



HÄRTHA Group Biodiversity Commitment

Environmental protection and social responsibility are at the heart of the HÄRTHA Group. This document sets out HÄRTHA's ambitions and commitments in the field of environmental protection, with the aim of promoting the protection, conservation and sustainable use of biodiverse species and habitats. In this way, HÄRTHA aims to create significant public benefits and contribute to social well-being, with the goal of playing a leading role in building a more environmentally friendly industry.

Hence, we see it as part of our corporate responsibility, to not only minimize the negative impacts we as a company have on biodiversity but to also contribute positively:

1. Minimize negative impact on biodiversity:
 - Address the negative impacts that the HÄRTHA's services have on biodiversity
 - Avoid operation in areas with globally or nationally important biodiversity
 - Avoid operation in World Heritage areas and protected areas
 - Avoid locating new infrastructure projects in areas protected for their ecological, biological, cultural and/or landscape value or catalogued areas of high value for biodiversity
 - Apply the mitigation hierarchy when operating in areas in close proximity to critical biodiversity
 - Instruct our facility management companies not to use herbicides or pesticides on our premises that could harm natural life
 - Ensure regular monitoring and evaluation of the HÄRTHA's performance on biodiversity through its direct operations
 - Create a corporate framework to identify, measure and manage nature-based risks

2. Contribute positively to biodiversity:

- Conduct a biodiversity assessment as part of our due diligence
- Cooperate with external facility management companies to ensure the protection and promotion of biodiversity. This shall be part of our agreements with facility managers to ensure it is being considered in property maintenance like plantations and gardening work
- Consult with local authorities on the topic of biodiversity
- Promote biodiversity awareness for our own employees
- Increase biodiversity at our sites by creating a habitat for animals and plants

We are committed to regularly monitoring and reporting on the implementation of our biodiversity performance in our sustainability reporting. Our commitment to biodiversity contributes to the achievement of the following SDGs (Sustainable Development Goals):



A blue ink signature of Sven Killmer, consisting of several fluid, overlapping loops.

Sven Killmer
CEO

A blue ink signature of Timo Röskes, featuring a large, stylized initial 'T' followed by a series of connected loops.

Timo Röskes
CFO

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