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Hypoport SE
non-financial report
for 2023



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Information about the report's content and framework

The non-financial report is based on the CSR Directive Implementation Act (CSR-RUG). Since 2017, it has supplemented our financial reporting with details of key non-financial aspects of our business activities in the following areas: treatment of employees, environmental matters, combating corruption, social responsibility and human rights.

The separate combined non-financial report ('non-financial report') of the Hypoport Group for 2023 is published in accordance with section 289b-e and section 315b-c of the German Commercial Code (HGB). The statements made in this non-financial declaration for the Group relate only to the subsidiaries included in Hypoport SE's consolidated financial statements, over which Hypoport SE is able to directly or indirectly exercise control. Because the individual entity Hypoport SE did not have more than 500 employees on average, it is not required to produce its own non-financial report.

According to CSR-RUG, Hypoport must report on material risks linked to the Hypoport Group's own business activities. Material risks are risks that have a very high probability of occurrence and have, or will have, a severe negative impact on the non-financial aspects of our business activities. According to the Management Board of Hypoport SE, such risks do not exist in the Hypoport Group.

National and international guidelines for sustainability reporting correspond only in certain respects with the reporting requirements under CSR-RUG. The terminology used in these guidelines is also different to that used in CSR-RUG, making the reporting less transparent. Hypoport has therefore decided to produce a non-financial report without reference to any guidelines.

Business model

Hypoport SE is the parent company of the companies in the Hypoport Group (together referred to as 'Hypoport Group'). The Hypoport Group is engaged in the development and marketing of technology platforms for the financial services, property and insurance industries (fintech, proptech, insurtech). In 2023, the Hypoport companies were grouped into four segments: Credit Platform, Private Clients, Real Estate Platform and Insurance Platform.

From 2024 onwards, the Hypoport Group companies will be organised in three segments: Real Estate & Mortgage Platforms, Insurance Platforms and Financing Platforms. The previous segment structure has been reshaped into this new grouping in order to boost efficiency in business development and reduce complexity within the Group.

A detailed description of the business models of the Hypoport Group in 2023 can be found in the 'Business and economic conditions' section of the Group management report. For a description of the business model from 2023 onwards, please refer to the information provided in the 'Outlook' section of the Group management report.

The value chain of a software technology company in the financial, property and insurance industries has significantly fewer working links than the value chain of an industrial or trading company. The services offered by the companies in the Hypoport Group are for the most part produced using the Group's own resources. This means the supply chain risk is extremely low. Hypoport mainly works with suppliers in the areas of facility management and office services. Nearly all the service providers engaged are legal, IT or business consultancies. To date, no sustainability criteria have been defined for the engagement of these suppliers and service providers.

Within the scope of its business activities, the Hypoport Group takes its environmental, social and corporate governance responsibilities towards society seriously. Taking a structured approach, Hypoport therefore continually monitors developments in the German technology market as well as the financial, property and insurance markets and within the Hypoport Group itself, and analyses how these developments could affect the Group's business activities. Against this backdrop, Hypoport identified its material CSR topics. The priority was to select topics that are directly connected to the business success and financial performance of the Hypoport Group. This materiality assessment revealed that the treatment of employees, environmental matters and the prevention of corruption have a connection with the business activities of the Hypoport Group. This non-financial report therefore focuses on these three topics.

Environment

The Hypoport Group takes numerous operational measures to meet its responsibility to limit the impact of man-made climate change. The strategic framework is set by the Management Board of Hypoport SE. The decentralised structure of the Hypoport Group means that the translation of the strategy into specific policies and the operational implementation of environmental measures is devolved to the relevant segments and/or their subsidiaries. This organisational form enables us to rapidly implement environmental strategies in the individual subsidiaries within a clear framework defined by the Management Board and Supervisory Board of Hypoport SE.

The environmental commitments and strategy of the Hypoport SE Management Board and Supervisory Board are as follows:

- Hypoport acknowledges the existence of man-made climate change.
- Hypoport commits to protecting the environment and creating environmental awareness.
- Hypoport commits to reducing emissions and releases of greenhouse gases, reducing waste and using natural resources and energy more efficiently wherever reasonably possible.
- Hypoport commits to using clean energy sources instead of fossil fuels wherever reasonably possible.

Hypoport commits to reporting regularly and consulting with stakeholders on environmental issues.

Through these commitments and areas of focus, we have already achieved a number of successes:

Energy and water usage

Virtually all the Hypoport Group's energy now comes from completely carbon-neutral, next-generation hydro-electric or wind power plants based in northern Europe, all of which are not more than six years old. The 'HNK Neu 100' energy tariff has been certified by the TÜV Rheinland e.V. product standards authority.

Selecting the right energy supply contracts is important for reducing energy consumption. IT procurement at Hypoport SE also has a key role to play in this regard. More than 98 per cent of the computer hardware used by the Hypoport Group has an ENERGY STAR label or an eco declaration. The hardware is purchased exclusively from suppliers in the European Union and from certified manufacturers such as Lenovo and Dell (laptops), Apple (MacBooks) and Dell and LG (monitors).

Carbon emissions

As well as saving energy, Hypoport SE has also successfully reduced its greenhouse gas emissions in order to make a positive contribution as part of our corporate environmental responsibility. At many of our offices, we use the Quooker drinking water system in combination with the LEOGANT upgrade. Following installation of the system, the regular deliveries of bottled water reduced sharply, saving 12,589kg of CO2 on the transport of bottled water. Plastic bottles are no longer used in any part of the Hypoport Group. One of the measures used to achieve this was switching to sustainable glass bottles ('Soulbottles').

To avoid unnecessary emissions generated by employees travelling between the Hypoport Group's two main sites, Berlin and Lübeck, we have invested in cutting-edge video-conferencing technology. Since 2023, Hypoport also provides a 30 per cent subsidy towards the cost of the 'Deutschland-Ticket', which allows reduced-price travel on local public transport. This is an additional incentive for employees to use low-carbon mobility options for travelling to work and between company sites.

Since 2022, information has been captured on carbon emissions (measured in metric tonnes) for business trips and broken down by type of travel.

CO ₂ (tonnes)	Flights	Overnight stays	Train	Rental car	Total	Change
2022	166	140	19	1	326	
2023	135	143	23	1	303	- 7%

Hypoport collected the data in accordance with the Greenhouse Gas Protocol (GHG Protocol), the leading international standard for calculating CO₂ emissions. The bulk of the data was obtained from the Hypoport Group's travel service provider, Egencia, which is part of American Express Global Business Travel (GBT). To calculate the CO₂ emissions of individually reimbursed travel costs that are not covered by the travel service provider, Hypoport employs an expenditure-based method using product category and product value data.

By making increased use of trains rather than cars or planes for their business trips, Hypoport employees have reduced CO₂ emissions by 482 tonnes in 2023, according to Deutsche Bahn AG's own lifecycle assessment .

The Group only uses electric, hybrid or modern diesel vehicles as company cars (see table), with the aim of gradually increasing the share of electric and hybrid vehicles in the fleet year by year. This aim was achieved in 2023 as the proportion rose from 10 per cent to 14 per cent.

Fleet – type of drive system	Electric	Proportion of electric	Hybrid	Proportion of hybrid	Internal combustion engine (ICE)	Proportion of ICE	Total
2022	6	2%	31	8%	331	90%	368
2023	16	4%	39	10%	331	86%	386

Since it has not yet been possible to convert the fleet entirely to climate-friendly electric and hybrid vehicles for economic, organisational and contractual reasons, Hypoport has decided to voluntarily offset its CO₂ emissions during the transition period. To this end, it entered into a collaboration with the fuel card provider DKV, in cooperation with myclimate Deutschland, one of the world's leading providers of carbon offsetting measures. Hypoport's payments benefit climate change mitigation projects.

