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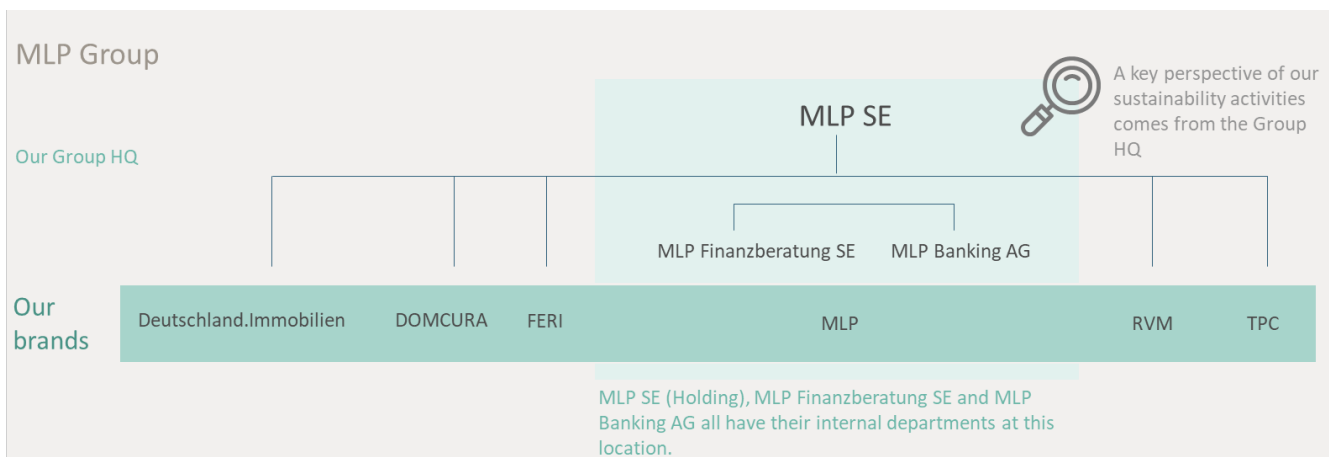
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Introductory notes

Where possible, we always present the topics and aspects included in our sustainability report from the view of the MLP Group. However, the perspective of our reporting primarily comes from the Group HQ (see following figure), where MLP SE's superordinate system of strategic sustainability management is rooted. Thus, the information on "MLP" generally refers to MLP SE, MLP Finanzberatung SE and MLP Banking AG, which are bundled at the Group headquarters with their respective internal departments.

The objective of this report is to provide a comprehensible picture of our sustainability activities and their development, so we will also provide examples from individual Group companies.



Company

Our objective is to be economically successful, while at the same time acting with ecological, social and societal responsibility.

To maintain a liveable environment for both current and future generations.

The MLP Group – The partner for all financial matters

MLP is your dialogue partner for all financial matters – from financial investment, through old-age provision, to insurance policies.

Broad range of services

The MLP Group and its brands Deutschland.Immobilien, DOMCURA, FERI, MLP, RVM and TPC is the financial services provider for private, corporate and institutional clients. Special added value is created by networking the various perspectives and areas of expertise – enabling clients to reach better financial decisions. To this end, the MLP Group competently combines personal and digital offers. Several of the brands also offer selected products, services and technology for other financial services providers.

- Deutschland.Immobilien – The real estate platform for financial consultants and clients
- DOMCURA – The underwriting agency for financial consultants and consultant platforms
- FERI – Investment management for institutional clients and high net worth individuals
- MLP – Financial consulting for discerning clients
- RVM – The insurance broker for SMEs
- TPC – Occupational provision management for companies








MLP operates exclusively in Europe and primarily in Germany.

The headquarters of the MLP Group are in Wiesloch. MLP SE (Holding), MLP Finanzberatung SE and MLP Banking AG all have their internal departments at this location.

In addition to this, we are represented by our client consultants and offices in all German urban centres, including all important university locations.

DOMCURA has its headquarters in Kiel. Alongside its HQ in Bad Homburg vor der Höhe, Germany, FERI maintains locations and subsidiaries in Düsseldorf, Hamburg, Munich, Luxembourg, Vienna and Zurich. DEUTSCHLAND.Immobilien has its registered office in Hanover. RVM is based in Eningen.

Client requirements in focus

Since it was founded in 1971, MLP has consistently striven to establish long-term relationships with its clients. This requires profound understanding of their individual requirements.

To this end, an intensive transfer of knowledge and expertise takes place within the MLP Group. The specialists support one another in the areas of research and concept development, as well as in client consulting. This valuable and targeted interaction generates additional value for our clients, as well as for the company and its shareholders. The economic success resulting from this also forms the basis for accepting social responsibility.

The views and expectations of our clients always represent the starting point for our consultations in each of these fields. Building on this, we then present them with suitable options in a comprehensible way so that they can make the right financial decisions themselves. For the implementation we examine the offers of relevant product providers in the market. Our products are selected and rated on the basis of scientifically substantiated market and product analyses.

Defined company values

Special added value is created by networking the various perspectives and areas of expertise within the MLP Group – enabling clients to reach better financial decisions.

"Our network provides suitable solutions for all financial matters – always committed to our clients. We help individuals and companies reach better decisions."

We developed our Group vision in order to further strengthen the common basis for successful cooperation in the MLP Group. In this process, a mission statement for the MLP Group was also drafted.

The various corporate missions are arranged under the umbrella of a common Group vision, which all companies work to. The mission statement of the MLP brand is:

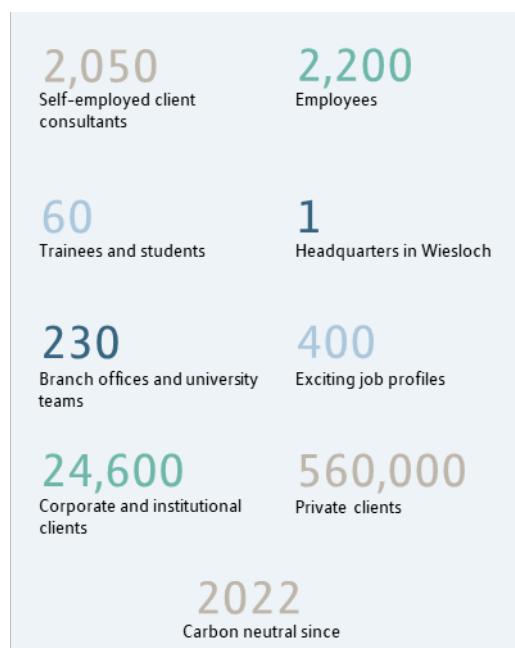
We **motivate** people to engage with the
topic of finance.

We **help** people reach better financial
decisions independently.

That is MLP.

Performance and trust are special core values of our company. Building on the foundations of our company values, we have defined guiding principles and incorporated these in our shared corporate mission statement through Group-wide collaboration between employees and consultants.

The company



Having your own finances under control gives a good sense of security. MLP not only offers you the financial knowledge you need, but is also the right dialogue partner for all financial matters.

Since 1971, we have been helping our clients make the right decisions to secure their financial success and their future. Rather than marketing our own products, we rely on the offers of all relevant providers in the market – which helps us provide individual advice that is always in the best interests of our clients.

The people that work for MLP are our most important asset. We have more than 2,200 employees in the Group, as well as 2,000 client consultants throughout Germany. We not only place great emphasis on selecting the right people here, but also ensuring their ongoing development.

MLP market environment

MLP operates in a heavily regulated, complex and constantly changing market and competitive environment, linked to our mission of continuing to convince a discerning clientele as the partner for all financial matters. A profound understanding of the individual requirements of our various client groups within the Group is crucial for MLP in achieving sustainable business success.

In our core business, sustainability criteria – ecological, social and corresponding governance aspects – are becoming increasingly important for clients, investors and other stakeholders. Particularly when reaching financial decisions, clients are placing ever-greater emphasis on sustainability in terms of a company's alignment and its products.

The economy is in the middle of the transformation towards greater sustainability. The financial sector plays a key part here, which is why the European Union has increasingly shifted focus to this topic in its political agenda. With the "Action Plan on Financing Sustainable Growth", which was published in 2018, the European Commission is pursuing the objective of a more sustainable, ecologically and socially responsible financial system. The Action Plan in particular aims to achieve the following objectives:

- Directing capital flows into ecologically sustainable investments
- Integrating sustainability (ecological and social risks) into risk management

- Promoting the transparency and long-term nature of sustainability in financial and economic activities

We support and promote this transformation:



Performance level – Sustainability in the core business.

MLP approach: This focuses on the respective core business of the individual companies within the MLP Group. It is associated with the key questions: What does the market environment of the individual companies require? What do the regulations stipulate? What are the expectations of the stakeholders?

Examples: Sustainability is playing an increasingly important part, particularly in our client consulting. The key here is to ensure that both consultancy services and product portfolio are prepared for this. MLP is therefore transforming its client consulting services as follows:



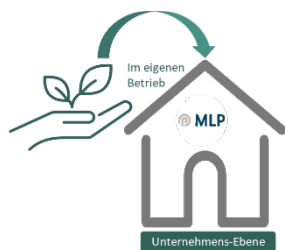
With the FERI SDG Office:

In 2022, FERI significantly expanded its in-house expertise and methods for implementing investment and consulting solutions in its core business. In cooperation with various divisions in the FERI Group, the SDG Office established in 2019 has expedited numerous projects in the field of sustainability as a centre of expertise. Comprehensive analytical systems, as well as ESG research and methods have been both established and extended. Not only have regulatory requirements been incorporated here, but in-house methods for implementation of ESG risk and profile measurements, as well as for assessment of sustainable investments have been established. 2022 therefore represented an important year for FERI in terms of transposing the strategic guidelines of the FERI Sustainability Policy into concrete investment strategies and introducing the accompanying implementation processes.



Through the programme entitled "Further development of sustainability in the core business":

MLP is actively aligning its operations to further systematising sustainability in the field of financial consulting and sets itself apart from other market members. To this end, we set up the programme entitled "Further development of sustainability in MLP's core business", which we will use to embed aspects of sustainability more deeply in the core business of MLP Finanzberatung SE and MLP Banking AG up to 2025. The objective here is to assume a prominent position in the market. Development focuses in particular on systematic inclusion of effects in the consultations with regard to sustainability, a programme for consultant qualification, as well as minimum criteria for partner and product selection.



Company level – Sustainability in our own operations.

MLP approach: We have created processes and instruments to systematically test, scrutinise and reflect on our own internal procedures and structures, as well as to reach decisions as to how we can further improve these with a view to sustainability.

Example: Climate neutrality of the MLP Group. In order to hit our target of carbon-neutral business operations by 2022, we first expanded the way in which we capture data on our emissions to include all key Group companies and locations. We were then able to derive measures from this that helped us reduce or avoid emissions altogether, such as the Group-wide switchover to green electricity or changing over our fleet to vehicles with lower emissions.

With the development of our **social commitment**.

MLP approach: Getting involved and working together to do good things. Below are some initiatives of the MLP Group.



Examples: With its "[MLP lends a hand](#)" programme, which was initiated in the anniversary year 2021, the MLP Group HQ is continuing its "Matter of honour" campaign and thereby creating a permanent framework for social commitment. After all, a great deal can be achieved with the right commitment - whether cultural, social or ecological. This applies to every individual, but importantly also to companies like ours.

With its [FERI4Education](#) programme, FERI supports the corporate objective of education. As part of this initiative, FERI is cooperating with schools in Bad Homburg in order to awaken interest among pupils for sustainability-related careers and degree courses at vocational information days and workshops.

[Donations instead of gifts](#) – DEUTSCHLAND.Immobilien supports the helpers of Deutsche Tafel e.V. food banks with donations here.

You can find additional information on this in the chapters entitled "Transparency" and "Sustainability in our core business".

In our sustainability report, we focus on the disclosures that are both critical and relevant in terms of the traceability of our sustainability activities. Further information and more details are available in our [Annual report](#) or on our company websites.

Sustainability strategy

Our objective is to be economically successful, while at the same time acting with ecological, social and societal responsibility.

To maintain a liveable environment for both current and future generations.

Global challenges – social and ecological, and thereby also economic – are on the rise and becoming ever more urgent, not least due to the crises and conflicts currently being encountered. For us, sustainability is therefore both a social and socio-political undertaking that is also increasingly becoming an economic and political focus with a view to activating global action.

Strategically anchored – sustainability means assuming responsibility

In order to meet our social responsibility, we have anchored sustainability holistically in the company. It therefore represents a key part of our corporate responsibility. Building on the steps undertaken in the last few years, sustainability is defined as a central strategic topic in the Group. This means: Sustainability is integrated into our business strategy and policy and thus flows programmatically into all parts and processes of the company.



"Sustainable actions represent a key component of our services and activities. In this vein, MLP takes into account both ecological and social aspects, placing great emphasis on responsible corporate management with long-term orientation."

A handwritten signature in black ink, appearing to read "Uwe S. Wildberg".

Dr. Uwe Schroeder-Wildberg
Chief Executive Officer at MLP SE

Clear responsibility for sustainability

The MLP Group's sustainability management system is anchored at the parent company, MLP SE. Overall responsibility for sustainability therefore lies with the Chairman of the Executive Board at MLP SE. Sustainability management – in terms of specialist development and implementation – is performed by the Group Sustainability Officer, who reports to the Chairman of the Executive Board. The duties of the Group Sustainability Officer are to ensure strategic further development of the MLP Group's sustainability topics, to plan sustainability activities and then to implement or support implementation of these both at Group HQ and in coordination with the Group companies. In this role, the Group Sustainability Officer is supported by a Group-wide body – the Sustainability Committee – which comprises the sustainability officers of the respective MLP Group companies. Their joint task is to establish the sustainability topics throughout the Group, as well as to continuously refine and implement these.

Organisation of sustainability at MLP.



Clear processes

Strategic coordination of our sustainability topics is performed through exchange between the Group Sustainability Officer and the MLP SE Executive Board, as well as with the Executive Committee when circumstances require.

Group-wide controlling

The Executive Committee holds regular meetings in order to coordinate Group activities and ensure an efficient exchange of information relevant for controlling purposes. Alongside the members of the Executive Board at MLP SE, this Executive Committee also includes representatives from the Group's business units. The strategies and plans of the operating segments are also discussed in its meetings and coordinated with the overall strategy and plans of the Group.

We have formally anchored sustainability in our business strategy, which is also updated annually by the Group Sustainability Officer in the course of the strategy process.

Our sustainability strategy is integrated in the MLP business strategy – making sustainability an integral part of our business strategy and policy that flows programmatically into all parts of the company.

Risk management: Important management and control element

The Executive Board at MLP SE and at MLP Banking AG has specified a risk strategy that is consistent with the business strategy and the risks resulting from it. The risk strategy encompasses the objectives of risk management for key business activities, as well as the measures for achieving these objectives. To this end, risk management is permanently anchored in MLP's corporate management strategy. The members of the Executive Board, general managers of Group companies and departmental heads are responsible for detecting and classifying risks as quickly as possible.

You can find further information on risk management and our sustainability risks in the chapter of this report entitled "Corporate governance and compliance".

Sustainability is broadly positioned in the MLP Group

Sustainability is a team task. Although the topic is steered by the Group Sustainability Officer and, at the Group companies, by the Sustainability Committee, it is also shaped and implemented on an interdisciplinary basis by numerous colleagues from various Group companies, levels and specialist departments.

Specialised expert committees have now also been established to ensure further development of our key action areas and sustainability activities. The members of these committees are generally managers from specialist departments, as well as specifically appointed employees. The committees are tasked with continuously testing and scrutinising the corresponding sustainability topics, while also keeping a close eye on the increasing regulatory requirements.

For example, one such committee focuses intensively on the aforementioned sustainability regulations. The requirements associated with the upcoming new Corporate Sustainability Reporting Directive (CSRD) play a particularly important part here, as does implementation of the Supply Chain Due Diligence Act.

Another committee that has already been established for years is the one focussing on our system of energy and environmental management. This for example includes representatives from our Infrastructure Management, Purchasing and Fleet Management departments, as well as our Corporate Mobility Management Officer.

Sustainability is a central company objective and essential for the long-term success of the MLP Group.

MLP Sustainability Policy

We clarify and substantiate our understanding of sustainability with our [MLP Sustainability Policy](#). This establishes the sustainability framework for the MLP Group, conveying a clear understanding of the common values and goals, as well as providing orientation for corresponding action.

A holistic view represented within the Group is the basic prerequisite for the implementation of common sustainability targets. The MLP Sustainability Policy thereby provides a clear understanding of sustainability for the companies of the MLP Group, whose activities flow into the sustainability strategy.

The policy therefore summarises the basic understanding, the framework for actions and the organisation of sustainability for all parts of the MLP Group, which the individual companies follow and elaborate further.

