILP		
HELLO BT-B		Hotel Ruby Leni Düsseldorf		
Kornmarkt Arkaden BT-D		Rée Carré		
Kornmarkt Arkaden BT-E				
Kornmarkt Arkaden BT-A				
Hotel Hampton By Hilton Frankfurt Airport				
Kornmarkt Arkaden BT-B/C				
Sono West				
unIQus 2. BA.				
Verso BT-C				
Hafenbogen				
Kap West				
Lindbergh – Parkside Office				
Staycity Aparthotel				
H-Hotel Eschborn				
10tral				

\*List includes joint venture projects.

**Annex IV:**  
BREAKDOWN OF TOTAL ENERGY CONSUMPTION

Fuel consumption from crude oil and petroleum products	8.21 MWh
Fuel consumption from natural gas	21.58 MWh
Consumption of purchased or supplied electricity, heat, steam, and cooling from fossil sources	446.83 MWh
Consumption of purchased or supplied electricity, heat, steam, and cooling from renewable sources	536.41 MWh

**Annex VII:**  
NUMBER OF OWN EMPLOYEES BY GENDER AS OF DECEMBER 31, 2024

SEX	NUMBER OF EMPLOYEES (HEADCOUNT)
Male	72
Female	75
Various	0
Not reported	0
Total number	147

**Annex V:**  
GREENHOUSE GAS EMISSIONS 2024 IN (tCO<sub>2</sub>E)

SCOPE	DESCRIPTION	tCO <sub>2</sub> E
Scope 1		104.99
Scope 2	Location-based	258.06
Scope 2	Market-based	61.30
Scope 3	3.1 Purchased Goods and Services	315.73
Scope 3	3.2 Capital Goods	86,516.33
Scope 3	3.3 Fuel- and Energy-Related Activities	166.16
Scope 3	3.6 Business Travel	19.47
Scope 3	3.11 Use of Sold Products	182,492.94
Scope 3	3.12 End-of-Life Treatment of Sold Products	5,638.94
Total	Location-based	275,512.63
Total	Market-based	275,315.87

**Annex VIII:**  
NUMBER OF OWN EMPLOYEES BY EMPLOYMENT TYPE AS OF DECEMBER 31, 2024

TYPE OF EMPLOYMENT CONTRACT	NUMBER OF EMPLOYEES (HEADCOUNT)
fixed-term contracts	14
permanent contracts	133
Total number	147

**Annex VI:**  
HAZARDOUS AND NON-HAZARDOUS WASTE GENERATION (t) AT OFB

	WASTE: RECYCLING OR REUSE	WASTE: DISPOSAL	TOTAL
Non-prevent or limit hazardous	2,023.58	115.51	2,139.09
Hazardous	0	0	0

**Annex IX:**  
TRAINING HOURS BROKEN DOWN BY GENDER IN 2024

	TRAINING DAYS	TRAINING HOURS
Female employees	74	592
Male employees	76	608
Total	150	1,200

# IMPRINT

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**SUSTAINABILITY**  
**REPORT 2024**