Within its entire fleet, Hypoport Group calculated the following Co₂ emissions and proportional offsets:

Vehicle fleet emissions	CO ₂ emission -in tonnes	Of which offset	Proportion offset	Employees (annual average)	Tonnes of CO ₂ per employee	Change
2022	1,938	970	50%	2,469	0.78	-
2023	1,926	1,375	75%	2,199	0.88	12%

The 12 per cent rise in CO₂ emissions per employee between 2022 and 2023 was due to fact that the remaining coronavirus pandemic travel restrictions that existed in 2022 no longer applied. The objective for 2024 and subsequent years is the gradual reduction of CO₂ emissions per employee.

At 75 per cent, the offset proportion reflects the high number of large Group companies involved. Some of the newer companies within the Group are not currently taking part in offsetting for reasons of commercial viability and due to the disproportionately high organisational effort involved for their very small fleets. The goal is to keep the proportion of offset emissions above 75 per cent regardless of these start-ups and acquisitions.

Hypoport offers its employees various services that help to reduce emissions, such as the Company's own underground bicycle store, free rental bikes and pool cars that, for example, enable employees to travel together to company events. The subsidised 'Deutschland-Ticket' for reduced-price travel on local public transport can also be used for private journeys. This provides an additional incentive for employees to also use low-carbon options for leisure travel.

The Hypoport Group’s products and services have a high environmental benefit because they help to mitigate the effects of man-made climate change.

Hypoport subsidiary REM Capital AG provides consultancy services in the sub-segment of corporate finance – previously part of the Credit Platform segment but now in the Financing Platforms segment – that enable companies in the German SME sector to invest in energy efficiency, resource efficiency and research and development in relation to environmental matters. In 2023, more than half (59 per cent) of the revenue from the corporate finance business was directly attributable to environmental matters and resulted in a significant reduction in greenhouse gas emissions by German SMEs. This includes revenue from the brokerage of loans under energy efficiency programmes funded by the KfW development bank and the public funding programme for energy-efficient buildings (new building, renovation, residential, commercial), KfW environmental programmes for production facilities, KfW energy efficiency programmes for production facilities and process engineering, pilot environmental innovation programmes for production facilities, international renewable energies projects and a programme to transform the vehicle manufacturer and supplier industry (focusing on electric vehicles).

Hypoport subsidiary Dr. Klein Wowi Finanz AG has been advising the German housing sector since 1954. In recent years, its focus has increasingly shifted to energy efficiency programmes and low-emission building projects. In 2022, new loans of €184 million were brokered from Germany’s KfW development bank for the purpose of reducing emissions. This represented 9 per cent (2021: 13 per cent) of the total volume of loans brokered (€2.02 billion).

Information on potential risks: In the context of environmental matters, there are no risks that have a very high probability of occurrence and have, or will have, a negative impact on the aspects of our business that are subject to reporting requirements.

Notification form: Proportion of revenue generated from goods or services that are associated with taxonomy-aligned economic activities – disclosure for 2023

Economic activities (1)	Code(s) (2)	Absolute revenue (3)	Proportion of revenue (4)
A. TAXONOMY-ELIGIBLE ACTIVITIES		€'000	%
A.1. Environmentally sustainable activities (taxonomy-aligned)			
Revenue from environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%
A.2 Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)			
Revenue from taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		0	0%
Total (A.1 + A.2)		0	0%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES			
Revenue from taxonomy-non-eligible activities (B)		359,893	100%
Total (A + B)		359,893	100%

Explanatory note:

The proportion of revenue stated in column 4 is calculated as the part of the net revenue from goods or services, including intangible goods, that are associated with taxonomy-aligned economic activities (numerator), divided by net revenue (denominator). The revenue includes income reported in accordance with International Accounting Standard (IAS) 1 paragraph 82(a) as amended by Commission Regulation (EC) No 1126/2008 (for further information, see Article 8 (2) (a) of Regulation (EU) 2020/852 and Article 2 (5) of Directive 2013/34/EU).

Notification form: Proportion of CapEx generated from goods or services that are associated with taxonomy-aligned economic activities – disclosure for 2023

<u>Economic activities (1)</u>	<u>Code(s) (2)</u>	<u>Absolute CapEx (3)</u>	<u>Proportion of CapEx (4)</u>
		€'000	%
A. TAXONOMY-ELIGIBLE ACTIVITIES			
A.1. Environmentally sustainable activities (taxonomy-aligned)			
CapEx from environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%
A.2 Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)			
Leasing of electric vehicles	(6.5. Transportation with motorcycles, passenger cars and light commercial vehicles)	18	0%
Construction of campus in Lübeck	(7.7 Acquisition or ownership of buildings)	771	1%
CapEx for taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		789	3%
Total (A.1 + A.2)		789	3%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES			
CapEx for taxonomy-non-eligible activities (B)		29,396	97%
Total (A + B)		30,185	100%

Explanatory note:

In addition to its capital expenditure on leasing rights for electric vehicles, Hypoport SE has incurred a high level of capital expenditure on the construction of a campus project at the company headquarters in Lübeck and in company premises in Leipzig. Both projects are being built to high energy standards and will be used for the provision of services or for administrative purposes.

The figure in column 4 'Proportion of CapEx' is calculated as the numerator divided by the denominator in accordance with the notes below (see Article 8 (2) (b) of Regulation (EU) 2020/852).

Denominator

The denominator encompasses additions to property, plant and equipment and intangible assets during the year under review before depreciation, amortisation and any remeasurements, including those resulting from remeasurements and impairments for the year concerned and excluding fair value changes. The denominator also encompasses additions to property, plant and equipment and intangible assets resulting from business combinations.

As a non-financial enterprise, Hypoport uses the International Financial Reporting Standards (IFRS) pursuant to Regulation (EC) No 1126/2008, which means that capital expenditure includes costs based on the following standards:

IAS 16 Property, Plant and Equipment, paragraph 73 (e) (i) and (iii)

IAS 38 Intangible Assets, paragraph 118 (e) (i)

IFRS 16 Leases, paragraph 53 (h)

Leases that do not result in the recognition of a right to use the underlying asset are not recognised as capital expenditure.

Numerator

The numerator is the portion of the capital expenditure contained in the denominator that:

a) relates to assets or processes that are associated with taxonomy-aligned economic activities, or

b) is part of a plan to extend taxonomy-aligned economic activities or to convert taxonomy-eligible into taxonomy-aligned economic activities ('CapEx plan') under the conditions described below, or

c) relates to the acquisition of output from taxonomy-aligned economic activities and individual measures through which the target activities are carried out in a low-carbon manner or the emission of greenhouse gases is lowered, and from other economic activities that are listed in the delegated acts enacted in accordance with Articles 10–15 of Regulation (EU) 2020/852, and provided that these measures have been implemented and are ready for use within 18 months. The aforementioned CapEx plan must satisfy the following conditions:

a) The plan must either aim to expand the taxonomy-aligned economic activities of the enterprise or adapt the taxonomy-eligible economic activities so that they will be taxonomy-aligned within five years.

b) The plan must be published at aggregated economic activity level and approved by the Management Board.

Hypoport SE has not used a CapEx plan to calculate the numerator.