The measures and activities are controlled and implemented at two levels:

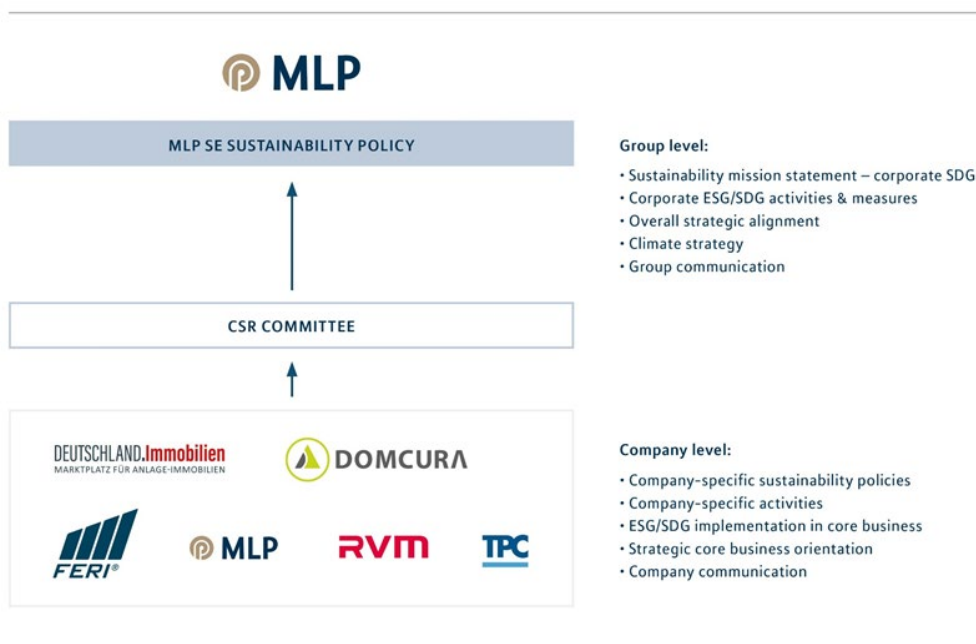
Group level

This defines the overall sustainability strategy throughout the Group, the selection of the Sustainable Development Goals (SDGs) for aligning the Group objectives, the common climate strategy, as well as the Group-specific sustainability communication and disclosure approach used in the sustainability report.

Company level

This encompasses the activities of the individual Group subsidiaries in their respective core business. In accordance with the client-specific requirements and regulatory requirements, each Group subsidiary specifies its own guidelines and strategic goals at company level.

Structure for implementing sustainability in the MLP Group.



Our sustainability activities

The only way we can change things is by DOING. Working TOGETHER as a strong unit, we are actively addressing the required transformation in the MLP Group.

Sustainability standards and commitment

We are keen to make a relevant contribution and tackle both global and social challenges. Among other things, we are therefore committed to the initiatives presented in the following.

Sustainable Development Goals (SDGs) – Guidelines for our activities



In 2015, the global community agreed on 17 Sustainable Development Goals (SDGs), intended to achieve worldwide assurance of sustainable development at economic, social and environmental levels. Nations, the economy, civil society, scientists and the public sector – everyone can support these goals by acting sustainably.

The 17 SDGs for global sustainable development sit at the heart of the UN's Agenda 2030 – providing a common direction for the future. We are committed to these 17 SDGs for sustainable worldwide development.

To derive objectives and measures for our own sustainability activities, we worked intensively throughout the Group in 2022, focussing on the key SDGs for MLP. Based on our [MLP Sustainability Policy](#), the SDGs represent a central guideline for all activities in the MLP Group. The primary focus is on the following questions here:

- Which of our activities and actions can be linked to the SDGs?
- What contribution do we achieve through this?
- can we further expand our contribution to the SDGs?

We identified five of these goals as particularly relevant for us as a business group and for our core business:



Goal: to ensure inclusive, equal and high-grade education for all and promote lifelong learning

SDG 4 represents a core value for MLP.

As a knowledge-based service provider, the qualification and further training of both our consultants and our employees is a high priority.

A high quality of educational programmes is therefore an essential prerequisite for high-quality financial advice for our clients. We empower people reach better financial decisions independently.

Promoting education is a fundamental value as well as an essential requirement for sustainable worldwide development and thus for securing the future. We actively promote financial education with our MLP Corporate University and our MLP School of Financial Education (MLP SoFE).



Goal: to achieve gender equality and empower all women and girls

SDG 5 represents a core value for MLP.

MLP benefits from the diversity of its employees, which is why we actively support diversity and gender equality as a matter of course and create the necessary framework conditions to achieve this. Only in this way – with many talents, different backgrounds and strengths – can we reap the benefits together in a challenging and future-oriented environment.

Responsible conduct and a respectful attitude towards others are always at the heart of our corporate culture. We implement this in an open and team-oriented corporate culture.

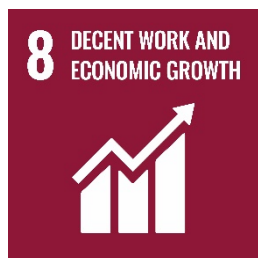


Goal: to ensure access to affordable, reliable, sustainable and modern energy for all

SDG 7 represents a core value for MLP.

Affordable and clean energy is an essential building block for countering global environmental and climate challenges.

We strive to treat resources responsibly, to this end, efficient environmental and resource management is anchored in MLP's sustainability management strategy. Affordable and clean energy is closely tied to climate protection. Throughout the Group, MLP uses electricity from renewable energy resources and continues to pursue this goal with its own carbon neutrality.



Goal: to promote inclusive and sustainable economic growth, employment and decent work for all

SDG 8 represents a core value for MLP.

Sustainability is a social and socio-political imperative. The goal of companies must pursue the objective of remaining economically successful, while at the same time acting with ecological, social and societal responsibility. We assume this responsibility with the greatest conviction. Sustainability is an essential constituent of our corporate strategy.

In addition to our economic and social responsibility – which we bear in particular as a partner for financial queries from our clients and as a reliable employer – we also take on responsibility for the environmental effects of our business. As such, inclusive and sustainable economic growth is our foundation.



Goal: to take urgent action to combat climate change and its impacts

SDG 13 represents a core value for MLP.

Goal of carbon neutrality for the MLP Group.

Our climate protection strategy provides the framework of action for the climate protection activities of the MLP Group and is intended to ensure the necessary conditions for achieving or maintaining climate neutrality.

Treating resources responsibly is an essential building block for climate protection. As such, we endeavour to avoid or reduce the carbon emissions we produce where possible. To do this, we determine our Group-wide carbon footprint each year and use it as the basis for initiating measures to cut and continuously monitor carbon emissions. The remaining carbon emissions of the MLP Group are compensated by purchasing climate protection certificates from internationally certified, quality-assured climate protection projects. We have already been implementing this since 2020.

How our activities contribute to selected SDGs

To ensure reliable implementation of our common and company-specific goals, we have gradually further developed and refined the structures for our sustainability activities throughout the MLP Group in the last few years - working together on an interdisciplinary basis across all companies, levels and business divisions. This has enabled us to pursue our strategic goals together and integrate them into the respective operational processes accordingly.

They are primarily implemented by the Sustainability Committee using established processes and instruments that we have developed for systematic integration of our sustainability goals. You can find examples of our activities in the section on sustainability goals below.

Sustainability goals

Our objective is to be a sustainable company. The basic prerequisites here are to reflect sustainability as a diverse task in and for the entire company, as well as to implement it resolutely step by step.

We have been systematically establishing sustainability at our company since 2016, and our sustainability goals have gradually developed from the fields of action in our materiality analysis. In addition to this, notes and requirements of our stakeholders are incorporated into our annual sustainability goal plans alongside increasing regulatory requirements.

Our sustainability strategy is integrated in the MLP business strategy. Sustainability has been defined as a central strategic topic in the Group since the financial year 2022. This underlines and reinforces sustainability as an integral part of our business strategy and policy, ensuring that it is incorporated programmatically in all parts of the company.

We use the strategic target visions as the strategic control instrument for the MLP Group and the individual Group segments. The strategic target visions are used to break down the Group strategy for the individual segments of the Group, with the key long-term goals being documented both qualitatively and quantitatively in a standardised format. This ensures end-to-end incorporation of all Group segments and thereby also integration into the planning and management process.

In addition to this, our sustainability management is established in the Group through a dedicated role. Responsibility for and coordination of all relevant sustainability topics are assigned to the Group Sustainability Officer. Their task is to continuously review and further develop the sustainability topics of the MLP Group, as well as to assess the associated opportunities and risks. This is performed with the support of the Sustainability Committee, a Group-wide body that was established in 2020. This is where sustainability officers of the MLP Group companies come together regularly with the task of coordinating sustainability activities within the MLP Group and promoting sustainability in the Group.

Ensuring that all of our employees, yet also the consultants are on board of this transformation journey is imperative for successfully implementing our activities and achieving our goals. It is therefore important to communicate our intentions and goals for sustainable development transparently and to raise awareness for the topic, which we aim to achieve through various information and event formats.

Development stages of our sustainability commitment

Initial year	Area of action	Objectives	Status	As at	Information	UN SDG
Focus topic 2020	Efficient environmental and resource management 	Climate neutrality	continuous	implemented and in further development	The goal of achieving "climate neutrality from 2022 onwards" was approved in 2019 and has already been implemented since 2020. Thanks to reduction measures and compensation of the in-house CO2 emissions recorded up to that point from the financial year 2020, MLP is climate-neutral.	
Focus topic 2019		CO2 reduction (Scope 1 and 2)	continuous	implemented and in further development	We have been using green electricity throughout the Group since 2020. The switchover was performed as the first key measure in working towards our goal of setting the MLP Group on the path to climate neutrality for its own operations. We reduced our original level of total emissions by a round one third. In order to further reduce our emissions consistently in the coming years, we defined a path for the reduction of emissions per employee per calendar year in 2022/2023, which we want to continuously lower.	
Focus topic 2020		Energy efficiency and renewable energies	continuous	in planning	We continuously examine our (building) infrastructure as a way of optimising this in terms of both environmental friendliness and energy efficiency. The expansion of further renewable energy sources is also in the conceptual design and assessment phase.	
Focus topic 2020		Mobility:	continuous	implemented and in further development	Reduction of CO2 emissions, particularly in the field of company mobility, as this represents the greatest factor within our emissions.	
Focus topic 2022-2025	Compliance & data protection 	Assessment of MLP Scope 3 emissions	once	in assessment	Another carbon footprint that is relevant for company activities is that of a product or service – what is known as the product carbon footprint (PCF). This focuses on emissions that are accrued outside the original business operations and is more difficult to quantify due to a lack of clearly defined system boundaries. We are already working intensively and with high priority on factors in our added value chain that might also need to be assessed in this regard.	
Focus topic 2021		Development of Group Sustainability Policy	continuous	implemented and in further development	The MLP Sustainability Policy provides a framework for sustainability throughout the MLP Group. Further steps include formulating company-specific sustainability policies for the individual companies.	
Focus topic 2022		Further development of Group sustainability	continuous	implemented and in further development	Further integration and rooting of the sustainability aspects at the individual companies and in the core business areas.	
Focus topic 2023		Operational integration of the MLP Sustainability Policy'	once	Implementation in progress	Implementation of the Sustainability Policy. This particularly affects topics such as joining the UN Global Compact initiative, as well as further alignment with the Sustainable Development Goals (SDGs) in the Group.	
Focus topic 2022	Successful business model 	Sustainability in Executive Board compensation	once	Implementation in progress	Development of a sustainability compensation component by the MLP SE Executive Board as another key corporate management component. The targets are derived on the basis of the five key SDGs for MLP.	
Focus topic 2023/2024		Realignment and steering based on global sustainability goals	continuous	Implementation in progress	The SDGs form a central guideline for all activities in the MLP Group: • Which of our activities and actions can be linked to the SDGs? • What contribution do we achieve through this? • How can we further expand our contribution to the SDGs?	
Focus topic 2022-2025		Development of sustainability in the core business	until 2025	Implementation in progress	Programme: "Further development of sustainability in the core business" Building on the preparations in 2020 (development of the core topics in workshops) and 2021 (resolution and programme planning), we transitioned this goal for the private client business to an internal programme in 2022. The goal is set with a focus on fully anchoring sustainability in our consultancy services in the period up to 2025.	
Focus topic 2022		Attractive employer 	Diversity and equality	continuous	Implementation in progress	MLP benefits from the diversity of its employees, which is why we actively support diversity and gender equality as a matter of course and create the necessary framework conditions to achieve this. The topic of gender equality in particular has been developed in a dedicated concept under the heading of "Women in management @ MLP – measures to increase the percentage of female managers". The aim here is to expedite measures with a view to achieving gender equality at all management levels.
Focus topic 2023	Measurability of employee development		once	in preparation	We offer our employees a wide range of training and development opportunities. The goal for 2023 is to develop systematic measurability of the training and development activities of our employees.	

UN Global Compact (UN GC) und UN Principles for Responsible Investments (UN PRI)

The UN Global Compact is the worldwide sustainability initiative of the United Nations. It is the largest and most important initiative for sustainable and responsible corporate management in the world.

We will meet the requirements of the Sustainable Development Goals by participating in the UN Global Compact and by deriving compliant actions.

The 10 principles of the UN Global Compact initiative

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should be committed to the elimination of all forms of forced and compulsory labour.
5. Businesses should be committed to the effective abolition of child labour.
6. Businesses should be committed to the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

As a future member of the UN GC, we are keen to make our own contribution in continuing to tackle the global social challenges and will therefore support the areas of human rights, labour standards, environmental protection and combating corruption.

The FERI Group has been a signatory of the Principles for Responsible Investments of the United Nations (UN PRI) since 2014 and thereby supports the principles of sustainable investment and business practices in accordance with the UN PRI. This is an investor initiative in partnership with the UNEP Finance Initiative and the UN Global Compact.

Our sustainability activities

Materiality

The key sustainability aspects for MLP were taken from a materiality analysis, in which we assessed and attributed the influences and impacts of our business activities with regard to economic, social and

ecological sustainability on the basis of the 17 United Nations SDGs. The perspectives and experience of various Group and specialist divisions were incorporated in this process.

We then use the resulting materiality matrix to derive the sustainability topics that are relevant for MLP, as well as to secure their current further development. Those topics that have important economic, social or ecological effects on the MLP Group or reflect the expectations of our stakeholders are classed as material. At the same time, our understanding of sustainability encompasses how we act and work as a company. Alongside social aspects, acting sustainably from an ecological perspective also plays a key part here. The essential objective in this regard is to act in the interest of climate protection and to consistently reduce our own carbon footprint.

We will be updating our materiality analysis within the next two years.

Action areas

We have derived eight sustainability action areas from the results of our materiality analysis. These provide the framework for our sustainability activities.

Eight action areas for anchoring our sustainability activities

At the company



Attractive employer

MLP is a knowledge-based service provider, at which qualified and motivated employees, as well as self-employed client consultants represent the fundamental basis for sustainable corporate success.



Successful business model

The MLP Group is the partner for all financial matters – for private clients, companies and institutional investors. Six brands, each of which enjoys a leading position in their respective markets, offer a broad range of services.



Compliance and data protection

In addition to compliance with relevant legal provisions, we have devised Group-wide compliance guidelines which define general standards of good conduct and principles for the companies in the MLP Group.



Efficient environmental and resource management

Our climate protection strategy provides the operational framework for the climate protection activities of the MLP Group and should ensure that we have everything in place for achieving climate neutrality by 2022 and beyond. To keep our use of resources appropriate, as well as price and ecology conscious, our infrastructure management unit focuses on continuously improving our energy efficiency.

Towards our clients



Trusting client relations

As a consultancy covering all financial questions and issues, MLP operates in a complex and constantly changing market and competitive environment and must be capable of repeatedly convincing its clients of the benefits associated with its services.



Quality of education and consulting

Maintaining consistently high quality consulting makes an important contribution to our added value. This is why we place great emphasis on training our self-employed client consultants at MLP.



Products

When selecting partners and products, we employ high quality standards and place great emphasis on objective and transparent criteria.

Particularly when reaching financial decisions, however, clients are placing ever greater emphasis on sustainability with regard to a company's alignment and its products.



Digitalisation

MLP already laid the foundations for the digitalisation strategy and its implementation throughout the Group several years ago. Focus is therefore also on digitalisation of our key consulting and application processes.

Stakeholder dialogue

Knowing and understanding the expectations that our stakeholders have of our company and our business is critical for our business development and our success.

Trust in our performance and integrity on the part of our clients, shareholders and the public is therefore of key importance. As a partner for all financial matters – for private clients, as well as companies and institutional investors – the stakeholders along with our employees and self-employed client consultants are particularly relevant for the sustainable corporate success of MLP. These also include our product partners.

It is important to engage in active dialogue with our stakeholders here. This will enable us to compare our own sustainability activities against the continuously changing expectations and adapt them accordingly. As a diversified financial advisory firm with various core businesses, we have a wide range of different stakeholders.

Stakeholder and materiality analysis

While restructuring our sustainability work from both a strategic and organisational perspective back in 2016, we also performed an internal stakeholder analysis in the course of our materiality analysis. A wide range of stakeholder perspectives and experiences from

various Group divisions have been incorporated here and we still consider these relevant. One of the tasks of the Sustainability Committee is to continuously reflect on and also re-assess this validity where appropriate.

Clients

Our objective is to help our clients reach better financial decisions independently. So that we can offer our client groups consistently high-quality consultancy services, it is important to understand their wishes and requirements. This in turn requires us to maintain a regular dialogue with them. Alongside direct exchange during their MLP consultations, further customer feedback, results from studies, as well as targeted surveys of our client groups are all taken into account when refining and further optimising our service. In the course of establishing MLP's digital culture, we have defined further guiding principles with a view to targeted integration of our clients' interests. Client focus is a key element of MLP's digital culture.

The satisfaction of our clients is confirmed by their ratings, for example on the independent WhoFinance portal. Indeed, the MLP consultants on this site score an average of 4.7 out of a possible 5 stars. You can read testimonies of our clients [here](#).

Shareholders and Investors

In the capital market, ESG criteria (Environment, Social, Governance) are becoming ever more important factors in the financial decisions taken by investors. We are in regular contact with our shareholders, investors and financial analysts through events such as roadshows and capital market conferences. We also offer our shareholders the opportunity to chat directly with the Executive Board and contacts from Investor Relations during the MLP Annual General Meeting. In addition, we are increasingly using ESG ratings to reflect our sustainability activities and their progress, enabling us to develop them further. This in turn allows us to support the decision-making processes of investors, for whom economic criteria have always been important but who are now also increasingly basing their decisions on social and environmental sustainability criteria.

Our sustainability work continued to be awarded "Prime" status by Institutional Shareholder Services (ISS) in 2022. We were also certified as having a very high level of transparency.

Rating	Current rating	Previous rating
ISS ESG	Prime status C	Prime status C



Employees

MLP is a company with flat hierarchies. We maintain open and continuous exchange with one another and promote modern forms of work. Various formats are open to MLP employees wishing to get actively involved in company issues. Our 'MLP.net' intranet at Group HQ offers a valuable dialogue format. This is flanked by various other exchange formats, events, employee surveys, as well as the opportunity to get actively involved in numerous projects that employ agile work methods. We are also implementing more and more topics on an interdisciplinary basis and beyond company boundaries. This helps everyone in the MLP Group grow together more closely on both a professional and personal level.

Consultants

Various exchange formats are established in the Group as a way of optimising and further developing products and services, as well as the quality of our consulting.

We have established so-called consultant forums to maintain a dialogue on the issues and requirements of our freelance client consultants. These forums focus on exchange with various specialist departments at the HQ, for example to discuss current questions relating to products, IT or contracts.

The "Sales & products forum" used to discuss sales and product ideas. Among other things, this includes submitting suggestions for product-related and client-focused measures, integration into new product developments, as well as optimisation of procedures and services.

The objective of the "Forum for digital consultant and client experiences" is to establish a regular dialogue with a view to providing technical support at the consultant workplace. This for example includes the topics of consulting applications and client relationship management.

The "MLP Committee" was established in 2016 to provide a dedicated platform for discussing the interests of our consultants together with the Executive Board. Its key objectives are early identification of relevant strategic and operational company issues from the perspective of consultants and office managers, as well as consulting with the Executive Board.

Sustainability in our core business

Our core business is providing consultancy services for our clients – as their partner for all financial matters.

Our mission consists in enabling people and companies to make better financial decisions. We support them long-term and develop sustainable financial plans.

MLP – Sustainable financial consulting

Sustainability is an integral part of MLP's core business and is becoming increasingly important in the consulting services we offer our clients. We are therefore placing an ever-greater focus on this in our financial advice. The scope of sustainability ranges from training and developing our consultants, ongoing refinement of our consulting process, inclusion of quality-certified product partners right up to individual products. Sustainable alignment of a company or a product can be reflected in economic, social, ethical and ecological aspects.

As a result of our positioning, we already have the opportunity to benefit from the resulting potential - the increasing customer demand for sustainable solutions. We have corresponding product offerings in consulting areas such as wealth management, pension provision, and property and health insurance.

Programme "Further development of sustainability in the core business"

With this programme, we are integrating sustainability aspects more deeply in the core business at MLP Finanzberatung SE and MLP Banking AG. They will then be comprehensively anchored by 2025.

Although clients are showing ever greater interest in sustainable products, they often still lack the necessary knowledge of how to implement their wishes or requirements in an actual product. This has been confirmed in a study conducted by the German Insurance Association (GDV e.V.)¹, which states that information and consultations play a particularly important part in helping clients understand the characteristics and functional principles of sustainable insurance products.

Milestones that build on what was achieved in 2022 are on the agenda for 2023. The focus here is on further development of the guidelines for systematic, holistic incorporation of client sustainability preferences into consultancy services. Sustainability profiling is set to be developed as the core measure in this regard. With the support of their consultant, this will enable clients to gain more detailed information on sustainable financial products, work out their own preferences and to make an association with the effects of sustainable financial products.

The key elements of our programme are therefore:

- Systematic incorporation of sustainability **effects** in our consultations,
- A **training and development** programme for our MLP consultants and
- Implementation of **assessment criteria** for sustainability aspects in our **partner and product selection process**.

In our programme, these elements are closely linked to the regulatory requirements, which themselves have seen significant further development in the course of the transformation to a more sustainable economy and financial system in the EU. For example, we ask our clients about their individual sustainability preferences during consultations - particularly for (insurance-based) investment products. We take into account their requirements in terms of sustainability characteristics both at the level of the provider (company) and the actual products. Our product or investment recommendation is then based on the respective objective and desired characteristics.

Functional principles of sustainability

Clearly defined criteria are a basic requirement for being able to understand and unequivocally assess the functional principle of a product declared as sustainable. The market situation remains challenging in this regard, as the provider/product market is still in the midst of a transformation phase when it comes to "sustainability". As such, the range of sustainable products on offer is likely to develop gradually. The various pieces of regulatory legislation, such as the EU Taxonomy Regulation, stipulate that the data basis required for this is to be gradually harmonised and thereby improved.

Within certain categories, we also offer products with ecological/sustainable characteristics in our other consulting fields that are not directly affected by regulations, such as non-life insurance.

¹ German Insurance Association (GDV e.V.); study entitled "An experimental analysis of behavioural economics: what part does consulting play in the propagation of sustainable insurance products?"

Training and qualification of our consultants

High-quality consulting places strict requirements on the qualification and further training of our self-employed consultants. A high-quality range of training courses represents an indispensable prerequisite in this regard.

We achieve this through an extensive training and development offer at our [MLP Corporate University](#), which is aligned with the individual training requirements of the consultants and offers perfectly tailored study modules.

At our MLP Corporate University in Wiesloch, we have rolled out a wide range of training and development opportunities in and around the topic of sustainability with renowned speakers from the world of research and the economy. Our consultants therefore receive comprehensive and high-quality training, so that they can offer their clients top level financial advice.

We have also intensively informed and sensitised them to the topic of sustainability through various events, specialist forums and internal communication.

As an initiative to sensitise them even further, while at the same time avoid "greenwashing", we are developing an internal guideline to help secure credible sustainability communication that is set to serve as a uniform framework for both our internal and external communication.

We have introduced and implemented various measures in the last few years to free up our consultants, so that they can spend more time with their clients. These include further development of our consulting applications, greater support for example in terms of product selection, and more effective service from the back-office in Wiesloch. Subject matter experts, qualified product specialists and actuaries all offer support here in responding to client-related questions and issues. The Service Centre of our subsidiary MLPdialog also plays a key part and makes an important contribution by assuming standardised support and consulting services.

Partner and product selection

Based on the requirements of our clients, both the relevant product partners and the features of the products themselves are factored into our selection process.

High quality standards are the fundamental prerequisite for cooperation with product partners. We secure these through an established process and the involvement of external rating agencies. We place particular emphasis on objective and transparent criteria here, as well as regular and open exchange. Particularly in the case of long-term saving or insurance products, we focus on the financial strength and service quality of the providers when performing our assessment to ensure that we can offer our clients financial solutions that are as reliable as possible in the long term.

Dedicated sustainability assessment of our partners

To increase transparency in our partner ratings – "where do the individual insurers currently stand in terms their sustainability efforts?" – we have cooperated with Assekurata Solutions GmbH to develop an extensive questionnaire for our partner companies in the insurance sector (life, healthcare and non-life insurers). This sustainability assessment helps us gain an additional rating dimension for the insurers.

In this assessment process, we bring together the multi-faceted range of sustainability topics in an overall rating. The aim here is to facilitate an initial overview of the sustainability activities of the respective insurer on the basis of voluntary self-disclosures that is uniform for all participating

companies. The results are prepared in a transparent manner in a sustainability fact sheet for each rated insurance company and then made available for our client consulting process.

Alongside the USP of a comprehensive partner rating, and the increase in consulting transparency associated with this, recurring analyses will in future serve to effect positive changes at the insurance companies. In terms of perspective, this rating forms the basis for introducing minimum standards for our partners.

Products

Our product selection process is also subject to strict quality controls, whereby the products offered by the respective providers are objectively and systematically analysed and pretested for clients. Flexibility, such as the ability to adjust products to altered life situations of our clients, for example plays an important part here.

The described testing process is based on analyses of our own specialists for the respective product category. In some areas, MLP also commissions experts from external service providers such as ratings agencies to assess key components as part of an MLP rating model. Externally accessible ratings results of providers and products are also incorporated into the overall rating.

Sustainable products

Our MLP partner and product selection process is subject to continuous further development and we regularly review the providers and products in our portfolio. Expansion of the portfolio of sustainable concepts is becoming increasingly important within the scope of the partner and product selection process. Further details on this can be found in the section entitled "Dedicated sustainability assessment of our partners".

This helps us to meet the demands of our clients beyond the scope of the legally stipulated requirements from the sustainable finance regulations - presenting an opportunity for MLP to attain an outstanding positioning through its expertise in the field of sustainability.

Sustainability as part of our consulting concept



Transparent consulting quality

With our financial consulting services, we bear great responsibility for securing good insurance cover for our clients in all phases and areas of life.

The guidelines for MLP's consulting services are also subject to continuous further development and optimisation. This helps ensure that we provide high quality consulting at all times. The objective is to achieve a uniform consulting philosophy, with which MLP then enables its clients to reach their own financial decisions. When corresponding requirements are in place, fee-based services are addressed just like all other advisory services during consultations.

MLP's client consultation guidelines were extended in 2022 to include tips on how to address the topic of sustainability at certain points during talks with clients. They will be further optimised in future based on past experience. One key objective in this regard is to continue making this range of topics comprehensible for clients, while at the same time ensuring that lines of consulting and products are presented in a credible and transparent way. In addition to individual consultations, we also regularly offer virtual client events that focus on topics in and around "financial investment and sustainability".

We offer our clients another quality and transparency aspect in the form of further product and service information.

As a financial services provider, MLP is subject to numerous regulatory requirements – among others in the areas of documentation, qualification and transparency.

Alongside our own quality standards for our clients, product and service information is also required by law

for a large number of our products. These include product information sheets, which provide clients with clear and transparent information and enable them to compare various products with one another.

We boost the quality of our client consulting in particular through the professional development and regular further training of the MLP consultants at our MLP Corporate University – also with regard to sustainability. This is supported by IT-based consulting tools during the face-to-face consultation. The consultations are also documented.

Key sustainability potential and activities in the MLP Group

Sustainability involves a large number of complex topics and resulting activities for our company - in particular due to our diversified positioning with six individual brands, each of which has its own core business.

Having already presented the programme for further integrating sustainability into the core business at MLP Finanzberatung SE, we are also keen to offer an insight into the transformation processes of other core business areas in the MLP Group.



DEUTSCHLAND.Immobilien – Emission-reduced construction project development

Our subsidiary DEUTSCHLAND.Immobilien AG is a real estate platform that focuses on financial consultants and clients – extending both the expertise and the portfolio in the real estate sector for MLP.

DEUTSCHLAND.Immobilien is an independent real estate platform for all classes of investment property that has many years of experience in the sale of such properties. The company also operates as a property developer in the field of senior citizen housing. The primary focus here is on the acquisition of project packages, existing buildings and sites, as well as subsequent development, planning, implementation and sale of the projects. This leads to an additive portfolio expansion in this asset class, while at the same time extending the added value chain.

Buildings account for a significant proportion of overall energy requirements and greenhouse gas emissions in Germany. The building sector consumes many material and energy resources and also produces a great deal of waste. To date, the political focus has been on increasing the energy efficiency of buildings. However, this alone is not sufficient to meet the climate protection goals set out in the Paris Agreement. It is necessary to look at the total development cycle and lifecycle of a building. In addition to the actual operation of buildings, harmful emissions are already produced during manufacture of the materials used and the logistics operations. To ensure that all aspects are given appropriate consideration, the entire lifecycle up to the end of a building's useful life must be taken into account.

In Germany, the **operation of buildings**² accounts for around 35 % of the final energy consumption and around 30 % of CO₂ emissions. However, only the direct CO₂ emissions of the buildings in the two sectors of "private households" and "trade, commerce, services" are included in the assessment limits of the climate protection legislation, meaning that emissions resulting from the use of electricity and district heating, as well as industrial buildings are not included.

Deutschland.Immobilien therefore has a special duty in terms of sustainability with regard to the development, planning and implementation of its own construction projects. This is particularly challenging, since resource efficiency and sustainability must also be clearly reconciled with profitability. Alongside the company's own ecological and social responsibility, this is also dependent on the awareness and willingness of clients to help bear the associated costs. This means that they must be both sustainable and profitable. However, the world of politics also has a special part to play here, as the legislator must provide incentives and reduce bureaucratic hurdles in order to support sustainability in the construction sector. The German government has set itself an ambitious target for the existing building stock: to make it carbon-neutral by 2045. All protagonists in the construction sector must play their part if this challenge is to be met.

Yet climate-friendly construction is not the only requirement of sustainable building. Indeed, the requirements of sustainable building include energy efficiency and climate neutrality, maintenance of biodiversity, resource conservation and use of renewable raw materials, reduction in land usage, sustainable procurement of products and services, including compliance with human rights in the supply chain, as well as safeguarding the health and comfort of users. All of these requirements³ must be addressed on an interdepartmental and cross-sector basis.

In the last two years, DEUTSCHLAND.Immobilien has focused intensively on finding ways to integrate sustainability into the corresponding process steps – from planning, and execution to operation of a building.

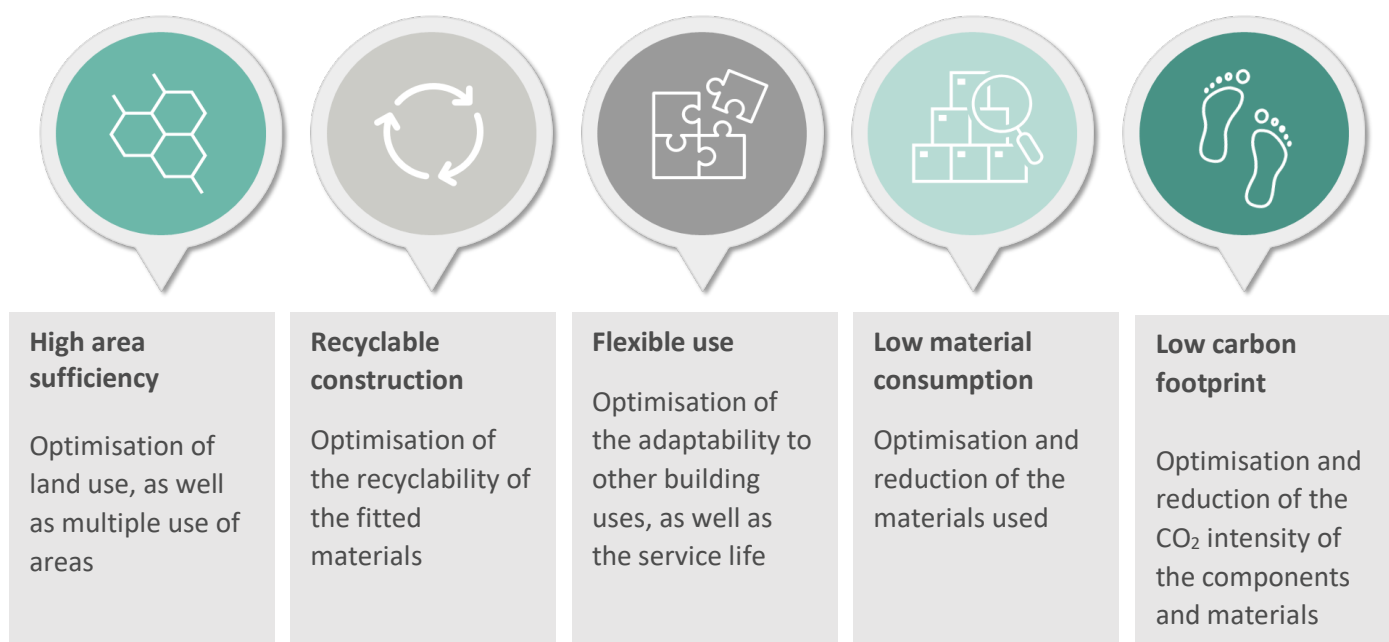


- One approach is to adopt a systematised, modularised construction method, with which synergies and efficiencies can be achieved both in terms of the materials and the production process.
- All planned construction projects from mid-2022 onwards will go through the sustainability certification process of the German Sustainable Building Council (DGNB). The DGNB has developed its own system of certification to help make sustainable construction practically implementable, measurable and thereby also comparable. The certification encompasses the entire lifecycle of a building as well as ecological, economic and sociocultural aspects.

² Source: [German Federal Environment Agency \(UBA\)](#)

³ Source: [BMWSB - Sustainable construction \(bund.de\)](#)

Factors of an emission-reduced building



Alongside ecological and economic aspects, nursing properties are assigned special – social – importance in the product portfolio of DEUTSCHLAND.Immobilien. The global population is ageing. In Germany, the birth rate has been in constant decline since the 1960s, which is significantly altering the age structure in society. Based on this trend, the importance of and need for age-appropriate and care-assisted living options is increasing.

Nursing properties are becoming increasingly popular as an investment. In the course of demographic developments in Germany, the need for in-patient nursing care is set to rise to 3.51 million patients by 2060. This is the estimate of real estate research specialist Bulwiengesa. Accordingly, the number of citizens specifically receiving in-patient care as a percentage of all those requiring nursing care is likely to increase from 31 % to 73 %.

The development on the market for care properties and senior residences is dynamic: According to the Spring Report 2022 of the real estate industry, the transaction volume has increased by around 10% to approximately €3.7 billion. Housing suitable for senior citizens will no longer be a niche product in the coming years, but is expected to develop into a growth market.

The risks to be derived from this for MLP (real estate risks of DEUTSCHLAND.Immobilien) are market price and interest rate risks. For this purpose, the capital share held by MLP is taken into account as part of the market price risks. Further information on this can be found in our risk report in the Annual Report.