Notification form: Proportion of OpEx relating to goods or services that are associated with taxonomy-aligned economic activities – disclosure for 2023

Economic activities (1)	Code(s) (2)	Absolute OpEx (3) €'000	Proportion of OpEx (4) %
A. TAXONOMY-ELIGIBLE ACTIVITIES			
A.1. Environmentally sustainable activities (taxonomy-aligned)			
OpEx from environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%
A.2 Taxonomy-eligible, but not environmentally sustainable activities (not taxonomy-aligned activities)			
Installation, maintenance and repair of energy efficiency equipment	(7.3 Installation, maintenance and repair of energy efficiency equipment)	421	27%
OpEx taxonomiefähiger, aber nicht ökologisch nachhaltiger Tätigkeiten (nicht taxonomiekonforme Tätigkeiten) (A.2)		421	27%
Total (A.1 + A.2)		421	27%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES			
OpEx nicht taxonomiefähiger Tätigkeiten (B)		1,159	73%
Gesamt (A + B)		1,580	100%

Explanatory note:

The proportion of OpEx shown in column 4 is calculated as the numerator divided by the denominator in accordance with the information below (see Article 8 (2) (b) of Regulation (EU) 2020/852).

Denominator

The denominator includes direct, non-capitalised costs relating to R&D, building renovation activities, short-term leasing, maintenance and repairs and all other direct expenditure in connection with the day-to-day maintenance of property, plant and equipment by the enterprise or a third party to whom the activities are outsourced, which are necessary to ensure that these assets continue to function effectively.

Non-financial enterprises that use national GAAP and do not capitalise right-of-use assets must, in addition to the costs stated in the first subparagraph of number 1.1.3.1 of this annex, also include leasing costs in the operating expenses.

Numerator

The numerator is the portion of the operating expenses contained in the denominator that:

a) relates to assets or processes that are associated with taxonomy-aligned economic activities, including training and other adaptation requirements for employees, and direct non-capitalised costs in the form of research and development, or

b) is part of a CapEx plan to extend taxonomy-aligned economic activities or facilitates the conversion of taxonomy-eligible economic activities into taxonomy-aligned economic activities within a predefined period (see explanatory note to the 'Proportion of CapEx'), or

c) relates to the acquisition of output from taxonomy-aligned economic activities and to individual measures through which the target activities are carried out in a low-carbon manner or the emission of greenhouse gases is lowered, and to individual building renovation measures as specified in the delegated acts enacted in accordance with Articles 10 to 15 of Regulation (EU) 2020/852, and provided that these measures have been implemented and are ready for use within 18 months.

Research and development costs that are already included in the CapEx KPI are not reported as OpEx. These costs are therefore not counted twice.

The numerator must also contain the portion of OpEx that is required to adapt the economic activities to climate change pursuant to Annex II of the Delegated Act on EU climate taxonomy. The numerator must include a breakdown of the part of the OpEx that is envisaged as a significant contribution to climate change adaptation.

Social

Doing business and corporate citizenship go hand in hand for the Hypoport Group. The social responsibility commitments and strategy of the Hypoport SE Management Board and Supervisory Board are as follows:

Hypoport commits to employment security and responsible workforce restructuring, especially to the avoidance and minimisation of compulsory redundancies and large-scale lay-offs. In the unlikely event of compulsory redundancies, Hypoport commits to implementing measures to mitigate the consequences for any employees made redundant.

Hypoport promotes an equal opportunities culture. It prohibits and will not tolerate discrimination on the grounds of personal characteristics such as age, disability, ethnic origin, family status, race, religion, gender, sexual orientation or social origin, particularly in connection with recruitment practices, promotion, pay and access to further training and development. The Management Board of Hypoport SE will not tolerate any bullying or abuse of power and makes efforts to prevent these behaviours.

Hypoport is committed to a level playing field and the pursuit of a fair marketing strategy. It resolves not to sponsor mega-events or donate to political parties or lobbying organisations if the purpose of such sponsorship or donations is to exert undue influence. Hypoport therefore does not sponsor mega-events and does not donate to political parties or lobbying organisations. For many years, individual teams at Hypoport SE and its subsidiaries have made donations to a range of community projects, mainly in Germany.

Through these commitments and areas of focus, we have already achieved a number of successes:

Diversity

Women now occupy just under 35 per cent of management positions at Hypoport, which represents an increase on 2021 when these figures were first collected. This proportion is high compared with the proportion of women on the STEM degree courses of relevance to Hypoport (approx. 25 per cent) in Germany and the proportion of women in management positions (16–32 per cent) (see IAB Brief Report 22/2023 from the Institute for Employment Research (IAB)) in the German finance and insurance services industry.

At Hypoport Management Board level, responsibility for diversity issues rests with CEO Ronald Slabke.

Hypoport Group employee structure	2021	2022	2023
Percentage of women in management positions	27.7 %	35.9 %	34.8 %
Percentage of non-binary employees in management positions	n/a	0.3 %	0.3 %
Percentage of women in the overall workforce	44.0 %	45.9 %	45.5 %
Percentage of non-binary employees in the overall workforce	n/a	0.1 %	0.04 %
Percentage of women in management positions relative to percentage of women in the overall workforce	62.9 %	78.2 %	76.5 %
Percentage of non-binary employees in management positions relative to percentage of non-binary employees in the overall workforce	n/a	300 %	750 %
Number of women in the executive management team at the subsidiaries	14	16	21
Total number of members of the executive management team at the subsidiaries	118	97	88
Percentage of women in the executive management team at the subsidiaries	10.6 %	16.5 %	23.8 %

Talent recruitment and retention

The employees are a crucial competitive factor for the business models of the Hypoport Group. The lasting success and ongoing evolution of our group of companies are essentially guaranteed by a suitably qualified and highly motivated workforce. The skills, dedication, creativity and motivation of these employees determine our ability to compete and adapt for the future. Our organisational and professional development work is therefore always geared to finding, recruiting, retaining and developing talented people and making them want to work for Hypoport.

As a result, the concept for the recruitment and retention of employees is designed so that employees identify particularly strongly with, and develop an enduring passion for, their work, their particular Group company and the Group as a whole.

The Hypoport Group takes various steps aimed at ensuring employees are able to structure their working hours usefully and plan their free time. These include various part-time models for all employees (also available to managers), a system of flexible working timed based on mutual trust, and the option of remote working in Germany as part of a hybrid working arrangement. Hypoport has now also made arrangements to facilitate remote working in countries outside Germany (European Economic Area). Furthermore, all employees have the option of obtaining up to 20 additional days' holiday a year by means of a salary waiver, in addition to their contractually agreed holiday entitlement (30 days), and of taking unpaid leave on a flexible basis. Longer-term unpaid sabbaticals may be requested as well. There are also options for taking short-term unpaid special leave, for example to care for family members or in the event of the death of a close relative. Special leave can also be taken for training and education purposes. This broad range of measures, coupled with the high degree of individual responsibility, self-determination and freedom for employees to shape their own roles, creates a superior work-life balance for employees of the Hypoport Group.

An attractive working environment is a crucial criterion when it comes to recruiting and retaining talented staff. Consequently, Hypoport continually updates the systems and equipment in its workplaces. For example, all new workstations are designed in accordance with ergonomic standards and the office concept of Hypoport's premises in Berlin won the German Design Award 2022. Hypoport also fosters its employees' sense of identification with the Company by offering appealing sporting activities and a wealth of non-salary benefits, including the organisation of childcare, offices where employees can take their children to work, mental health days and company events, as well as everyday benefits such as an on-site parcel locker.