DOMCURA – Sustainable building insurance policies

As an underwriting agency, our subsidiary DOMURA AG offers comprehensive non-life insurance coverage concepts for private and freelance clients. DOMCURA offers special expertise in the development and administration of residential building concepts.

Sustainability requirements have for example resulted in the development of a building insurance policy with an optional sustainability module in the core business of DOMCURA, which was launched to market for single-family homes in 2020 and for apartment buildings in 2022.

Residential building insurance policy with optional sustainability module



- Compensation of the emissions in the event of fire through purchase of certificates for climate protection projects
- Incentivisation of sustainable materials following damage (25 % additional benefit)
- Replacement of more energy-efficient technology, consulting costs for sustainable technology

Further products, such as classic (non-life) insurance policies, will also increasingly need to be adjusted to include sustainable aspects or modules. In particular, products and concepts to guarantee coverage of damage caused by increasing natural phenomena will play an increasingly important part.

FERI – sustainable investment and consulting solutions

Integrated approach of economics, future and responsibility in the core business at FERI

As an investment specialist for institutional investors, high net-worth families and foundations, our subsidiary FERI AG and its subsidiaries (FERI) offer services in the main business fields of investment management, investment consulting and investment research. In the Investment Management business field FERI Trust GmbH, the subsidiary of FERI AG, offers a broad spectrum of asset management and wealth management services. These services range from the development and implementation of individual investment strategies, right through to quantitative risk spreading and control. Investment consulting involves long-term advisory services to institutional investors and the provision of family office services to high net-worth families. Investment Research draws up economic forecasts and individual asset allocation analyses, which provide an important basis for the investment strategies.

In 2022, FERI significantly expanded its in-house expertise and methods for implementing investment and consulting solutions in its core business.

In cooperation with various divisions in the FERI Group, the SDG Office (Sustainable Development Goals) established in 2019 has expedited numerous projects in the field of sustainability as a centre of expertise. Comprehensive analytical systems, as well as ESG research and methods have been both established and extended.

Not only have regulatory requirements been incorporated here, but in-house methods for implementation of ESG risk and profile measurements, as well as for assessment of sustainable investments have been established. 2022 therefore represented an important year for FERI in terms of transposing the strategic guidelines of the FERI Sustainability Policy into concrete investment strategies and introducing the accompanying implementation processes.

As such, FERI can already perform comprehensive analyses of both existing and target portfolios, extend its custom consulting services for private and institutional investors and, at the same time, appropriately implement strategic investment requirements.

In the field of investment management at FERI, important investment products have been switched over to a sustainable investment strategy (Article 8 of the Sustainable Finance Disclosure Regulation (SFDR)) and already approved. All regulatory requirements have been implemented in the FERI management and control systems.

FERI implements both customer-specific sustainability preferences and impact topics in its individual wealth management services. Specific outcome targets are then defined and corresponding topics selected on the basis of the investors' requirements. The strength of the approach employed by FERI lies both in the consistent implementation of the strategic asset allocation and comprehensive examination of target funds and managers.

FERI developed and implemented an innovative ESG and Impact Due Diligence strategy for private markets (infrastructure and private equity investments) in 2022. The manager analysis is supplemented with an in-house SDG mapping system for illiquid asset classes.

FERI can therefore offer individual investment solutions with scalable sustainability and SDG components across the entire multi-asset spectrum.

MLP Assets under Management (AuM)

The assets we manage at FERI in line with sustainability criteria, which have all undergone a positive or negative environmental or social screening, currently represent 12.3 % (2021: 12.5 %) of our total assets under management.

FERI Cognitive Finance Institute

The [FERI Cognitive Finance Institute](#) is the strategic research centre of the FERI Group and acts as a creative think tank. The focus here is on all longer-term trends and systematic developments which can be used to derive an extensive picture of the future. The analyses and studies undertaken by the institute offer investors and asset holders valuable decision-making support and strategic guidelines in the face of ever more complex capital market questions.

MLP Banking AG

MLP Banking AG offers our clients banking services with a combination of face-to-face consulting and online services. Its target groups are both private and corporate clients, to whom it offers account and credit card products, loans and mortgages, as well as wealth management solutions. These services are part of end-to-end financial consulting services provided by MLP consultants.

We have also integrated sustainable products in the product portfolio at MLP Banking. For example, in 2022 we developed a "climate loan" that is tied to an intended use defined as sustainable, such as for procurement of a photovoltaic system. Our MLP clients will be able to sign up for these loans in the first quarter of 2023.

Further financing models that will be made available exclusively for financing sustainable, more capital-intensive projects are also currently in development.

On its own balance sheet, MLP invests very conservatively and has always avoided any investments in business models that could be deemed incompatible with the values of the Group. Our investments are primarily made with the intention of holding them in the long term (buy and hold).

Sustainable investment

In the field of financial investment, our clients can rely on products from various providers, including sustainable funds. These fund concepts are subject to ethical, ecological or governance-related exclusion criteria or target a direct positive impact with their investments. Within this framework, MLP Banking AG currently offers 43 (of 94) open investment funds that meet these criteria and thereby pursue an explicitly sustainable investment strategy. We produce a proprietary ESG (Environment, Social, Governance) fact sheet for these funds, aiding transparent understanding of the specific sustainability characteristic.

The net inflow – measured here using the criteria defined in Articles 8 and 9 of the Sustainable Finance Disclosure Regulation (SFDR) – accounted for around 80 % of total net inflows in 2022. We are planning to further expand our portfolio of sustainability funds.

When querying the sustainability preferences of clients – as has been mandatory in investment advisory services since August 2022 – we have observed that investors are increasingly opting for sustainable fund concepts. In its product developments, the funds industry is paying ever greater attention to ensuring that these are also suitable for investors with sustainability preferences. However, this initiative is reaching its limits, as there are currently still regulatory uncertainties in terms of exactly how sustainability is implemented and measured at fund level.

Corporate governance and compliance

Corporate governance and compliance

Responsible, lawful and regulation-compliant conduct is a clear principle that is observed throughout the MLP Group. Our responsible approach to management is based on this and designed to secure long-term added value.

Governance



Economic basis, compliance with law and order, value-based good corporate governance.

Corporate governance stands for all rules, procedures or laws that are followed when **managing or operating a company**.

Compliance stands for **adherence to and monitoring of** laws, as well as internal and external rules.

Transparency

Transparent reporting

The requirements of sustainability activities in the economy are on the rise, initiated by what is now a longstanding development of agreements and initiatives such as the international UN Sustainable Development Goals (SDGs), the Paris Climate Agreement, the recommendations of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) and ultimately the EU Action Plan. The topic of sustainability is therefore being further expedited by many sides. These are always performed in conjunction with the objective of establishing transparency regarding their development. The key instrument in securing this transparency is sustainability reporting.

With the MLP annual report, as well as this sustainability report (report on our non-financial aspects), we provide an overview of our business, the market in which we operate, as well as our values and commitments.

We draft our sustainability report on the basis of the framework of the German Sustainability Code (GSC). The GSC is a sector-independent transparency standard for the reporting of corporate sustainability achievements that integrates the respective legal requirements.

Due to the results of our materiality analysis, the GSC criteria are supplemented by individual indicators of the Global Reporting Initiative (GRI) in this MLP Sustainability Report that are material for MLP. The Global Reporting Initiative provides a standardised framework of guidelines on drafting sustainability reports with the objective of achieving international standardisation and comparability. In future, these frameworks and standards will be superseded by the Corporate Sustainability Reporting Directive (CSRD), which comes into force in 2024. The CSRD represents a further development of sustainability reporting at European level and will therefore put this on an equal footing with financial reporting.

MLP sustainability indicators

To be able to understand and also control the contribution that our measures and activities actually make, we require specific indicators. We have already integrated several such key indicators in this report.

Based on our materiality analysis and due to our business model, the following sustainability indicators are particularly relevant for MLP:

Sustainability indicators



The satisfaction of our clients, which we regularly check via the Net Promoter Score. The satisfaction of our consultants and employees, whose general sentiment we assess through regular surveys and so-called pulse checks.

Reliable and trusting cooperation with our product and business partners is also critical to the sustainable success of our business.

You can find further key figures and performance indicators in the corresponding chapters of this sustainability report and also in our [annual report](#).

Data quality

Development of our sustainability activities, the dynamics of regulatory requirements and the growth of our company – all of these factors have an influence on the requirement to further optimise both qualitative and quantitative disclosures.

Our objective is to provide transparent and comprehensible reporting on our progress. This requires clear definitions and standards, including in the market, based on which we can present our activities. We will work hard to optimise and improve the quality of these over time, as this is the only way to make our performance both transparent and comprehensible.

Methods used to calculate our emissions

To ensure comparability and consistency of our disclosures, we use standardised software to record all of our greenhouse gas emissions. These are calculated on the basis of the Greenhouse Gas Protocol (Scope 1 to Scope 3) and encompass all measurable emissions within the MLP Group. When new companies join the MLP Group, we integrate these in our data capture processes accordingly. This helps us ensure that all

companies and locations are included. You can find additional information on our emissions in the chapter entitled "Climate and environment".

Focus on regulatory development

EU Green Deal

The European Union has set itself the target of being the first carbon-neutral continent by the year 2050, sending out a clear message regarding the need for climate protection. The aim of the European Green Deal, which has been drafted to this end, is to facilitate the transition to a sustainable, resource-efficient and competitive economy. However, this requires a fundamental transformation of both the economy and society at large. One core objective of the Green Deal is to reduce emissions by at least 55 % over their 1990 level by the year 2030.

In the context of the Green Deal, legally mandatory sustainability reporting is becoming increasingly important. Indeed, a draft of the Corporate Sustainability Reporting Directive (CSRD) was published by the European Commission in April 2021. Among other things, the new requirements stipulate inclusion of information on sustainability aspects in the management report. They are set to be applied by MLP for the first time for the financial year 2024.

EU Action Plan

With the "Action Plan on Financing Sustainable Growth", which was published in 2018, the European Commission is pursuing the objective of a more sustainable, ecologically and socially responsible financial system. As a key protagonist, the financial sector will be required to make a contribution to achieving the European climate targets:

- by directing capital flows into ecologically sustainable economic activities
- by integrating sustainability into risk management
- by promoting transparency and long-term nature of financial and economic activities

In order to achieve the necessary inflow of capital into sustainable economic activities, the European Commission has created three key instruments for a sustainable financial system:

- EU Taxonomy
- Comprehensive and mandatory disclosures
- Standards and labels for sustainable financial instruments

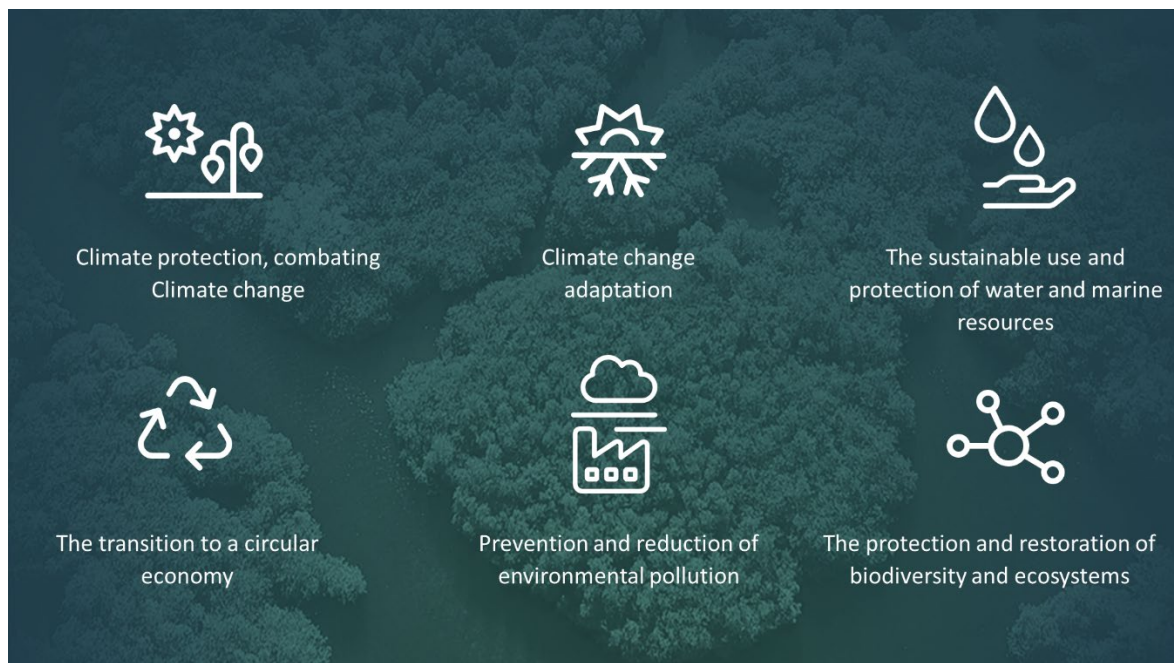
These will be implemented in the financial services sector via adaptations to the disclosure requirements.

As a next important step, the amendment of MiFID II and IDD came into force in August 2022. MiFID II (Markets in Financial Instruments Directive) for example aims to ensure that clients are better informed of the costs involved in financial services. The IDD (Insurance Distribution Directive) is an EU Directive that governs the sale of insurance products in all member states. Further consultative obligations therefore now apply to financial market participants and financial consultants. The consultancy services offered on both insurance investment and general investment products was extended to include another component: the obligation to ask clients to specify their sustainability preferences. As a result of this, the MLP sales and consulting process will also need to be extended continuously to include further sustainability aspects.

These also include new regulations, such as a label for green financial products, a uniform EU classification system (EU Taxonomy), new EU benchmarks and various EU standards for non-financial reporting.

EU Taxonomy

EU Taxonomy encompasses a classification system for ecologically sustainable "green" economic activities of companies. It defines six environmental goals, some of which already came into force on January 1, 2022:



Companies must disclose the extent to which their products and services satisfy the "green" criteria, as defined in the regulations relating to the environmental targets. MLP has established Group-wide exchange to help meet the requirements, managed by the Sustainability Officer. You can find detailed information on this in the section on climate and environment.

Supply Chain Due Diligence Act (LkSG)

In January 2024, the Supply Chain Due Diligence Act (LkSG) comes into force for companies like MLP that have at least 1,000 employees. German companies must then rate, secure and disclose their human rights and environmental risks in their supply chain. The term supply chain refers to all products and services of a company – including all steps relating to manufacturing and service provision. Alongside their own procedures, companies must review the procedures of direct partners such as suppliers and logistics service providers.

A newly established project team, in which the Purchasing, Legal and Compliance departments, the Sustainability Officer, as well as colleagues from product management are all represented, is currently expediting technical preparations for implementation.

Due to our business model as a financial services provider, the supply chain did not used to be a key topic for our company beyond our own quality standards for product partners. However, since new legal requirements are soon set to be introduced, we are currently assessing this very intensively. Perhaps the most important thing to clarify here – throughout the entire financial sector – is precisely how the Supply Chain Due Diligence Act (LkSG) will need to be applied and implemented for each specific sector. Beyond this, there are no significant investment agreements or contracts that would need to include human rights clauses or be checked with regard to human rights aspects.

Within its private client business, MLP operates exclusively at locations in Germany and therefore essentially acts within the German legislative framework. Human rights are observed and respected at all locations and individual entities in the MLP Group. As such, we do not perform any special screenings here.

MLP essentially operates in Germany and, with the exception of our IT, we receive our services and business materials from partners in Germany, with whom we maintain long-standing and trusting relationships. In our supply chain, we consider the risk of human rights abuses, forced and child labour, as well as any form of exploitation as very low. We therefore do not consider formulation of a separate concept to be necessary. Supplier orders are essentially awarded in the regions of our locations and therefore within Europe and as such also in Germany. We have yet to encounter any human rights violations with any of our business partners. However, our suppliers are not explicitly screened for this.

Compliance as a management task

The trust of our clients, shareholders and business partners in our capacity to act professionally and responsibly forms the basis of our business operations. Compliance with all relevant legislation and capital market regulations represents the foundation of our business activities and an integral part of our corporate culture. Violations against applicable legislation and regulations not only have the potential to lead to legal disputes and financial losses, but can also have a negative effect on our Group's reputation. The Executive Board at MLP SE ensures Group-wide compliance with legal provisions and internal company guidelines, while also guaranteeing both a trusting and transparent system of corporate governance.

MLP Code of Business Conduct and Ethics

The basic principles of abidance to laws, integrity and economically successful business practices are firmly anchored in our Code of Business Conduct and Ethics.

The Code of Business Conduct and Ethics also offers support for harmonising business activities with legal regulations and internal stipulations relevant for MLP, which also includes appropriate and conscious handling of opportunities and risks within the scope of the corporate and risk culture in place at MLP. This stipulates binding minimum standards and targets for the companies in the MLP Group which, for example, aim to further promote awareness among executives, employees and MLP consultants of the importance of responsible, sustainable, fair and professional business practices for internal collaboration, as well as towards customers, business partners and shareholders.

Compliance at MLP

Our compliance activities are based on a Group-wide compliance strategy, which in particular employs preventive measures to avoid the occurrence of risks due to non-compliance with applicable legislation, internal standards and processes. The focus here is on compliance with legal provisions and corporate policies with regard to the provision of (ancillary) securities services, consumer and data protection, as well as the prevention of money laundering, financing terrorist activities and all other criminal conduct.

In the interests of our clients, shareholders and employees, the Compliance department supports and advises the Executive Board in establishing uniform standards for all Group companies. Taking into account the constantly changing regulatory requirements and market conditions, Compliance steers the continuous further development of our internal behavioural standards and monitors implementation of applicable requirements.