Hypoport's efforts in this area are paying off, not only through what we consider to be a high number and quality of applications from talented candidates, but also in the form of awards that Hypoport Group has received as an employer. In 2023, Hypoport won the Leading Employer Award, which puts it in the top 1 per cent of the 160,000 companies analysed. For further information on the award and the methodology, see <https://www.leading-employers.org/>.

The Hypoport Group takes various steps to support individual employees' personal and professional development. The customary staff appraisal interviews, for example, provide a setting in which managers and their staff can hold structured discussions about aspirations, development opportunities and performance incentives. For subsidiaries, depending on their organisational form, additional individual or team targets that fit with the wider corporate strategy are agreed and then discussed and evaluated on a quarterly basis.

New employees receive regular feedback during their probationary period. If necessary, a moderated support meeting is arranged in which the employee in question is given an assessment of their performance to date, their integration into the team and an indication of whether they will pass the probationary period. And regardless of how they are doing, all new employees

have a scheduled meeting with representatives of the People & Culture department after 100 calendar days. The focus here is on the employees' experiences and how they feel about the work assigned to them, the management style of their superior and the team integration. This ensures collaborative working and a continuous process of learning from one another.

We regularly (typically once a year) carry out a survey of all employees throughout the Hypoport Group based on the Hypoport values. In the employee survey conducted in 2023, around 88 per cent of the participants answered 'satisfied', 'very satisfied' or 'extremely satisfied' in response to the question 'How satisfied are you overall with your company as an employer?'. This strong approval rating – despite the cost savings implemented in 2022 – shows that our organisational and professional development initiatives are effective. However, the current figure is below the long-term target of 90 per cent or above. The subsidiaries, depending on their organisational form, may also carry out more detailed surveys at shorter intervals ('pulse checks'). All this ensures that we maintain an ongoing dialogue with our staff.

Hypoport employees share in the Company's success (when the annual revenue and EBIT guidance is achieved) and Hypoport rewards long service in the form of a bonus-based share scheme for which employees are eligible after just five years. The Company also offers its employees a company pension plan and occupational disability insurance.

In addition to creating positive working conditions for existing employees, high priority is given within the Hypoport Group to the recruitment and integration of new talent. The Company engages with suitable candidates both online, via popular job portals or via video chat, for example, and offline at events such as careers fairs. In the competition for the top talent in the market, Hypoport puts a great deal of emphasis on the candidate experience in the application process. Transparency, respect and engaging in a dialogue as equals play a key role here. We regularly collate feedback on the candidate experience, which was most recently rated 5.33 out of a possible 6.00 points. And as well as advertising vacancies in the traditional way, we are increasingly targeted talented individuals directly through professional networks.

Working conditions

The Hypoport Group avoids non-regular forms of employment such as contract labour from temporary employment agencies as far as possible. All technology platforms are programmed, maintained and continuously improved by inhouse staff. Only in exceptional cases when higher staffing levels are required does the Company call on external programmers. Hypoport has a long-established network of freelance developers that it can call on in these circumstances.

As a result, fixed-term contracts are rare at Hypoport and account for an absolute minimum of employment contracts. They may be used for example to provide cover during periods of parental leave or when staff are on long-term sick leave. As at 31 December 2023, 2,130 (96 per cent) of the 2,209 employment contracts at Hypoport were regular and permanent.

Hypoport is in favour of freedom of association. It has therefore set up the HEB (Hypoport Employee Board), a central employee representative body at holding company level.

There have been no large-scale redundancies (more than 1,000 people) within the Hypoport Group in recent years. The number of employees has quadrupled in the last ten years, from 553 (31 December 2013) to 2,209 (31 December 2023). For more details, please refer to the annual reports. Despite the negative economic impact of the coronavirus crisis since the beginning of 2020 and the massive slump in the volume of mortgage finance in 2022, new jobs have been created at Hypoport since the end of 2019 (total number of employees on 31 December 2019: 1,941).

Hypoport looks after the mental wellbeing of its staff and has been working with the highly respected Fürstenberg Institute for a number of years as part of its mental health management programme. The Institute uses modern, networked, occupational health management measures, employee and management counselling and CPD and coaching courses to help people in companies to look after their mental health and stay satisfied and productive. Support can be provided at one of nine centres across Germany or via online coaching, whichever the employee prefers. The Fürstenberg Institute's quality management system has been certified in accordance with ISO 9001 by the product standards regulator TÜV Süd.

Human rights

Hypoport SE is of course committed to the observation of human rights and the prevention of forced and child labour. It does not tolerate any violations of the UN's Universal Declaration of Human Rights. The Hypoport Group's business activities are almost exclusively limited to services within Europe or Germany. This means the risk of human rights violations within the supply chain is extremely low. As in past years, Hypoport was not aware of any human rights abuses at suppliers, customers or business partners in 2023.

Responsible products and sales practices

The companies of the Hypoport Group make a valuable contribution to society through their advisory services and technology platforms.

Through the digitalisation of the credit, real-estate and insurance sectors, the Hypoport Group is creating greater transparency and efficiency in these markets.

Every year, the companies in what were the Credit Platform and Private Clients segments (in future Real Estate & Mortgage Platforms) enable hundreds of thousands of people to realise their dream of home ownership, thereby making an important contribution towards solving major social problems in Germany, such as poverty, in particular poverty in old age, and low home ownership rates. Consequently, Hypoport's business model also contributes greatly to meeting the basic housing needs of the population.

Around 15 per cent of the volume of mortgage finance brokered is for private new-build activities, while about 70 per cent is used to fund the purchase of owner-occupied housing. This means that 80 per cent of the wholly owned Hypoport subsidiary's business volume is playing

an important role in helping to solve the housing shortage, one of the most pressing social problems in Germany. Follow-up financing accounts for 10 per cent of the volume of mortgage finance, meaning that this business also supports rent-free living in old age and the reduction of old-age poverty in Germany.

The business models for the social housing sector create financing opportunities for new-home building projects and energy efficiency programmes and thus help to solve social and environmental problems such as supplying low-rent housing to meet the basic needs of the population and reducing carbon emissions by insulating buildings.

The business models in corporate finance give German SMEs the financial flexibility that they need in order to make energy savings and fund renewable energy projects around the world. This helps to mitigate the climate damage caused by CO₂.

Through its business models alone, Hypoport is thus playing its part in solving two of the most pressing problems to have faced society for many years: the housing shortage and climate change.

IT security/data protection

The Hypoport Group is based in the European Union and has its headquarters in Germany. All processing of personal data is therefore subject to the General Data Protection Regulation (GDPR). Every Hypoport company that processes data also has an appointed data protection officer. Larger Hypoport companies also have data protection coordinators and data protection teams to support the work of the data protection officer. There are defined minimum standards within the Hypoport Group that every company is required to adhere to through the company agreements with the parent company. Eleven guidelines and standards have been defined:

- Data privacy and information security policy
- IT user policy
- Storage location policy
- Mobile IT systems and working from home policy
- Private IT systems policy (BYOD)
- Mobile data storage media policy
- Suppliers and service providers IT policy
- Security incidents IT policy
- Access management policy
- Network security policy
- Administrator policy

An information security system (ISMS) that complies with the VdS 10000 standard has been implemented to ensure that data is protected. VdS 10000 is a standard used by the German insurance industry and is upward compatible to ISO 27001. The Management Board has also appointed an information security officer for the Group.