On the basis of a Group-wide risk analysis, the Compliance department identifies, analyses and evaluates the compliance risks relevant to MLP SE's business operations. Compliance also collaborates with the specialist

departments responsible for developing risk-reducing measures and continuously monitors their effectiveness in our day-to-day business.

Compliance also at our representative offices and consulting centres

The MLP sales units are also regularly audited by the compliance function, the internal audit department, as well as external auditors and responsible supervisory authorities. We did not become aware of any significant risks in 2022.

Raised awareness for compliance in internal communication

Regular training sessions and information aimed at familiarising all employees of the MLP Group with the key regulations as a way of preventing any accidental infractions while also providing support in applying our Code of Business Conduct and Ethics, represent an important element of our risk prevention measures. In particular they include web-based training events on market abuse legislation, securities compliance, corruption, data and consumer protection as well as the prevention of money laundering, financing of terrorist activities and criminal conduct.

With the MLP Code of Business Conduct and Ethics training sessions, which must be completed each year, we also ensure that all employees are reminded of the principles of conduct and expectations of the Executive Board.

The Compliance Policy in the MLP Group also sets out the measures for insider trading prevention and describes the internal provisions for execution of employee transactions. Our Code of Conduct also ensures that confidential information is handled responsibly at MLP and defines standards for advising and supporting our clients, as well as the policy on giving and accepting invitations and gifts. To prevent any impairment of client interests, we have defined policies regarding the avoidance and monitoring of conflicts of interest and the acceptance of gifts. These policies are regularly reviewed and adapted to changing requirements.

Complaints procedures and whistleblower system

The Compliance department is available to all employees as a point of contact for reporting internal suspicious transactions with regard to criminal activities or violations against our compliance regulations. Any violations determined are investigated promptly, comprehensively clarified and then used to eliminate any weaknesses identified. The Executive Board and Supervisory Board are regularly informed of all relevant actions and measures taken by the Compliance department.

Also in 2022, neither the compliance function nor the internal and external auditors noted any cases of corruption. No significant penalty fees nor non-monetary sanctions due to violations of laws or regulations were imposed on MLP in 2022. We are also not aware of any cases of discrimination in the reporting period.

A total of 24 cases of data security complaints from affected persons were addressed in the MLP Group in the reporting period. There was one complaint from supervisory authorities addressed to the companies of the MLP Group. From the perspective of the relevant supervisory authority, the technical and organizational measures adopted in this context were sufficient, meaning that no further action was taken.

Risk management

MLP considers risk management as the use of a comprehensive array of instruments for managing risks in line with the strategy set out by the Executive Board, as well as the risk bearing ability process. Due to the potential growth and extra earnings they can offer, risks should be addressed and taken in a conscious and controlled manner within the scope of internal control/monitoring procedures.

The operational and organisational structure, and in particular the risk management and controlling processes, as well as the special Risk Controlling, Compliance and Internal Audit functions represent key components of the Group-wide risk management system.

Sustainability risks

We consider sustainability risks to include events or conditions resulting from the environment, social issues or corporate governance, whose occurrence can have actually or potentially significantly negative effects on MLP's net assets, financial position and results of operations, as well as its reputation. This also includes climate-related risks in the form of physical risks and transition risks. Sustainability risks can manifest themselves in all risk types, which is why we do not rate them as a dedicated risk type, but rather based on issues encountered within the scope of the respective relevant risk type. Identification of sustainability risks in existing risk types occurs on the basis of ESG risk drivers. They are taken into account in risk management in accordance with the principle of materiality.

The significant risk types, which can also include sustainability risks, are counterparty default risks, market price risks, liquidity risks and operational risks, as well as general business risks and reputation risks. No significant sustainability risks have yet been identified.

People at MLP

Our mission is always to be a reliable employer to our employees and partner to our MLP consultants. We lay the foundations for each of them to contribute to the company's success over the long term.

MLP offers the right conditions for further development and training on both a professional and personal level, no matter whether on a self-employed basis in the field of financial consulting or as an employee. Our mission is to work together as a way of motivating people to engage with the topic of finances, so that they can reach the best financial decisions autonomously.

Qualified and motivated employees, as well as self-employed client consultants represent the most important foundation for the sustainable success of MLP.

The financial services sector is an important protagonist, so it sits right at the heart of the transformation to sustainable development of the economy. To be able to play an active and successful part in facilitating this transformation, we are further evolving our corporate culture and getting the "people at MLP" actively involved in this process.

Guidelines and standards

Our understanding of values and our common mission of seeking to generate added value represent the basis for our successful cooperation in the MLP Group. We have worked together to formulate our Group vision in order to define and further reinforce this.

We have formulated our MLP Code of Ethics and Conduct as an internal guideline to help ensure responsible, sustainable, fair and professional interactions with one another, as well as with clients, business partners and shareholders.

We are obviously committed to complying with the UN human rights standards, as well as the International Labour Organisation (ILO) standards. The International Labour Organisation (ILO) is the oldest specialised agency of the United Nations and is responsible for developing, formulating and enforcing binding international labour and social standards. Its main objectives are to promote decent work and social protection, as well as to strengthen social dialogue.

Our employees and consultants are aware of our values and guiding principles, which can also be accessed via the established internal information formats. We use both web-based training and targeted events to provide information on this, including opportunities to submit criticism and report infringements.

People at MLP

Whether working as a self-employed financial consultant or an employee, a career at MLP presents a large number of different opportunities: various companies, specialist departments, roles and focuses. However, one thing that we consider particularly important for all career paths is ⁴ the "[MLP cultural fit](#)". We place great emphasis on ensuring that the people at MLP fit in with the culture and what MLP stands for.

The people that work at MLP are what make us a top employer. They shape our corporate culture, which is characterised by respect, transparency and cooperative interactions in all areas.

MLP maintains an open corporate culture that not only helps staff move forwards professionally, but also personally.

On our [career portal](#) at mlp.de, applicants and anyone interested have an initial opportunity to see whether they are "a good fit for MLP".

Employees

In 2022, the MLP Group

- had an average of **2,252** employees (2021: 2,058).
- had **2,296** employees on the reporting date of December 31, 2022 (2021: 2,157).

Year	Total number	Age			Gender	
		<30	30-50	> 50	Male	Female
2020	1.873	13%	56%	31 %	39 %	61%
2021	2,157	15%	54 %	31 %	39 %	61%
2022	2.296	15%	52 %	33 %	40%	60 %

The average age of the employees is currently 43.8 (2021: 43.6 years). You can find further information and details on this in our [annual report](#).

	Total	Age			Male	Female
		<30	30-50	> 50		
New recruitments						
2020	289	113	125	51	159	130
2021	253	124	98	31	132	121
2022	257	90	117	50	127	130
Departures						
2020	212	62	103	47	101	111
2021	190	73	65	52	84	106
2022	194	60	88	46	91	103

New hirings and departures (excluding trainees or those taking dual study programmes).

⁴ Data refers to the MLP Group HQ

Low employee turnover rate and long staff tenure

A reliable and constant indicator of a good working environment at MLP is the low employee turnover rate within the MLP Group, which at 8.1 % continued to remain at a low level in 2022 (2021: 7.3 %). The average employee turnover rate in the financial and insurance services sector is 15.2 %⁵.

In the reporting year, the turnover rate among consultants was 8.9 % (2021: 9.6 %), which means that we have reached our target of staying below a maximum rate of 10 %.

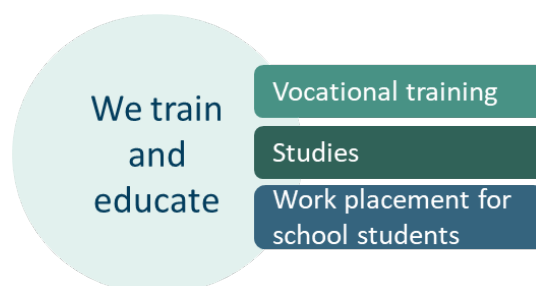
In addition to this, employee satisfaction is confirmed by the average length of service, which is currently 12 years (2021: 13 years).

We train

Trainees and students at MLP receive high-quality training. We also ensure appreciative and personal support here. Our learning contents and methods are varied and up-to-date. We accept social responsibility for young people.

We are familiar with the training and study goals, as well as the needs of trainees and students. Our training and employment package are geared towards this.

We offer attractive job and career prospects, so that our trainees and students can continue their career once they have completed their studies.



Attractive employer

Being an attractive employer is one of our key sustainability action areas.



Alongside exciting and varied duties, MLP offers an attractive working environment with many benefits. We want our staff to feel comfortable and enjoy working with us. In this vein, we lay the foundations for being an attractive employer to both existing employees and potential future staff through targeted measures and initiatives.

MLP corporate culture

Regular surveys, dialogue and so-called pulse checks confirm that MLP is appreciated by its employees and consultants for its corporate culture and values. We foster our corporate culture through open exchange with one another, for which we have established numerous formats.

⁵ Source: Leading statistics portal "Statista" 2023 [Employee turnover rate by sector in 2021 | Statista](#)

Welcome@MLP

Discovering, understanding, networking – this was the motto at the first onboarding event for all new colleagues, which was held at the MLP Group HQ in October 2022.

We established this format both as a sign of appreciation and to ensure a positive start. We use it to present ourselves as a company and our milestones, as well as to welcome our new employees and help them network with colleagues that have already been working for the company for some time.

Stream on – made by colleagues for you.

Employees can use the Microsoft Stream video portal to share their knowledge and experiences with colleagues. Numerous contributions can be found here, which are sorted in the categories of "MLP World", "Digital Workplace", as well as "Methods, Processes and Training". Everyone can then learn from one another, share best practices or get to grips with specialist topics.

Exchange and feedback

The only way to foster an open and team-oriented corporate culture is through continuous exchange. The aim here is not only to determine where we currently stand and how topics such as leadership are lived out at MLP, but also where there is need for action. To this end, we conduct regular surveys or so-called pulse checks (see also the next section, entitled "New leadership"). These help us determine the degree of satisfaction with MLP as an employer, how leadership is lived out and what we could do better. We then use this feedback as the basis for refining and optimising personnel development and leadership instruments. In addition to this, our employees always have the opportunity to approach the personnel development team or other colleagues directly.

New leadership – Management principles and feedback instruments

Mutual feedback is a key element in securing good and sustainable cooperation. Feedback discussions serve as a valuable Instrument for further development of leadership skills. To date, these discussions have taken the form of annual staff appraisals with the respective employee's line manager, which also include leadership feedback for managers.

We began redesigning this concept at the end of 2021. The focus here was on developing a uniform understanding of management principles and defining criteria for the target vision of good leadership. We further refined these management principles in cross-hierarchical workshops on the basis of our corporate mission and in 2022 transitioned them over to the concept of the "MLP pulse check", which then replaced the former management feedback.

Substantiation of the MLP leadership principles



MLP pulse check

On the basis of the results from the workshops, we were able to further substantiate our leadership principles in order to make them more tangible and measurable. MLP pulse checks involve four dimensions, generally focussing on the satisfaction with MLP as an employer. In addition to this, ratings are submitted at department/team level, as well as for the head of the respective division and the direct line manager. The results then promote exchange on the topic of leadership within the divisions and also form the basis for refining personnel development instruments. Implementation of the new staff appraisals is scheduled for the start of 2023. We will also be refining and optimising these. Our focus here is on feedback, dialogue, target agreements and development meetings.

We performed the MLP pulse check for the first time at the end of November 2022. We will use the results from this survey to derive requirements-based training offers and further expedite development of leadership instruments, in particular new dialogue formats (formerly staff appraisals) for the coming year. The results from the survey will also be used to make the requirements of a changed organisation visible, particularly with regard to agile work methods and lateral leadership.

In an exchange between employee and manager, individual target agreements, which lead to achievement of both the individual and departmental/corporate goals, can be defined. Variable compensation components can also be linked to this.

Reconciliation of family and working life

We have had our family and life phase-conscious corporate culture confirmed with the "workandfamily" certificate:



Flexible working conditions and support measures for a family-friendly and life phase-appropriate corporate culture



MLP is a member of the largest company network in Germany for reconciliation of family and working life.

MLP supports its staff in combining career development targets with private goals. In 2019, MLP⁶ successfully passed the "workandfamily" audit and was awarded a certificate for its family- and life-conscious personnel policy. This confirms that we are systematically developing and optimising our flexible working conditions already in place, and our support measures.

The audit assesses the current situation of the family-friendly and life phase-appropriate measures already in place, systematically develops the individual business potential and uses binding target agreements to ensure that family awareness is further strengthened in the corporate culture. As a result we have initiated the following measures and projects:

- Promotion of women in management positions
- Part-time management
- Further health promotion offers
- Greater systematisation of the parental leave process
- Generational management

The target agreement for the years 2019 to 2022 was successfully completed in 2022. A re-certification process along with a new target agreement for three years, was therefore initiated in the autumn of 2022.

As a member of the "Erfolgsfaktor Familie" or "Success Factor Family" company network, we are part of the largest platform for reconciliation of family and working life in Germany. The corporate programme brings together information in and around the topic of a family-friendly workplace.

⁶ MLP Group HQ

Parental leave

Our goal with our personnel work is to offer our employees concepts that fit in with their individual life and family plans – and that is compatible with their professional life. These efforts are also linked to the wish and goal of supporting further development of equality. To this end, we have added the category for duration of parental leave based on gender in our parental leave overview.

Parental leave Group	2020			2021			2022		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Individuals who took parental leave	92	17	75	102	20	82	96	21	75
Average duration of parental leave taken (in months)	–	–	–	14.09	2.48	17.36	15.71	1.16	19.57
Individuals who returned to work after parental leave	43	17	26	65	19	46	38	18	20
Individuals who were still employed at least 12 months after their return to work	42	16	26	65	19	46	37	18	19
Return to work rate	93.5 %	100.0 %	89.7 %	98.5 %	100.0 %	97.9 %	92.7 %	100.0 %	87.0 %
Retention rate	95.3 %	88.2 %	100.0 %	100.0 %	100.0 %	100.0 %	97.4 %	100.0 %	95.0 %

Generational management

The ageing of society is also reflected in the demographic development at MLP. The challenge associated with this is finding and then winning qualified personnel to our company is clearly discernible in the professional groups where MLP is looking for personnel.

Altered expectations and standards when it comes to work and the workplace, a changing understanding of values (particularly among young people), yet also the changing behavioural patterns of prospective staff on the employment market that result from this require new ground to be broken in winning over employees, trainees and students. To this end, we are increasingly focusing on the topic of generation management, which is also an element of the new target agreement for the "workandfamily" audit (see also the section entitled "Reconciliation of family and working life").

Flexible working arrangements

Continuous development of our personnel work, as well as our health management plays a particularly important part in securing sustainable employability and motivation for our employees and represents a distinct aim of our personnel management.

Working time and location

MLP offers its employees flexible working hours and working place models. This enables them to adopt healthy working methods that fit in with their everyday life situation. This really proved its value, in particular during the coronavirus pandemic.

Following the absences, some of which were lengthy, caused by the lockdown phases of the coronavirus pandemic, we developed a concept to ensure that the home office activity and flexibility this created could be easily reconciled with bringing people back together at the workplace.

This concept allows us to meet up again regularly – for example on the MLP Campus in Wiesloch – with at least 50 % presence. After all, we are convinced that community generates added value for cooperation. Indeed, the random meetings and conversations that this facilitates often lead to ideas and initiatives. By adopting this concept, we are promoting what characterises MLP: our community. The MLP Campus is the hub for this.

Within the scope of this life-phase-oriented personnel policy at MLP, we have also been offering so-called working time accounts since 2021, which can be used individually by the employees. For various reasons, employees are today looking for greater flexibility in terms of their personal working hour arrangements as a way of balancing their professional and private life more effectively. Young employees, for example, are keen to go on extended trips abroad or make use of training opportunities. Parents also require more time to look after their children during certain phases of their life.

Caring for a loved one can also present many challenges and requires a great deal of time and energy. Many obviously also have a desire to take early retirement, assuming this can be financed accordingly. All of which is now to be made possible by MLP through a combination of an employer-financed savings scheme with deferred compensation and attractive subsidies.

Family-oriented

So that our employees can also combine their career with a family, MLP bears the costs for various offers found in the "Generation Guide". This provides expert advice in the fields of childcare and upbringing, as well as counselling and support in the fields of homecare and eldercare. There are also paid leave days for illness of a child or looking after parents, as well as a childcare allowance.

With these measures, we support our employees in overcoming the challenges often faced when combining a career with a family, along with the associated stress.

Our employees can find all of this information relating to the respective services on our MLP.net intranet.

New working environments

Cooperation at MLP is becoming more agile – and not just since the coronavirus pandemic and the changes in work methods which this brought about. Indeed, it is becoming more interdisciplinary across divisions and companies, while mobile work locations such as home offices are also being incorporated. The way in which MLP is shaping this future was initially discussed by our Group-wide task force back in October 2020. This resulted in a project around the question of "How do we want to work in the future?". The objective here was and is to develop functionally and culturally appropriate concepts for future work at MLP.

The management conference with all executives at the MLP Group and a workshop discussion which were both held under the heading of "New working worlds". The status of the sub-projects was presented with regard to securing the right space situation and technical equipment, while ideas and impulses were discussed throughout the Group. Core elements of our "new working worlds":

The feeling of togetherness in a mobile community

The locations of the MLP Group are the centres of community, cooperation and further development.

Office of options

To ensure that the office can act not only as a workplace, but also a meeting place and source of culture and identity, it requires both loud and quiet zones, as well as rooms for group interaction and private discussions.

Implementation of initial ideas took place throughout the entire MLP Group in 2022.

Robotics

Many manual, rule-based and repetitive activities can be replaced or at least automated using technology. MLP is increasingly using robots for this, which then free up time for other activities. The extremely high workload in various areas is making us aware of just how important this is, especially at times like this. Indeed, we have already been using several robots since 2022, for example to perform documentation checks or to open securities accounts at MLP Bank.

In cooperation with our Organisational Development department, our employees have the opportunity to program dedicated robots for processes or activities in their own area of work. We even set up an "MLP in your ear" podcast, so that any employees that are interested can hear more about this. However, we also offer information on the opportunities and developments at the company through various event formats.

Occupational health and safety

The principles of health and safety at the workplace are firmly set out in a policy at the MLP Group with the purpose of both securing and improving the work of employees through occupational safety measures. Avoiding work and commute-related accidents, as well as occupational disease is the objective of all workplace health & safety measures.

MLP shares the principles described in the "Luxembourg Declaration on Workplace Health Promotion in the European Union" and continues its occupational health and safety approach in the spirit of the declaration. Since the key activities at MLP revolve around office work, the accident rate is essentially limited to commuting accidents. These remain at a permanently low level. There were also no deaths due to work-related illnesses.

We do not keep Group-wide records on illness rates. However, we have been determining the periods of absence in the individual specialist departments at Group HQ for several years for internal review purposes.

Wide range of healthcare and social benefits

As part of our approach to personnel and health management, MLP offers⁷ a wide range of options, such as:



Medical benefits

Company doctor consultations
Flu vaccinations on the MLP campus –
in 2021 also COVID-19 vaccinations



Ergonomic advice

Ergonomic workplace advice



Employee & management consulting service

Advising employees and managers
Onboarding management



Information on stress management

Information on the topic of burnout, stress management and psychological burden



Psychological counselling

Crisis counselling in the event of an emergency provided by the psychotherapy outpatient clinic at the University Hospital Heidelberg



Sport opportunities

MLP sport and fitness activities



Bicycle-friendliness:

Employer-financed leasing of bicycles
Changing facilities
Bicycle parking facilities
Pool of bicycles
"Bicycle mentor campaign"



Humanoo health app

Nutrition, movement, mindfulness – get active with the "Humanoo" health app

Health and health protection became hot topics, particularly during the coronavirus pandemic. A specially established task force has been responsible for tracking the developments and stipulations in this regard, realising their implementation and ensuring communication within the company. We have also set up a format in the Top News section of our "MLP.net" intranet for this.

Operational integration management

Working in cooperation with the Department of Occupational Medicine at the Institution for Statutory Accident Insurance (BAD), MLP supports employees that have been off work sick for more than six weeks at a time or repeatedly within a period of twelve months.

Particularly after an extended period away from work due to illness or repeated episodes of illness, it is important to offer employees support in returning to the workplace. The objective here is to re-stabilise the health and performance of staff, while also preventing further time away from work due to illness.

Operational integration management aims to support staff in overcoming their incapacity to work and help

⁷ Examples from the MLP Group HQ

them with their gradual return to work. Repeated periods of incapacity to work should be prevented (or at least reduced) here, while possible rehabilitation requirements that serve to maintain fitness for work should be recognised and introduced early on. The objective is to help staff return to their previous workplace.

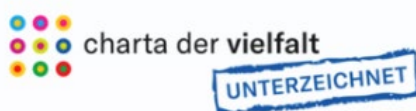
Workplaces should then be permanently secured through introduction of suitable measures that take into account the health issues of the respective employees. In the event of back issues, for example, the workplace can be made more ergonomic or the tasks assigned can be revised.

Diversity and equality

MLP benefits from the diversity of its employees, which is why we actively support diversity and gender equality as a matter of course and create the necessary framework conditions to achieve this. Only in this way – with many talents, different backgrounds and strengths – can we reap the benefits together in a challenging and future-oriented environment.

Responsible conduct and a respectful attitude towards others are always at the heart of our corporate culture. We implement this in an open and team-oriented corporate culture.

MLP⁸ has been signed up to the Diversity Charter since 2014. We are therefore committed to establishing a working environment free of prejudice for our employees, in which everyone is given an equal opportunity.



Diversity

The topic of gender equality has, in particular, been developed in a dedicated concept under the heading of "Women in management @ MLP – measures to increase the percentage of female managers". The aim here is to expedite measures with a view to achieving gender equality at all management levels.

In 2022, MLP had:

60 % female employees (2021: 61 %) and 40 % male employees (2021: 39 %)

Diversity in the MLP governance bodies

The MLP Supervisory Board

Also the Supervisory Board of MLP SE strives to further intensify its future efforts with respect to diversity and, in particular, an appropriate consideration of women when appointing members of the Executive Board.

The Supervisory Board at MLP SE has set internal rules for the composition of the Executive Board and the Supervisory Board. Assuming equal personal and professional aptitude, these stipulate a minimum 25 % representation of women in both bodies (in the case of the Supervisory Board on the shareholder side). MLP SE has met this quota on the shareholder side of the Supervisory Board and has had at least one female member continually since 2015.

The Supervisory Board at the Group holding, MLP SE, comprises six members, whereby four members are elected by the Annual General Meeting in accordance with the provisions of the German Stock Corporation

⁸ MLP Group HQ

Act (AktG) and two members are elected by the employees in accordance with the provisions of the Participation Agreement for MLP SE.

Up until the end of 2022, the six-member Supervisory Board included four men and two women:

Age	<30	30-50	> 50	Gender	
				Male	Female
Total	0	1	5	4	2

Diversity on the Executive Board

In November 2020, the Supervisory Board confirmed the target of at least 25 percent for the proportion of women on the Executive Board – which currently only comprises three persons – and set itself the end of the financial year 2025 as the implementation deadline. Therefore, it is currently also not possible to report on any concrete measures for achieving these objectives in the Declaration of Corporate Governance. However, the Supervisory Board aims to take into account the aforementioned objective in the event of personnel changes. This is to be supported by various measures, including efforts with respect to diversity making appointments to executive positions, as well as giving appropriate consideration to women at the management levels in the company. To this end, measures directed at improving reconciliation of work and family life have already been introduced in the company in the past. The newly established Nomination Committee will also address the aforementioned objective of promoting representation of the underrepresented gender, as well as the strategy for achieving this. The legal regulation, based on which the Executive Board at listed companies must include at least one woman or one man when it has four or more members is not applicable to MLP SE.

Target for the number of women in management positions

In the interests of sustainability and increasing its success as a business, MLP SE works tirelessly on achieving an optimum gender balance at all management levels.

Targeted junior staff development, tapping of development potential among employees of both genders and even more pronounced diversification at the company are having a positive influence on MLP's corporate culture and success as a business.

The Executive Board at MLP SE has therefore specified that at least 33 % of all managers at the first and second management level below the Executive Board should be female by the end of the financial year 2025.

In December 2022, women already held 33 % of positions at the first management level below the Executive Board (Head of Division) and 50 % of positions at the second management level (Head of Department).

MLP education and training landscape

Education represents a key value for MLP.

Education is one of the key global objectives that we too focus on keenly as a company. After all, well-trained employees and consultants are particularly important for our core business, but we also want to empower our clients to make better financial decisions based on our financial advice.

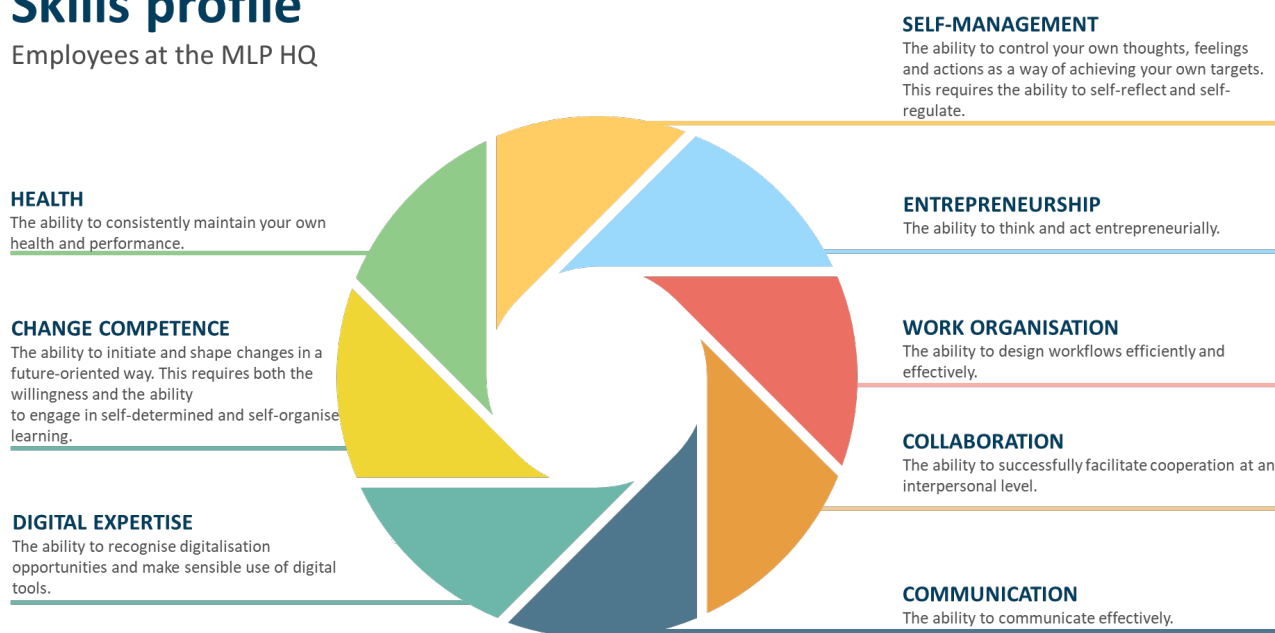
Staff development

The dynamic development of our working world and new ways of working requires new skills, on both a personal and professional level. To be able to keep pace with the constantly changing conditions and requirements, while maintaining a sense of gratification and motivation, we are adjusting our training and development programmes to cater to this. As such, we provide the framework within which our employees can secure future-oriented skills in line with our company values and requirements.

Our offers for training and education are aligned with the MLP skills model, which itself is oriented towards our strategic goals.

Skills profile

Employees at the MLP HQ



On this basis, we offer our employees a wide range of opportunities for their further development. We also perform regular needs analyses to plan our training and education programmes.

For example, we incorporated the topic of change competency in our training programme for the first time in 2022. The training courses focus on the logic used to make changes work at companies, what complexity and the VUCA world⁹ mean for daily work and how to instil a culture of trust that offers scope and latitude for personal development.

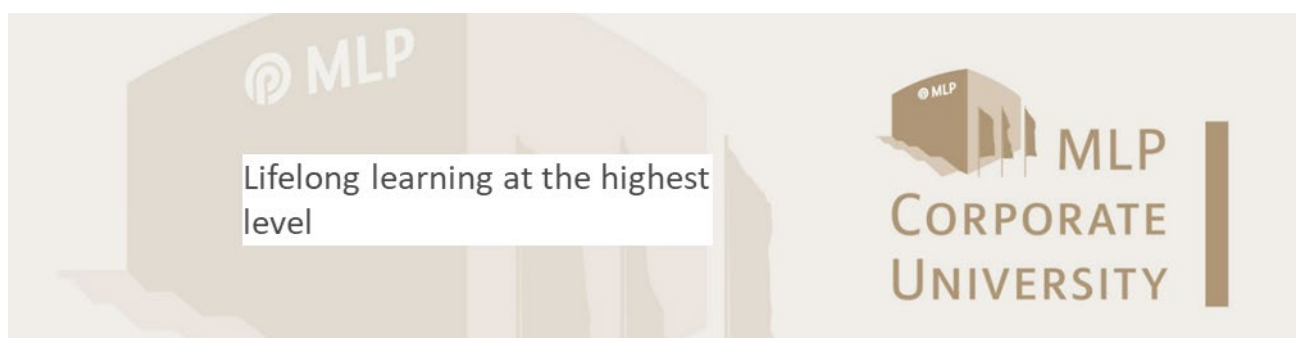
⁹ VUCA stands for volatility, uncertainty, complexity and ambiguity

To further strengthen identification with MLP's consulting approach, in-depth training in the field of financial education is offered.

Alongside training sessions for employees, a wide range of training is also on offer for managers. Focus is on the New Leadership@MLP workshops here, which aim to help participants experience the new understanding of leadership in their everyday working life (see also the section entitled "New leadership – leadership principles and feedback instruments" in this chapter).

The "CU Blog – News from the MLP education and training landscape", which is updated regularly by the MLP Corporate University (CU), offers all the latest information on the training topics. You can also find further information on our CU in the next section and the dedicated [homepage](#).

MLP Corporate University and MLP School of Financial Education



MLP consultants receive comprehensive training at the MLP Corporate University. This forms the basis for offering clients consultancy services at the highest level.

The Corporate University has multiple [accreditations and certifications](#). It offers a wide range of courses – helping to secure further development and career opportunities for our consultants and quality assurance for our client consulting services.

The broad training programme includes more than 500 training units and around a dozen qualifications, enabling everyone to find the options that are best for them.

A high quality of educational programmes is therefore an essential prerequisite for high-quality financial advice for our clients. We empower people reach better financial decisions independently.

Promoting education is a fundamental value as well as an essential requirement for sustainable worldwide development and thus for securing the future.

We actively promote financial education with our MLP School of Financial Education (MLP SoFE).

The diverse programme at our MLP Corporate University and MLP SoFE included more than 1,000 events and 22,369 participant days in 2022.

MLP School of Financial Education

Since the start of 2022, MLP has also been offering training programmes for external individuals via the [MLP School of Financial Education](#).

The MLP School of Financial Education (MLP SoFE) helps convey extensive and requirements-based financial knowledge to business persons, health professionals, companies and experts from the financial services sector.

As part of the MLP Corporate University, the MLP SoFE stands for demonstrably high, internationally recognised quality and offers a comprehensive training programme with individual learning pathways. With convincing professional expertise, academic quality, as well as modern methods and formats, our experts inspire and excite all participants.

The workshops of the recently established MLP School of Financial Education are aimed at business persons, health professionals and companies that are keen to offer their employees a high-grade training programme. The large selection of training courses on offer focuses on financial education.

Labour rights

With regard to compliance with labour rights, our objective is always to ensure responsible actions and mutual respect. We implement this in an open and team-oriented corporate culture.

"MLP as an attractive employer and partner" is therefore a strategic area of action within our sustainability management.

MLP operates exclusively in Europe, primarily in Germany, and therefore hires its employees within this legal framework. German and European labour rights therefore apply to employees of MLP, together with the human rights standards of the UN and the International Labour Organisation (ILO) standards.

Employee representatives

MLP also engages in open and constructive exchange with the employee representation committees.

The interests and rights of around 80 % of the employees in the MLP Group are represented and monitored by a works council. MLP engages in regular and collaborative dialogue with the employee representatives on all topics pertaining to co-determination. The participation rights of the employee representatives are governed by industrial constitution law. Moreover, there are employees' representatives on the Supervisory Board at MLP SE and MLP Finanzberatung SE (until November 30, 2002 also at MLP Banking AG).

In accordance with the legal requirements, our works councils hold employee assemblies four times a year as a forum for informing employees about their work, focuses and development. In addition to this, all works agreements are announced throughout the Group. The works councils can use the communication channels available in the individual companies (for example Intranet, MS Stream) to communicate with employees. In addition to this, the employer also informs the employees of the cooperation with the works council on a regular and ad hoc basis.

Pay system

Pay structure

Pay policies and requirements, which are also governed by regulatory provisions, applied to the pay structure of the MLP Group. Within the scope of consolidation of Germany's "MaRisk" minimum risk management requirements, the pay system for the companies in the MLP Group is based on the Ordinance on the Supervisory Requirements for Institutions' Pay Systems (IVV). The IVV stipulates a multi-year assessment period for variable compensation of managers (Executive Bodies at the companies). Set against the background of this requirement, EBIT-based variable compensation promotes a sustainable corporate strategy. It should also be noted that variable compensation components are used throughout the top management level and are either also subject to a multi-year assessment basis or are based on the achievement of personal targets. Please refer to the compensation report in the [annual report](#) for details of our pay system.

The objective of our corporate management is for all employees to actively support MLP's strategic goals – including our sustainability management – and be committed to our performance pledge. This is achieved by continuously informing our employees about our sustainability topics and by using the structures and processes that are in place at the company.

The goals of MLP's sustainability management are not explicitly implemented in the employee pay system.

Sustainability in Executive Board compensation

The compensation structure of the Executive Board at MLP is geared towards the sustainable and long-term business and earnings performance. Sustainability has now gained importance in its own right alongside long-term feasibility. As such, there is an increasing call for linking the ESG criteria (environmental, social, governance) to compensation components.

The MLP Executive Board compensation is generally made up of fixed and variable portions. The level of the fixed portions of compensation is calculated in such a way that there is no significant dependency on the variable portions of compensation. The target and basis of assessment for the variable portion of compensation must be set in a way that encourages the seizing of opportunities but prevents taking disproportionate risks. Furthermore, the predominant portion of the variable compensation is structured to stretch over several years.

The key strategic objective is to bring about profitable growth. The key indicator and control variable is Group EBIT which, as operating profit, is essentially the result of revenue and expenses. A variable compensation based on Group EBIT performance is therefore a suitable measure for supporting this strategy. By splitting the variable compensation into an immediate payment and a deferred payment, variable compensation has a multi-year basis for assessment. This ensures that focus is not only on short-term success, but also the Group's long-term performance.

Set against the background of basing variable Executive Board compensation on a multi-year assessment period, as well as linking it to EBIT, Executive Board compensation is aligned with sustainable company and earnings performance.