On the basis of these high IT security and data privacy standards, Hypoport SE commits to the following principles:

- To notify data subjects in a timely manner of policy changes or data breaches
- To store user data in a lawful and transparent way, with explicit consent of the data subject where required
- To limit the collection and processing of user data to the stated purpose
- To require third parties with whom the data is shared to comply with Hypoport's policies
- To implement leading data protection standards

The data protection notices concerning the collection, use, sharing and retention of data, including the right to object, are publicly available on the Company website: <https://www.hypoport.com/privacy-policy/>.

Relevant IT systems are centrally managed and monitored. Regular system back-ups are also carried out to prevent data loss and system malfunctions as far as possible. An IT audit is conducted every year. All employees receive regular training on data security and privacy.

Client responsibility

The companies of the Hypoport Group predominantly operate a B2B business model. Communication with our customers and the users of our B2B platforms is therefore carried out directly by a key account manager. Complaints about products or services are investigated promptly on a bilateral basis and any problems rectified. Customers of the B2C business models of our Dr. Klein Privatkunden brand also have the opportunity to raise complaints. The complaints management process is carried out online and is fully transparent. At <https://www.drklein.de/kundenbewertungen.html>, all customers can rate the advice they have received and raise any complaints. The complaints process is handled in compliance with data privacy guidelines. Currently, more than 66,000 customers (31 December 2022: 60,000) rate their Dr. Klein advisors with 4.9 (2022: 4.9) out of a possible 5.0 points. The recommendation rate is over 98 per cent (2022: over 98 per cent).

Information on potential risks: In the context of social responsibility, human rights and the treatment of employees, there are no risks that have a very high probability of occurrence and have, or will have, a negative impact on the aspects of our business that are subject to reporting requirements.

Corporate governance

Management Board and Supervisory Board

Ronald Slabke (CEO) is the member of the Management Board of Hypoport SE with responsibility for the treatment of employees, environmental matters and the prevention of corruption. Social responsibility and human rights are the responsibility of the Management Board as a whole. The key performance indicators for the non-financial aspects of managing the Company are reviewed at practical intervals and evaluated by the Management Board of Hypoport SE. This enables any variances to be identified at an early stage so that appropriate corrective action can be taken.

The members of the Supervisory Board are freely elected at regular intervals by the shareholders at the Annual Shareholders' Meeting.

All members of the Supervisory Board have excellent knowledge in the area of risk management. They have acquired this expertise in their previous roles as supervisory board members or as management board members or CEOs with responsibility for areas such as internal audit, compliance and market risk. For further information, see their detailed career histories.

Mr Dieter Pfeiffenberger

Personal data:

Date of birth: 15 May 1957

Birthplace: Aldenhoven, Germany

Education:

1990–1991 Diploma in banking administration (ADG) – Academy of German Cooperatives

1986–1988 Cooperative banking administration – Academy of North German Cooperatives

1983–1985 Banking administration, Hamburg Banking Academy

1980–1982 Traineeship in banking

Career:

since May 2019 Chairman of the Supervisory Board of Hypoport SE, Berlin

from Jul 2017 Independent management consultant

Jan 2013–Jun 2017 Head of Mortgage Finance at

Deutsche Postbank AG

Product management for mortgage finance for the Postbank Group (Postbank, DSL Bank, BHW),

Mortgage finance sales

DSL Bank division,

Commercial real-estate finance

Sep 2012–Sep 2017 Supervisory Board member at PB Firmenkunden AG, Bonn

Sep 2012–May 2017 Supervisory Board member at BHW Kreditservice GmbH, Hamelin

Aug 2012–Nov 2013 Supervisory Board member at BSQ Bauspar AG, Nuremberg

Apr 2010–Jun 2013 Chief Executive Officer at BHW Bausparkasse AG

Product marketing, building society operations,

Cooperative business, international business, legal affairs, internal audit,

Compliance, chairman of the market risk committee

Oct 2009–Mar 2010 Management Board member at BHW Bausparkasse AG

Product marketing, building society operations

Jun 2007–Aug 2011 Supervisory Board chairman at Easyhyp GmbH

Jan 2007–Sep 2009 General Representative at BHW Bausparkasse AG

Head of Product Marketing, Building Society Operations

Jun 2000–Dec 2012 Head of DSL Bank division, Deutsche Postbank AG

Mar 1994–Jun 2000 Head and director of the Hamburg branch of DSL Bank

Oct 1991–Feb 1994 Deputy head of the Hamburg branch of DSL Bank

Jan 1982–Sep 1991 Head of Corporate Lending, Volksbank Hamburg (Reg. East)

Mr Roland Adams:

Personal data:

Date of birth: 30 May 1959

Birthplace: Solingen, Germany

Education:

1980–1987 Studied psychology and economics at the Ruhr University Bochum, graduating with a degree in psychology

1977 university entrance qualification, Schwertstrasse School in Solingen

Career:

since Jan 2016 Member of the Advisory Board of Hengster, Loesch & Kollegen GmbH, Frankfurt am Main

since May 2015 Vice-chairman of the Supervisory Board of Hypoport SE, Berlin

since Jan 2012 Vice-chairman of the Board of Directors of Mind Institute SE, Berlin

since Jan 2006 Member of the Supervisory Board of Kretschmar Familienstiftung, Berlin

since Jan 2006 Roland Adams Top Management Consulting, providing advice to banks, financial services companies and insurance companies

Aug 2003–Dec 2005 DROEGE&COMP. International management consultancy, senior partner, head of the financial services competence centre

Jan 1996–Jul 2003 DROEGE&COMP. International management consultancy, partner, head of the financial services competence centre

Jan 1994–Dec 1995 DROEGE&COMP. International management consultancy, member of the senior management team, establishment of the financial services competence centre

Nov 1989–Dec 1993 DROEGE&COMP. International management consultancy, advisor and project manager

Jan 1989–Sep 1989 LANGNESE-IGLO GmbH, product manager

Jan 1988–Dec 1988 LANGNESE-IGLO GmbH, assistant product manager

Sep 1987–Dec 1987 LANGNESE-IGLO GmbH, company trainee

Mr Martin Krebs:

Personal data:

Date of birth: 31 March 1968

Birthplace: Krefeld, Germany

Education:

Sep 1987–Jun 1991 European Business School, Oestrich-Winkel: degree in business administration

Jun 1987 University entrance qualification in Heidenheim an der Brenz

Career:

since Sep 2020 Executive director, Scalable Capital GmbH, Munich

since May 2019 Member of the Supervisory Board of Hypoport SE

Jan 2016–Mar 2019 ING Group – Global Head Retail Investment Products and Savings

Coordination of the expansion of the investment business in the retail client markets

Establishment of digital asset management at ING-DiBa (in cooperation with Scalable Capital)

Jul 2006–Dec 2015 ING-DiBa AG – Member of the management board with portfolio responsibilities:

Corporate client business (from 2011)

ING-DiBa Austria branch (from 2011)

Treasury

Securities and fund management business, retail clients

Total quality management/complaints handling (until 2011)

Facility management and document logistics

M&A/corporate development

Representation on the following committees:

Association of German Banks (member of the Retail and Business Clients Committee (2007–2013));

Member of the Corporate Clients Committee (2013–2015))

Deutsche Bundesbank (member of the Hessen Regional Advisory Board (2007–2019))

Degussa Bank AG (member of the Supervisory Board (2007–2014))

UNICEF (member of the National Committee (since 2010); member of the Audit Committee (since 2011))

Deutsches Aktieninstitut e.V. (member of the Management Board (2008–2016))

Jul 2003–Jul 2006 ING-DiBa – General Representative, responsible for:

Corporate Development unit

Treasury/Asset-Liability Management department

Partner Sales department

Management Board Services/Legal department

Member of:

Asset Liability Committee (interest-rate and liquidity risks)

Credit Risk Committee

Operational Risk Committee

Quality Committee (since its establishment)

Oct 2002–Jun 2003 JPMorgan Chase, Senior Vice President, Investment Banking, Financial Institutions Group, Frankfurt

Aug 1991–Sep 2002 Goldman Sachs;

Executive Director, Financial Institutions Group, Frankfurt (May 1998–Sep 2002)

Investment Banking, associate in the Financial Institutions Group, Frankfurt (Aug 1994)

Debt Capital Markets, German team, London and Frankfurt (Aug 1993–Jul 1994)

Investment Banking, analyst in the Advisory Group, German team, London (Aug 1991–Jul 1993)

In September 2021, the Supervisory Board formed an audit committee from among its members and appointed the Supervisory Board member Martin Krebs as its chairman. Through their degrees in economics and their previous roles as supervisory board members, finance directors or chief executive officers in various banks, Mr Krebs and Mr Pfeiffenberger have the required expertise in accountancy and auditing specified in section 100 (5) of the German Stock Corporation Act (AktG). All three members of the Supervisory Board also have the necessary experience in the sector of relevance for Hypoport because of their previous roles.

The Supervisory Board has no committees other than the audit committee. All duties relating to nominations, remuneration and sustainability are the responsibility of the whole Supervisory Board.

All members of the Supervisory Board are considered independent under the definition provided in clauses C.6 to C.12 of the German Corporate Governance Code.

Executive pay for the Management Board of Hypoport SE

The remuneration system for the Management Board of Hypoport SE ('remuneration system') is structured in accordance with relevant statutory requirements and the recommendations of the German Corporate Governance Code (DCGK).

I. Remuneration components and adjustment mechanism

The total remuneration for members of the Management Board of Hypoport SE is composed of a basic salary, variable year-end remuneration and fringe benefits. Fringe benefits may include contributions to the cost of health insurance and long-term care insurance, the provision of a company car or a monetary benefit in lieu of a company car. In addition, Hypoport SE bears the cost of maintaining a reasonable level of cover under a directors' and officers' liability insurance policy. The adjustment of the individual remuneration components is determined annually on the basis of consolidated EBIT, three-year EBIT, the three-year EBIT delta and the change in EBIT. Consolidated EBIT is defined as earnings before interest and tax (EBIT) as reported in the Hypoport Group's IFRS consolidated annual financial statements excluding expenses for variable annual remuneration for members of the Management Board of Hypoport SE. Three-year EBIT equals average consolidated EBIT for the three financial years prior to the most recently ended financial year. It is always at least €5.0 million. The three-year EBIT delta equals half of the percentage change in three-year EBIT compared with three-year EBIT in the most recently ended financial year. For example, if three-year EBIT increases by 10 per cent, the three-year EBIT delta is 5 per cent. If three-year EBIT decreases by 10 per cent, the three-year EBIT delta is minus 5 per cent. The change in EBIT equals consolidated EBIT in the most recently ended financial year less three-year EBIT. The basic salary is always at least €204,000.00. It is increased or decreased by the three-year EBIT delta each year. The amount of variable annual remuneration equals a percentage ('bonus rate') of the change in EBIT. The bonus rate is never more than 5 per cent. The bonus rate for the following financial year is increased or decreased each year conversely to the three-year EBIT delta. The level of change equals the three-year EBIT delta as a percentage of the bonus rate. For example, if the bonus rate is 5 per cent and the three-year EBIT delta increases by 10 per cent, the bonus rate is reduced by 10 per cent to a new bonus rate of 4.5 per cent. The variable annual remuneration must be no more than the basic salary for the financial year just ended. This means that at a basic salary of €300,000.00, the total variable annual remuneration can, at most, amount to €300,000.00. The basic salary is paid in twelve equal monthly instalments. The variable annual remuneration is payable by 31 March of the following year, but not before the IFRS consolidated annual financial statements for the Hypoport Group have been adopted. The performance criteria linked to the remuneration components are consistent with the business strategy and the sustainable long-term performance of the Company. The Supervisory Board places particular importance on the Company's performance over the long term and has therefore defined multi-year assessment bases for both the adjustment of basic salary and the determination of variable remuneration. This approach is the best fit for Hypoport SE's requirements as a growth company and for its business strategy. Because of the particular structure of the remuneration system, specific target total remuneration has not been set.

II. Determination of maximum remuneration

In accordance with applicable statutory requirements, the remuneration system specifies an absolute figure at which remuneration is capped. The permitted total remuneration per financial year, including all remuneration components and fringe benefits, is capped at a maximum of €2 million per individual member of the Management Board.

III. Proportion of total remuneration allocated to the different remuneration components

The total remuneration paid to members of the Management Board of Hypoport SE amounts to at least €204,000.00 and no more than €2 million. Within this range, the remuneration may vary as it is linked to the business performance of Hypoport SE. Assuming an increase in consolidated EBIT of 10 per cent in each of the next four years (2022 to 2025) and corresponding adjustments to the total remuneration using the assessment bases specified in clause I, fixed remuneration (€204,000.00) accounts for 25–30 per cent of the total remuneration, while variable remuneration components make up the remaining 70–75 per cent. Based on the aforementioned assumptions, the basic salary accounts for approximately 89 per cent of the total remuneration while variable annual remuneration accounts for approximately 11 per cent. In terms of the relative weighting of basic salary and variable annual remuneration, the latter must not exceed 50 per cent. Of the maximum total remuneration of €2 million, variable annual remuneration can therefore at most amount to €1,000,000.00.

IV. Limitations under extraordinary circumstances, clawback

The total remuneration for each member of the Management Board is capped at a maximum amount of total remuneration as specified above. Moreover, the components of variable annual remuneration are subject to limits on their payment. Due to the variable nature of the assessment bases for remuneration, all components of remuneration can be adjusted up or down in the event of extraordinary circumstances. The Supervisory Board can also claw back some or all of the remuneration paid to members of the Management Board for the preceding financial year by 1 April of the following year (i) if insolvency proceedings are initiated in respect of the assets of Hypoport SE or such proceedings are rejected due to lack of assets or (ii) if variable remuneration components were paid out erroneously on the basis of incorrect data.

V. Remuneration in the event of employment being terminated

In line with recommendations G.12 and G.13 of the DCGK, payments awarded to a member of the Management Board upon early termination of their employment as a board member should be capped at two years' annual remuneration. Furthermore, the payments should not exceed the remuneration that would be owed for the remaining term of the employment contract. Outstanding variable remuneration components for the period until the termination date of the contract should be paid in accordance with the agreed assessment bases and on the contractually stipulated due dates. The employment contracts of all members of the Management Board include a non-competition clause that applies to the two years after the end of the contract. During the period that the non-competition clause applies, Hypoport SE must pay annual compensation equivalent to half of the average contractually agreed remuneration benefits regularly paid out over the previous three years. Any remuneration that the relevant member of the Management Board earns, or wilfully fails to earn, during this period through other work is offset against the compensation paid for the period of prohibition of competition.