In the financial year 2022, we focused on extending Executive Board compensation by adding a sustainability component. To this end, we intensively reviewed the composition and assessment of measurable targets derived from ESG criteria that are relevant for the company. The key premise here was to develop solutions that are comprehensible and also have a direct link to the MLP strategy.

Set against this background, the service contracts of the Executive Board members at MLP SE were revised in December 2022. Subject to approval of the revised compensation system for the Executive Board at MLP SE

by the 2023 Annual General Meeting, compensation for members of the Executive Board at MLP SE will then include a sustainability component as of the financial year 2023.

The Supervisory Board at MLP SE will set annual ESG targets for the Executive Board which are derived from the key Sustainable Development Goals (see the section entitled "Sustainable Development Goals"). The immediate payment of the variable compensation component will then be adapted depending on the achievement of these sustainability targets.

The design of the pay systems, and the system used for compensation of Executive Board members in particular, is monitored annually by the Supervisory Board at MLP SE and MLP Banking AG. The systems are also reviewed by the financial statement auditors to ensure compliance with the provisions of both corporate and banking regulations.

When specifying and reviewing compensation for the Chairperson of the Executive Board or a member of the Executive Board, the Supervisory Board takes into account the ratio relative to average pay of the senior management level within the MLP Group, as well as the ratio relative to average pay among the remaining workforce. This applies both to the average compensation within a year and to the development of compensation over multiple years. Attention is paid to ensure that the compensation of Executive Board members is at an appropriate ratio relative to the pay of senior management and the workforce.

You can find further information on this in the compensation report within our [annual report](#).

Ratio of basic salary and pay of women to men

Pay at MLP is generally fair and based on both performance and market rates. As such, no differentiation is made in the pay of female and male employees for comparable activities and requirements.

By actively supporting SDG 5, which stands for the development of gender equality, we work hard to help secure natural diversity and equality, for which we also establish the necessary framework conditions.

With the Transparency of Pay Act (EntgTranspG), employers with more than 500 employees are also requested to design and perform their own company audit in order to review their pay systems and check compliance with the equal pay principle. The legislator's intention is for auditing processes of this kind to be performed on a voluntary basis under the employer's own responsibility. The objective of the internal company auditing process is to identify individual women who are not receiving equal compensation. Any disadvantage to individual female employees that is identified should then be addressed with suitable measures on the part of the employer.

The pay structure at MLP is gender neutral. However, a voluntary audit took place in 2018 to identify any potential cases, with the result that the salaries of 19 female employees were raised by an average of 11.0 %.

You can find further information on this in our transparency of pay within our 2018 Annual Report, which will be updated within the scope of legal requirements in the annual report for the year 2020 as per the requirements of § 22 of the Transparency of Pay Act.

Annual total compensation ratio

The highest paid individual at MLP is the Chief Executive Officer, whose direct compensation in 2022 was 29.8 times greater (2021: 27.8 times) than that of the median total annual salary of employees in the Group. You can find information on the compensation of the MLP Executive Board in the compensation report within our annual report.

Assurances are in place that the pay systems within the Group are appropriately designed, also beyond the hierarchical levels – in particular to ensure compliance of the pay systems in the MLP Group with special regulatory requirements for banks (in particular the German Banking Act (KWG) and the Supervisory Requirements for Institutions' Pay Systems (InstitutsVergV)).

The appropriate design of the pay systems is reviewed on an annual basis in line with the requirements of the relevant banking regulation provisions. This also ensures that the pay systems focus on long-term concepts and that short-term successes are not rewarded inappropriately.

Climate and environment

With the goal of achieving climate neutrality in our business operations, we have laid the foundations for ecologically conscious actions at our company. We will continue to refine them and make them even more sustainable in the future. To maintain a liveable environment for both current and future generations.

Our objective is to be economically successful, while at the same time acting with ecological and social responsibility. The ecological aspect is becoming both increasingly important and ever more urgent here. Climate change is one of the greatest challenges faced by humanity – and countering it is the responsibility of us all.

In 2019, we set ourselves the target of achieving climate neutrality in our business operations by 2022 – a target that we met. We implement this by continuously monitoring our reduction measures, compensating for unavoidable emissions and thereby making an active contribution to climate protection. This is a key element of our sustainability strategy.

Carbon footprint as the basis for climate action

Although we use only minimal natural resources in conducting our business activities as a financial services provider, we accept responsibility for our carbon footprint. To make our contribution to protecting the climate, we also make every effort to ensure our operations are as resource conserving as possible. To this end, we determine and record the emissions caused by us in the previous year and then use this information to derive measures for the key aspects as a way of reducing or even eliminating emissions altogether in future where possible.

The MLP carbon footprint is recorded on the basis of the requirements of the Greenhouse Gas Protocol (GHG) Corporate Standard and covers the following scopes:

Scope 1 – Direct emissions

Covers all greenhouse gas emissions (GHG) that are generated directly in the organisation.

Scope 2 – Indirect emissions through energy

Covers all indirect greenhouse gas emissions (GHG) that are associated with the generation of energy outside the organisation.

Scope 3 – Other indirect emissions

Covers all other greenhouse gas emissions (GHG) that are generated by the organisation's activities.

Resources

The greatest use of resources in our business activities can be attributed to the consumption of electricity, as well mobility in particular from business trips (inclusive events) and employees driving to and from work. In order to present this aspect in its entirety (beyond the requisite of recording greenhouse gases), we have also been including the mobility of our more than 2,000 self-employed MLP consultants since the financial year 2021. We determined the data basis for this through a mobility survey conducted in 2021, which we survey again at regular intervals.

Measures

The topic of sustainability has already been established at MLP since 2016. We also continuously develop goals, including resource-related and environmental aspects, and corresponding measures as part of our sustainability management. This is performed through regular exchange between the relevant specialist departments (Infrastructure and building management, purchasing, controlling and event management) and the Group Sustainability Officer; within the scope of the Sustainability Committee

Areas in which we can, for example, exert influence on the use of resources are:

- Infrastructure management (more energy-efficient and power-saving systems)
- Expansion of the photovoltaic systems on our own sites
- Environmentally conscious conduct of our employees and at MLP's representative offices
- Greater sustainability of our purchasing processes and at our service providers

Electricity

MLP is committed to affordable and clean energy with the objective of achieving carbon neutrality.

One significant reduction (97.5 %) was achieved in 2020, when we switched over our electricity supply. We now use electricity from renewable energy sources throughout the Group, which accounted for around 20 % of our total emissions in the Group until we made the switchover to green electricity. Our external data centres were switched over to green electricity in 2021.

	Electricity consumption	Proportion in total emissions	
	t CO ₂ e	in %	
2019	1,028.2	19.2 %	
2020	25.7	0.3 %	Reduction resulting from the switchover to green electricity
2021	150.8	0.9 %	Increase resulting from the use of rented buildings in which MLP has no influence on the electricity supplier
2022	245.8	1.4 %	Increase resulting from the use of rented buildings in which MLP has no influence on the electricity supplier

Emissions for electricity were calculated using both the market-based method and the location-based method. This corresponds to the dual reporting of the GHG Protocol.

For the market-based method, the specific emission factors of the purchased electricity were used for the calculation, if known. Otherwise, the residual mix was used if available, and otherwise the country mix was used.

In addition, the location-based method was specified. This method uses national average factors for the respective electricity mix. This enables a direct comparison of one's own value with the country-specific average

On the basis of energy audits which are performed at regular intervals (as per DIN EN 16247-1), we systematically analyse the energy utilisation and energy consumption at our locations and derive efficiency-enhancing recommendations from this. These are also continuously assessed and implemented if possible by our infrastructure management specialists.

Our Group HQ has had a photovoltaic system since 2015, whose power generation has been supplemented since 2018 by operating a dedicated heating plant with combined heat and power. Both electricity and heat are produced thanks to the combined heat and power operation of our heating system. Thanks to the installation of an absorption refrigeration system, the waste heat can be converted into cold air which is used to cool the MLP computer centre in Wiesloch.

The photovoltaic system at our Group HQ in Wiesloch produced 196,443 kWh for our use in 2022 (2021: 185,407.34 kWh).

Task Force Energy

We used the energy crisis, which was always likely to happen after Russia invaded Ukraine, to critically scrutinise our own energy requirements and consumption. To this end, we established a Task Force Energy, which has been focusing intensively since the summer of 2022 on the measures MLP can implement in order to save energy. We have already had some initial and measurable successes here. Since August 2022, the MLP Campus has had significantly lower consumption of both gas and electricity than in the same period of 2021. The table shows the savings per month:

Consumption in 2022 compared to the previous year	Electricity	Gas
	AUGUST	-2%
SEPTEMBER	18%	17%
OCTOBER	14 %	43%
NOVEMBER	8%	39 %
December 31	4%	15%

August 2022: no savings due to very hot summer days

We made the savings through measures such as reducing the output of our combined heat and power plant, switching off hot water, shutting down half of the lifts or making adjustments to workplace and lighting equipment. One key factor in this regard was reducing the cooling of rooms in summer and the heating of rooms in winter. With the Task Force, we were also able to provide our offices and locations throughout Germany with information and options for potential savings, as well as keeping them up-to-date with the general development of the energy supply situation in Germany.

Although the energy supply situation in Germany can currently be considered as stable, we will continue to keep a close eye on the potential that we identified and used in this previous phase with a view to reducing our consumption even further where possible.

Mobility

Following the switchover to green electricity in 2020, the greatest use of resources in our business activities can be attributed to mobility, in particular from business trips (including events), as well as employees commuting to and from work.

Corporate Mobility Management is essentially responsible for deriving and implementing suitable measures in coordination with the Sustainability Officer.

We have drawn up an action portfolio with measures from our CMM for the MLP Group HQ in Wiesloch.

Corporate mobility management is in particular directed at our goal of achieving climate neutrality, yet also at aspects of our health management, as well as our perception as an attractive employer.

The starting point of our action portfolio is the analysis of our carbon footprint, the results of our survey on mobility behaviour in the company, as well as our cooperation in connection with the Rhine-Neckar Mobility Pact, which we signed in 2018. Another factor is the increasing use of "work from home" opportunities, which were originally established during the coronavirus pandemic yet still remain an important element of mobile working at MLP even after the pandemic. The objective here is to reduce the emissions associated

with our mobility behaviour and create opportunities that are suitable for achieving this. The following describes just a few of the measures we have implemented/initiated

- Expansion of the electric charging infrastructure: on the MLP Campus and support for installation at other MLP locations
- The MLP Campus is a certified bicycle-friendly employer
 - Employer-financed leasing of standard / electric bicycles
 - Addition of new changing facilities
 - Extension of the bicycle parking facilities on the MLP Campus and at other locations
 - Introduction of a small bicycle pool for the MLP Campus
- Information and raising awareness in and around the topic of mobility
 - Group-wide mobility survey**
We performed this survey throughout the entire MLP Group for the first time in 2022. It provides us with a good insight into the general and current mobility behaviour of our employees, while also helping us validate data for our emission footprint. The survey can also be used to make suggestions and express wishes and ideas.
 - Series of lectures on the topic of mobility and technologies**
What alternative drive technologies are available and what should people be aware of when looking to buy an electric car? The five-part webinar series on mobility topics that was held in 2021 in cooperation with the Karlsruhe Institute of Technology (KIT) and the Centre for European Policy (CEP) is still available to our employees on the MLP.net intranet.
- More intensive communication on our Sustainable Development Goals (SDGs) and measures through various event and information formats.
- Attractiveness of public transport: Increased use of public transport options is being supported and more attractive ticket models promoted through the Walldorf-Wiesloch Mobility Pact
- Further development of the vehicle fleet, with increased emphasis on hybrid and e-mobility, as well as adaptation of our company car and travel policies

Water

As a financial services provider, our use of water is also limited to the requirements of our business premises and not significant based on our business activities. Nevertheless, we pay particular attention to an appropriate and efficient consumption of water. For example, the system for automatic watering of the grounds at our Group HQ is set up in such a way that watering is only performed as and when needed in accordance with rainfall.

Materials used

As a financial services provider, the materials we use essentially comprise paper, which at 22.9 tonnes of CO₂e (2021: 27.3 tonnes CO₂e) was further reduced by around 16 % throughout the Group in the reporting period 2022 and thereby represents just 0.1 % of our total CO₂ emissions (2021: 0.2 %).

The paper types used by us correspond to at least the ECF Standard (EU Ecolabel certified product, low-chlorine bleached).

Individual measures, such as increasingly digitalised and thereby also paperless processes, have been initiated and implemented throughout the Group. A large amount of our client communication takes place via our MLP client portal, meaning that many paper-based processes have now been switched over to electronic options.

A large percentage of the processes with insurers is now also processed via electronic interfaces.

Waste

The waste generated and the recycling of this waste for and by our business activities should not be considered significant for us as a financial services provider.

Methods used to calculate our emissions

To ensure comparability and consistency of our disclosures, we use standardised software to record all of our greenhouse gas emissions. These are calculated on the basis of the Greenhouse Gas Protocol (Scope 1 to Scope 3) and encompass all measurable emissions within the MLP Group. When new companies join the MLP Group, we integrate these in our data capture processes accordingly. This helps us ensure that all companies and locations are included.

Thanks to systematic development and clarification both of our goals and the packages of measures derived from these, we will be able to plan, evaluate and check the emission savings/effects associated with this strategy more effectively in future - also with regard to costs.

The following corporate carbon footprint discloses all emissions as CO₂ equivalents. This means that the six further greenhouse gases governed by the Kyoto Protocol are also taken into account in the calculations alongside CO₂. These are converted to the global warming potential (GWP) of CO₂ and therefore represent CO₂ equivalents (CO₂e).

Carbon footprint of the MLP Group

	2021		2022		Change over the previous year in %
	in t	in %	in t	in %	
Scope 1	2,976.7	18.0	2,257.2	13.0	-24.2 %
Direct emissions from company facilities	1,636.9	9.9	1,148.7	6.6	-29.8 %
Heat (generated in-house)	1,188.0	7.2	1,055.2	6.1	-11.2 %
Refrigerant leaks	448.9	2.7	53.3	0.3	-88.1 %
Direct emissions of the company's own vehicle fleet	1,339.9	8.1	996.3	5.9	-25.6 %
Scope 2	1,221.0	7.4	1,363.7	7.9	11.7 %
Purchased electricity for in-house use¹	150.8	0.9	245.8	1.4	63.0 %
Electricity (vehicle fleet)	96.5	0.6	157.5	0.9	63.3 %
Electricity (stationary)	54.4	0.3	88.4	0.5	62.6 %
Purchased heat, steam and cooling for in-house use	1,070.2	6.5	1,117.9	6.5	4.5 %
Scope 3	12,340.0	74.6	13,699.1	79.1	11.0 %
Purchased goods and services	337.2	2.0	692.4	4.0	105.3 %
Catering	109.2	0.7	303.2	1.8	177.5 %
External computer service centre	198.7	1.2	177.7	1.0	-10.6 %
Production materials and consumables	0.0	-	103.1	0.6	-
Electronic devices	0.0	-	71.7	0.4	-
Office paper	27.3	0.2	23.3	0.1	-14.7 %
Print products	0.0	-	10.9	0.1	-
Water	1.9	0.0	2.6	0.0	-
Fuel and energy-related emissions	851.7	5.1	948.8	5.5	11.4 %
Upstream heating	500.0	3.0	481.4	2.8	-3.7 %
Upstream electricity	221.7	1.3	260.8	1.5	17.6 %
Upstream fleet	129.9	0.8	206.5	1.2	58.9 %
Waste generated in operations	85.4	0.5	188.3	1.1	120.6 %
Business trips	8,156.1	49.3	8,034.3	46.4	-1.5 %
Rental and private vehicles	6,339.8	38.3	6,497.2	37.5	2.5 %
Flights	1,396.0	8.4	1,070.9	6.2	-23.3 %
Train	23.9	0.1	399.7	2.3	1,570.9 %
Hotel accommodation	396.4	2.4	66.5	0.4	-83.2 %
Employee commuting	2,909.7	17.6	3,834.6	22.1	31.8 %
Employee commuting	2,429.2	14.7	3,402.6	19.6	40.1 %
Home Office	480.4	2.9	432.0	2.5	-10.1 %
Disposal of purchased products at the end of their service life	0.0	-	0.7	0.0	-
Result	16,537.8	100.0	17,319.9	100.0	
Additional charge (10 %)	1,653.8		1,732.0		
Overall result	18,191.6		19,051.9		

¹ The emissions relating to electricity were calculated using the market-based method. This means that the purchased electricity and its specific emission factors, as well as any country-specific residual factors, were

used for the calculation.

Using the location-based method, in which calculations are performed with national average factors, results in total emissions of 1,908,897.54 kg of CO₂.

You can find further information on dual reporting at: https://ghgprotocol.org/scope_2_guidance.

Climate protection

Treating resources responsibly is an essential building block for climate protection. As such, we endeavour to avoid or reduce the carbon emissions we produce where possible. To do this, we determine our Group-wide carbon footprint each year and use it as the basis for initiating measures to cut and continuously monitor carbon emissions.

Forest protection and protection of biodiversity

We have aligned our [commitment to climate protection](#) to the SDGs (Sustainable Development Goals) that are particularly relevant for MLP. By compensating for our emissions, we support the preservation of biodiversity as well as social aspects such as education of local people.

Contribution to the SDGs



Zero Hunger

Sustainable cultivation of cacao and other agroforestry products.



Good Health and Well-Being

Medication supply, transportation to hospitals, nurse visits, fight against Dengue.



Quality Education

Supporting environmental education and awareness among local residents.



Gender Equality

Supporting a handicraft project by the women of the Yine tribe.