However, only that amount is offset by which the sum of the compensation for the period of prohibition of competition and the amount earned elsewhere exceeds the most recently received contractual remuneration by more than 10 per cent, or 25 per cent if the relevant member of the Management Board had to change their place of residence as a result of the prohibition of competition. In the event that compensation for a period of prohibition of competition is paid, any severance payment should be offset against it. VI. Offsetting of remuneration for secondary employment In accordance with recommendation E.3 of the DCGK, members of the Management Board may take up secondary employment – especially supervisory board posts in external companies – only with the approval of the Supervisory Board of Hypoport SE. If a member of the Management Board is appointed to the supervisory board of a Hypoport Group company, the member's remuneration should be reduced by the remuneration granted for the supervisory board post in question, in accordance with recommendation G.15 of the DCGK. In the event that a member of the Management Board intends to take up a post on a supervisory board outside the Group, the Supervisory Board of Hypoport SE will determine in advance whether and to what extent their remuneration will be offset in accordance with recommendation G.16 of the DCGK.

VI. Processes

Because the Supervisory Board of Hypoport SE consists of only three members, as specified in the Company's statutes, all aspects of its work, including the definition, implementation and review of the remuneration system, are carried out by the entire Supervisory Board. In accordance with the provisions of the German Stock Corporation Act, the Supervisory Board makes changes to the annual basic salary and sets annual variable remuneration with retroactive effect from 1 January of the respective financial year on the basis of the audited separate and consolidated financial statements for that year and the calculated consolidated EBIT, three-year EBIT, the three-year EBIT delta and the change in EBIT. In this context, the Supervisory Board also continually reviews adjustments to the structure and appropriateness of the remuneration system, collaboratively defines any relevant need for adjustment and prepares the adoption of appropriate resolutions. The main criteria used to assess the appropriateness of remuneration are the functions and responsibilities of each Management Board member and their personal performance. The financial situation, performance and sustainable development of the Company, customary remuneration in a comparable environment and the pay structures for senior management and the general workforce (including changes over time) are also taken into account. Furthermore, the level of remuneration is set so as to be competitive in the market for highly qualified executives. In accordance with recommendation G.8 of the DCGK, subsequent changes to the target values or reference parameters for variable remuneration are not permitted. However, the Supervisory Board may, in exceptional circumstances as defined in section 87a (2) sentence (2) AktG, diverge from the remuneration system temporarily if this is necessary in the interest of the Company's long-term success. The Management Board and the Supervisory Board jointly prepare a report about the remuneration granted and owed to each individual member of the Management Board in the reporting year in accordance with section 162 AktG and present this report to the independent auditor for review and subsequently to the Annual Shareholders' Meeting for approval. In line with recommendation E.1 of the DCGK, all members of the Supervisory Board must immediately disclose any potential conflicts of interest to the chairman of the Supervisory Board. The Supervisory Board's report

to the Annual Shareholders' Meeting discloses any conflicts of interest that arose and the manner in which they were addressed. If a member of the Supervisory Board is affected by a material conflict of interest that is not temporary in nature, their Supervisory Board appointment should be terminated.

Remuneration system for the Supervisory Board of Hypoport SE

The remuneration system for the Supervisory Board of Hypoport SE is structured in accordance with relevant statutory requirements and the recommendations of the German Corporate Governance Code as amended on 19 December 2019 ('DCGK').

I. Remuneration components

The currently applicable remuneration rules for the Supervisory Board, as set out in clause 14 of the statutes of Hypoport SE, were adopted by means of a resolution at the Annual Shareholders' Meeting on 3 June 2022. Clause 14 of the statutes of Hypoport SE is as follows:

"14.1 The members of the Supervisory Board receive annual remuneration of €60,000.00. The chairman of the Supervisory Board receives double the amount of remuneration, the vice-chairman one and a half times the amount. From 2022, committee chairs also receive one and a half times the amount of annual remuneration. 14.2 Members of the Supervisory Board who have served for less than a full financial year receive pro rata fixed remuneration in proportion to the period for which they have served on the Supervisory Board. 14.3 The Company reimburses the members of the Supervisory Board for out-of-pocket expenses and any value added tax paid in respect of their remuneration and out-of-pocket expenses. Supervisory Board members are also reimbursed for the proportion of the premium paid by them for the directors' and officers' liability insurance policy that the Company takes out for the members of the Management Board and Supervisory Board."

The remuneration of the members of the Supervisory Board of Hypoport SE thus comprises annual fixed remuneration, special remuneration for the chairman and vice-chairman of the Supervisory Board and the committee chairs, reimbursement of Supervisory Board members' out-of-pocket expenses and any value added tax paid in respect of their remuneration and out-of-pocket expenses. In addition, Hypoport SE bears the cost of maintaining a reasonable level of cover under a directors' and officers' liability insurance policy. In line with recommendation G.17 of the DCGK, the remuneration of the Supervisory Board is designed to appropriately reflect the additional time commitment that the roles of chairman and vice-chairman of the Supervisory Board and committee chair require. Moreover, members of the Supervisory Board should receive only fixed remuneration in accordance with suggestion G.18 of the DCGK in order to ensure the Supervisory Board's independence and enable it to perform its advisory and supervisory functions in an objective manner. The remuneration system does not provide for variable remuneration components because the workload and liability risk of Supervisory Board members often fluctuate in ways that do not correspond to the success and/or financial performance of the Company. The remuneration granted to the members of the Supervisory Board should be well balanced and appropriate to both the duties and responsibilities of the Supervisory Board members and the situation of the Company; the remuneration rules used by other major listed companies should also be taken into consideration. At the same time,

taking up a position as a member, the chairman or the vice-chairman of the Supervisory Board or as a committee chair needs to hold sufficient appeal to attract and retain suitable members. This is a prerequisite for ensuring that the Management Board is supervised and advised in the best possible way, which – in turn – is key to a successful business strategy and the long-term success of the Company.

II. Processes

The Supervisory Board should regularly review the appropriateness of the remuneration rules and remuneration system for the Supervisory Board and may consult external remuneration experts as necessary. The decision about the final structure of the remuneration system lies with the Annual Shareholders' Meeting. Pursuant to section 113 (3) AktG, the Annual Shareholders' Meeting must vote on a resolution concerning the remuneration of the Supervisory Board at least every four years. Notwithstanding this requirement, the Annual Shareholders' Meeting may also adopt such a resolution in the event that proposals for changes to the remuneration system are made. The Annual Shareholders' Meeting can thus either confirm the existing Supervisory Board remuneration system or adopt a resolution to change it. The Management Board and the Supervisory Board jointly prepare a report about the remuneration granted and owed to each individual member of the Supervisory Board in the reporting year in accordance with section 162 AktG and present this report to the independent auditor for review and subsequently to the Annual Shareholders' Meeting for approval. In line with recommendation E.1 of the DCGK, all members of the Supervisory Board must immediately disclose any potential conflicts of interest to the chairman of the Supervisory Board. The Supervisory Board's report to the Annual Shareholders' Meeting discloses any conflicts of interest that arose and the manner in which they were addressed. If a member of the Supervisory Board is affected by a material conflict of interest that is not temporary in nature, their Supervisory Board appointment should be terminated.

Shareholder rights

The shareholders of Hypoport SE have the option of exercising their voting rights at the Annual Shareholders' Meeting via a proxy or authorised representative. A video recording or live transmission of the Annual Shareholders' Meeting is also available online.

Bribery and corruption policy

The Hypoport Group is commiwfirm stance against corruption. We do business solely on the basis of merit and in accordance with the principle of free, unhindered competition.

The Hypoport Group does not tolerate any form of corruption or other criminal activity such as extortion, fraud, the giving or acceptance of bribes, money laundering and the granting or acceptance of advantages (collectively referred to as ‘corruption’). The concept and measures that we use to combat corruption are aimed at preventing any active or passive corruption whatsoever. The key performance indicator used here is the number of violations of the rules. There were no known violations in 2022 or 2023.

Violations	Number of violations
2022	0
2023	0

To enforce this, the Management Board of Hypoport SE has implemented a compliance management system (CMS) made up of the following components: risk assessment, compliance organisation, compliance programme, information & communication and monitoring & improvement. The Benefits & Gifts Policy forms part of the compliance programme. It lays down binding rules for our conduct towards our customers, partners and other third parties with regard to gifts and hospitality. Under this policy, small (promotional) gifts such as pens or invitations to business meals are regarded as part of everyday business and even as a form of politeness. All Hypoport Group employees must report gifts and hospitality with a value of €50 or more, which are received or given in connection with their activities at Hypoport, in an online register straight away. The register can be viewed by all Company employees and any missing or incorrect entries can be reported.

In terms of monitoring and improvement, ongoing internal audit activities are another control mechanism and are also used to evaluate and optimise processes for combating corruption. The CMS is the responsibility of the Management Board as a whole; the CEO, Ronald Slabke, is in charge of its operational implementation.

The compliance principles are published on the Company’s website as the Hypoport Group Code of Conduct. The Hypoport Group Code of Conduct is reproduced below:

“The Management Board of Hypoport SE is committed to lawful and ethical behaviour on the part of Hypoport SE and all other Hypoport Group companies (collectively: ‘Hypoport’). This Code of Conduct (‘CoC’) sets out Hypoport’s expectations in this regard and is intended to inform the way we behave towards one another and towards our customers, business partners and other third parties.

The Code of Conduct brings together in one document the most important basic rules and principles that are binding upon us, both now and in the future. It provides guidance and applies equally to every single member of the Hypoport family – to the executive management team, to senior managers and to each individual employee. It sets out the standards we expect from ourselves, and at the same time signals to those outside the Company that we will act responsibly towards business partners and the general public, and also in our dealings with one another within the Hypoport Group. We share responsibility for the Hypoport Group’s reputation. The misconduct of any individual person can cause immense harm to the entire Hypoport Group.

However, it is clear that it is not possible to regulate behaviour through guidelines alone. If you are uncertain in any given situation, think about what you are intending to do and ask yourself the following questions:

Legality test: Am I sure that I am acting within the law and in compliance with the Company’s rules?

Publicity test: Could I stand by my decision if it were to become public?

Reversibility test: Would I still think this was a good decision even if I were the one adversely affected by it?

You are acting in accordance with our rules and principles only if you can answer ‘yes’ to all these questions.

Compliance with the law

We expect every Hypoport employee to obey the law. You are responsible for making sure you know what this entails. Infringements of legal provisions can cause severe reputational damage and may result in fines, compensation claims and/or prosecution for administrative or criminal offences, which in turn can cause serious harm to the Hypoport Group or for you personally. We will not tolerate any violation of the law and will take action whenever this occurs. The following areas are particularly important, although the list is not exhaustive.

Data protection: The protection of personal data, particularly that of employees, customers and suppliers, is particularly important to Hypoport. We process personal data only where this is absolutely necessary to fulfil a particular task, or where we are required to do so by law. No personal data may be processed unless the data subject has given their consent or there is another legal basis for doing so. Every member of the Hypoport family shares responsibility for ensuring that our IT and data protection policies are adhered to.

Prevention of insider trading: Essentially, if you are in possession of information that is not generally available and which would, if generally available, be likely to have a significant effect on the price of Hypoport SE shares, you are not allowed to trade in shares or other financial instruments of Hypoport SE. Nor are you allowed to pass on such inside information. Please see our Insider Trading Prevention Policy for further details.

Prevention of money laundering and terrorist financing: Hypoport complies with its statutory obligations regarding the prevention of money laundering and terrorist financing and does not participate in such activities under any circumstances. If in doubt, every Hypoport employee is

required to report unusual financial transactions that could give rise to a suspicion of money laundering or the financing of terrorism, particularly those involving cash, so that they can be investigated by the finance or legal team.

Our business relationships

Fair competition: We do business on the basis of merit and in accordance with the principle of free, unhindered competition. We only work with suppliers and service providers after carrying out thorough and fair performance assessments. Please see our Procurement Policy for further information.

Combating corruption: Hypoport does not tolerate any form of corruption or other criminal activity such as extortion, fraud or the giving or acceptance of bribes. We expect you to act in accordance with the law and our policies and guidelines to avoid even the appearance of corrupt behaviour. Please see our Benefits & Gifts Policy for further information.

Avoiding conflicts of interest: We expect every Hypoport employee to act in the best interests of Hypoport. Any personal conflicts of interest or conflicts of interest with other business activities or with other activities, including of family members, related parties or organisations, must be completely avoided. If they nonetheless occur, they must be resolved in accordance with the law and the applicable Hypoport policies and guidelines. This requires you to be fully open about any potential conflict.

Behaviour towards colleagues

We have drawn up the Hypoport Principles, a comprehensive set of guidelines governing the way we work together at Hypoport. We also foster a culture of equal opportunity, reciprocal trust and mutual respect. We promote equal opportunities and do not tolerate discrimination in recruitment or when promoting employees or offering further professional training. We treat all employees equally, regardless of gender, age, skin colour, culture, ethnic origin, sexual identity, disability, religious affiliation, or worldview.

Implementation of the compliance principles

Every individual member of the Hypoport family is responsible for ensuring compliance. If there is any breach of the law, of Hypoport policies and guidelines, or of this CoC, we will take the organisational, disciplinary and/or legal measures necessary to prevent any future infringements, regardless of the hierarchical level or position of the person responsible. We have put in place a compliance management system to ensure that the law, Hypoport policies and guidelines and this CoC are properly adhered to. The regular compliance assessments carried out by our internal auditors are an important part of this.

Every individual Hypoport employee – and also every person outside the organisation – is urged to report any violation of a legal provision, a Hypoport policy or guideline, or this CoC. Violations can be also reported anonymously via the rumours mailbox.

If you have any questions about compliance, you can email them to compliance@hypoport.de.”

As no passive or active cases of corruption have ever had to be investigated at Hypoport, we assume that the steps we have taken are effective. Our aim for the future is to continue to prevent any breaches of the rules. All compliance policies are reviewed annually or at more frequent intervals if required.

Other than the tax it is legally required to pay in the countries in which it has registered offices, the Hypoport Group does not make any payments to governments or governing parties. For details of tax payments, please see the 'Income taxes and deferred taxes' section in the notes to the consolidated financial statements in the annual report.

Whistleblower programme

The whistleblowing systems are described and made public in the Code of Conduct (see above). Hypoport takes reports of potential violations of laws, Hypoport policies or the Code of Conduct very seriously and calls upon all employees to report such violations immediately via the stated channels (reports can also be submitted anonymously). The Hintbox digital whistleblowing system provided by lawcode GmbH is an intuitive application that is provided in implementation of the EU Whistleblower Directive (as well as the forthcoming Whistleblower Protection Act). It is an off-premise SaaS solution. The software provider lawcode GmbH is an ISO 27001 certified German company.

In the context of combating corruption, there are no risks that have a very high probability of occurrence and have, or will have, a negative impact on the aspects of our business that are subject to reporting requirements.

Hypoport SE

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