Decent Work and Economic Growth

Creation of 450 jobs as sustainable alternatives to deforestation.



Reduced Inequalities

Supporting the Yine tribe and other rural communities.



Responsible Consumption and Production

Valuing nature through an ecotourism project.



Climate Action

The project saves an average of 659,790 tonnes of CO₂ per year.



Life on Land

Protection of biodiversity in a highly endangered part of the Amazon rainforest.

We support our nature – both internationally and nationally. We see the increasing clearing of virgin forests worldwide as a key driver of climate change. This is why we support protection of an area of rainforest in the Amazon. However, our forests in Germany are also suffering from climate change and its consequences. We have therefore supplemented our commitment through a programme of reforestation for domestic tree varieties that can help sustainably absorb CO₂.



Carbon-neutral business operations of the MLP Group

The remaining carbon emissions of the MLP Group are compensated by purchasing climate protection certificates from internationally certified, quality-assured climate protection projects. We have already been implementing this since 2020.

Our climate protection strategy provides the framework of action for the climate protection activities of the MLP Group and is intended to ensure the necessary conditions for achieving or maintaining climate neutrality.

The climate neutrality of the MLP Group encompasses greenhouse gas emissions generated directly within the organisation (Scope 1), as well as emissions caused by the provision of energy outside the organisation (Scope 2). We also record emissions that are caused by our business activities (Scope 3). The aspects and system boundaries already taken into account are presented in our carbon footprint in this report. Other indirect emissions that occur outside the company during manufacture of raw and precursor materials, usage and disposal of products, as well as other processes are not included in climate neutrality

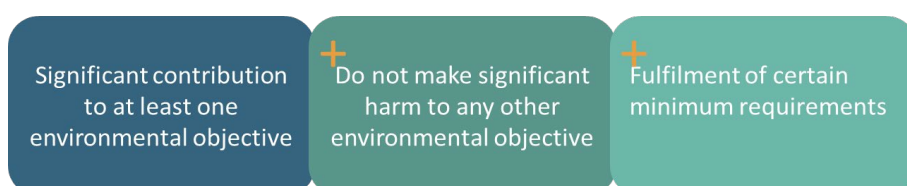
The EU Taxonomy Regulation (EU Tax-VO)

The EU Taxonomy Regulation (EU Tax-VO) is a central instrument of the EU under the Green Deal and the Action Plan on financing sustainable growth. It is part of a comprehensive change towards a more sustainable economy and is intended to help investors to invest their money in environmentally friendly and climate friendly sectors of the economy.

In a first step, the EU Action Plan aims at creating a classification system (taxonomy) that defines criteria for sustainable economic activities and which provides investors with the required transparency for their decision-making process. An economic activity is classed as sustainable if it contributes to one of six environmental objectives:

- Climate protection
- Climate change adaptation
- The sustainable use and protection of water and marine resources
- The transition to a circular economy
- Waste prevention and recycling
- Pollution prevention and control
- The protection of healthy ecosystems

Promoting one objective must not negatively impact any of the other environmental objectives and must ensure compliance with social standards and fair working conditions.



The first two objectives, namely climate protection and adaptations to climate change, are to be applied as of January 1, 2022, while the provisions of the remaining objectives have not yet been clarified.

Notes on the procedure

With effect from January 1, 2022, the requirements of the EU Taxonomy Regulation (Regulation (EU) 2020/852) are also binding for MLP SE, which is obliged to publish a nonfinancial Group Declaration in accordance with Section 289b and Section 315b of the German Commercial Code (HGB).

Article 8 (1) of the EU Taxonomy Regulation (EU-Tax-VO) requires reportable companies to include information on how and to what extent the activities of the company are linked to economic activities that can be classified as ecologically sustainable in their nonfinancial statement. This disclosure is initially related to only the first two objectives:

- Climate protection and
- Adaptations to climate change

An economic activity is classed as taxonomy-eligible if it falls under the scope of the individual environmental objectives described in the EU Taxonomy Regulation (EU-Tax-VO). This is identified by applying technical assessment criteria which are used to determine the conditions under which it can be assumed that an economic activity makes a significant contribution to climate protection, and whether this economic activity significantly impacts one of the other environmental objectives.

To date, we have been reporting these for the MLP Group on the basis of the requirements for non-financial institutions. As such, key performance indicators are determined on the basis of the International Financial Reporting Standards (IFRS) applicable for the MLP consolidated financial statements and also include the consolidated Group companies. We do not report on any other KPIs in connection with the EU Taxonomy Regulation. A review is currently underway to determine whether the MLP Group is deemed a financial or non-financial company as per the Taxonomy Regulation, which will obviously affect the rules that are applicable.

MLP economic activities subject to taxonomy under the EU Taxonomy Regulation (EU-Tax-VO)

In line with the EU Taxonomy Regulation (EU-Tax-VO) and the supplementary delegated acts, we are reporting below for the first time the proportion of our taxonomy-eligible revenue, capital expenditures (Capex) and operating expenses (Opex) for the financial year 2022 in relation to the environmental objectives currently elaborated in the EU Taxonomy **contribution to climate protection** and **climate change adaptation**.

To derive the economic activities that are taxonomy-capable and taxonomy-aligned we started the assessment with a top-down approach on the basis of the descriptions (Annex 1 "Contribution to climate protection" and Annex 2 "Adaptation to climate change") and identified, tested and then recorded the activities relevant to MLP. We then performed a bottom-up cross-check and determined the amounts to be disclosed on the basis of the amounts recognised in the consolidated financial statements of MLP SE as of December 31, 2022. There were no double counts in the process.

Share of taxonomy-eligible turnover

Economic activities (1)	Code(s) (2)	Criteria for a substantial contribution		DNSH criteria ("Do Not Significantly Harm")												
		Absolute turnover (3)	Proportion of turnover (4)	Climate protection (5)	Climate change adaptation (6)	Climate protection (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum protection (17)	Taxonomy-aligned proportion of turnover, year N (18) Umsatzanteil, Jahr N (18)	Taxonomy-aligned proportion of turnover, year N-1 (19)	Category (enabling activities) (20) (ermöglichte Tätigkeiten) (20)	Category (transition activities) (21)
		in TEUR	in %	in %	in %	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	in %	in %	yes/no	yes/no
A. TAXONOMY-ELIGIBLE ACTIVITIES																
A.1. Ecologically sustainable activities (taxonomy-aligned)																
Revenue of ecologically sustainable activities (taxonomy-aligned) (A.1)		0	0%													
A.2. Activities that are taxonomy-eligible but not ecologically sustainable (taxonomy-non-aligned activities)																
Construction of new buildings	7.1.	49,322	5%													
Revenue of activities that are taxonomy-eligible but not ecologically sustainable (taxonomy-non-aligned activities)		49,322	5%													
Total (A.1 + A.2)		49,322	5%													
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																
Revenue of taxonomy-non-eligible activities (B)		864,468	95%													
Total (A+B)		913,790	100%													

The proportion of **taxonomy-eligible revenue** at MLP is 5 % (2021: 2 %). The revenue from taxonomy-eligible economic activities only concerns sales revenue from the construction of new real estate (economic activity 7.1. Annex I). This is based on the revenue, corresponding to the revenue recognised in the Group income statement of MLP SE 2022 (see page 125) in the annual report 2022 of MLP SE.

Share of taxonomy-eligible capital expenditure

Economic activities (1)	Codes (2)	Criteria for a substantial contribution		DNSH criteria ("Do Not Significantly Harm")												
		Absolute turnover (3)	Proportion of turnover (4)	Climate protection (5)	Climate change adaptation (6)	Climate protection (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum protection (17)	Taxonomy-aligned proportion of turnover, year N (18) Umsatzanteil, Jahr N (18)	Taxonomy-aligned proportion of turnover, year N-1 (19)	Category (enabling activities) (20) (ermöglichende Tätigkeiten) (20)	Category (transition activities) (21)
		in TEUR	in %	in %	in %	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	in %	in %	yes/no	yes/no
A. TAXONOMY-ELIGIBLE ACTIVITIES																
A.1. Ecologically sustainable activities (taxonomy-aligned)																
CapEx of ecologically sustainable activities (taxonomy-aligned) (A.1)		0	0%													
A.2. Activities that are taxonomy-eligible but not ecologically sustainable (taxonomy-non-aligned activities)																
Operation of personal mobility devices, cycle logistics	6.4.	12	0%													
Transport by motorbikes, passenger cars and light commercial vehicles	6.5.	1,760	3%													
Infrastructure for personal mobility, cycle logistics	6.13	7	0%													
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4.	40	0%													
Installation, maintenance and repair of renewable energy technologies	7.6.	14	0%													
Acquisition and ownership of buildings	7.7.	20,170	38%													
Data processing, hosting and related activities	8.1.	661	1%													
CapEx of activities that are taxonomy-eligible but not ecologically sustainable (taxonomy-non-aligned activities) (A.2)		22,664	43%													
Total (A.1 + A.2)		22,664	43%													
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																
CapEx of taxonomy-non-eligible activities (B)		30,585	57%													
Total (A+B)		53,249	100%													

The proportion of **taxonomy-eligible capital expenditures** for the financial year 2022 is 43 % (2021: 27 %). The capital expenditures (Capex) of the MLP Group comprise the additions to intangible assets and property, plant and equipment as per page 173 and 179 of the annual report 2022. This also includes additions from leasing pursuant to IFRS 16, see page 180 of the annual report 2022. The additions for the financial year 2022 include € 17,030 thsd from business combinations (additions to the scope of consolidation). The taxonomy-eligible capital expenditures can mainly be assigned to economic activity 7.7. "Acquisition and ownership of buildings". All activities are related to Annex I (contribution to climate protection).

Share of taxonomy-eligible operating expenses

Economic activities (1)	Code(s) (2)	Criteria for a substantial contribution		DNSH criteria ("Do Not Significantly Harm")												
		Absolute turnover (3)	Proportion of turnover (4)	Climate protection (5)	Climate change adaptation (6)	Climate protection (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum protection (17)	Taxonomy-aligned proportion of turnover, year N (18) Umsatzanteil, Jahr N (18)	Taxonomy-aligned proportion of turnover, year N-1 (19)	Category (enabling activities) (20) (ermöglichende Tätigkeiten) (20)	Category (transition activities) (21)
		in TEUR	in %	in %	in %	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	in %	in %	yes/no	yes/no
A. TAXONOMY-ELIGIBLE ACTIVITIES																
A.1. Ecologically sustainable activities (taxonomy-aligned)																
OpEx of ecologically sustainable activities (taxonomy-aligned) (A.1)		0	0%													
A.2. Activities that are taxonomy-eligible but not ecologically sustainable (taxonomy-non-aligned activities)																
Transport by motorbikes, passenger cars and light commercial vehicles	6.5.	635	14%													
Installation, maintenance and repair of energy efficiency equipment	7.3.	492	11%													
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4.	2	0%													
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5.	19	0%													
Installation, maintenance and repair of renewable energy technologies	7.6.	54	1%													
Data processing, hosting and related activities	6.1.	1,770	40%													
Data-driven solutions for GHG emissions reductions	8.2.	6	0%													
Professional services related to energy performance of buildings	9.3.	63	1%													
OpEx of activities that are taxonomy-eligible but not ecologically sustainable (taxonomy-non-eligible activities) (A.2)		3,040	68%													
Total (A.1 + A.2)		3,040	68%													
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																
OpEx of taxonomical activities (B)		1,403	32%													
Total (A+B)		4,443	100%													

The proportion of **taxonomy-eligible operating expenses** (Opex) for the financial year 2022 is 68 % (2021: 80 %) and contains expenditures for maintenance and upkeep as well as short-term leasing pursuant to the definition of EU Taxonomy. The majority of our taxonomy-eligible expenses relate to data processing, hosting and related activities as well as motor vehicles (economic activities 6.5. and 8.1. Annex I).

Society

We are aware of our social responsibility and that the only way to make a difference is through commitment – whether in a social, ecological or cultural respect.

Successful entrepreneurship combined with social and societal commitment forms part of our identity at MLP.

As its Group HQ is located in Wiesloch, MLP has a strong connection with the Rhine-Neckar region and its immediate surroundings. Showing our commitment to the community, in particular at regional and local level, is an expression of our social responsibility. This is reflected in our long-standing support and sponsorship activities in the fields of sport and culture.

Our commitment

With its "[MLP lends a hand](#)" initiative, the MLP Group HQ is continuing the "[Matter of honour campaign](#)" that was launched in the anniversary year 2021 and is thereby establishing a permanent framework for social commitment.

With "MLP lends a hand", MLP wants to provide a permanent framework for social commitment and motivate everyone who works at and for MLP to play their part.

After all, a great deal can be achieved with the right commitment - whether cultural, social or ecological. In 2022, we made a major impact throughout the entire MLP Group in this regard. For example:

- MLP lends a hand in Heilbronn: A collection of donations at the MLP Heilbronn II office, supported by our Sales Director Oliver Liebermann, for the Christmas parcel convoy heading to Eastern Europe.
- MLP lends a hand in Bayreuth: MLP Chief Executive Officer Dr. Uwe Schroeder-Wildberg sings as a baritone at a benefit concert organised by the MLP Bayreuth I office to support dementia patients.
- MLP lends a hand in Frankfurt: With the support of our Product Board Member, Manfred Bauer, staff helped out with renovation work at the "Kinderförderzentrum Therapeutisches Reiten" therapeutic horseriding centre for children in Frankfurt.
- MLP lends a hand in Leipzig: With the support of Chief Financial Officer Reinhard Loose, the MLP Leipzig I office prepared an open day at the "Kinderhospiz Bärenherz Leipzig e.V." children's hospice, which represents an important PR instrument for collecting donations.
- MLP lends a hand in Hamburg: Commitment to helping the homeless at the MLP Hamburg XVIII office. Food and hygiene necessities were handed out together with Jan Berg, Spokesman of the Executive Board at MLP Finanzberatung.
- With its [FERI4Education](#) programme, FERI supports the corporate objective of education. As part of this initiative, FERI is cooperating with schools in Bad Homburg in order to awaken interest among pupils for sustainability-related careers and degree courses at vocational information days and workshops.

- [Donations instead of gifts](#) – DEUTSCHLAND.Immobilien supports the helpers of Deutsche Tafel e.V. food banks with donations here.
- "Deine Lernbox" ("Your Learning Box")
MLP is supporting the "Deine Lernbox" educational project that was initiated by BAFS. The aim here is to help Ukrainian school children that have fled the conflict in their home country and are now residing in the Rhein-Neckar region to find their way and get used to their new life.
- Sports: With our sponsoring activities, we are a long-standing partner to sport in the Rhine-Neckar metropolitan region, including the MLP Academics Heidelberg basketball team and golf tournaments such as the "MLP Members & Friends Golf Cup".
- Culture: MLP has been a partner to the "Heidelberger Frühling" international music festival since 2006.

Our annual Christmas party on the MLP Campus in Wiesloch has traditionally provided us with an opportunity to get together and celebrate the end of another year. We also use this occasion to reflect on the events and challenges we have faced throughout the year - not just our own, but also those around us. We are therefore always delighted if our annual Christmas tombola produces a donation amount with which we can support initiatives or associations in the region. With the additional contribution of the company, a total donation of € 18,000 was made in 2022.

In the run-up to the Christmas party, our employees were able to submit proposals as to which projects should receive support. Following a final vote, we ended up supporting the three following initiatives:

- Bethanien Sternenkinder Heidelberg: Since 2016, this foundation has been supporting parents that have lost a child in pregnancy or during/shortly after birth. Alongside individual counselling, it offers special events such as "Sternenkinder-Café", where anyone affected can get the support they need.
- Tierschutzverein Wiesloch-Walldorf and Tom-Tatze-Tierheim: Due to rising living costs, more and more pets are being left at the animal shelter that has been taking care of all animals in the region since 1963. Our donation will make a valuable contribution to covering the needs of the animals and also help them find a new home.
- Ein Kiwi gegen Krebs, Ladenburg: "Fighting the battle against cancer for a childhood without cancer" is the motto of the association that focuses primarily on childhood cancer and brain tumour research at the KiTZ Childhood Tumor Centre in Heidelberg, as well as the Rhein-Neckar Children's Palliative Team. The initiative also supports children with cancer and their parents through the Paediatric Oncology department in Heidelberg, making it possible for them to attend special events and activities.

Forest protection and protection of biodiversity

We support our nature – both internationally and nationally. We see the increasing clearing of virgin forests worldwide as a key driver of climate change. This is why we support protection of an area of rainforest in the Amazon. However, our forests in Germany are also suffering from climate change and its consequences. We are therefore supplementing our commitment through a programme of reforestation for domestic tree varieties to sustainably absorb CO₂.

We have aligned our commitment to climate protection to the SDGs (Sustainable Development Goals) that are particularly relevant for MLP. By compensating for our emissions, we support the preservation of biodiversity as well as social aspects such as education of local people.

Political representation of interests

Over the last few years, the legislator has exerted major influence on the financial consulting market and therefore also on MLP's market. The legislator's goal in taking these steps is primarily to protect consumer interests.

Any contributions to legislative procedures are only made through associations and representative bodies or within the scope of public consultation procedures or market surveys performed by the national and European supervisory authorities. No input regarding legislative procedures was provided by MLP in 2022.

With regard to its communication work with political protagonists, MLP is included in the German lobby register, as prescribed by law. In concrete terms, in 2022 MLP engaged in an exchange with MPs from the Rhine-Neckar region as well as political experts in the field of financial and social policies. The primary focus here was on topics involving the region and the development of old-age provision in Germany. No other concrete concepts, in particular with potential to exert political influence, are in place.

Payments of membership fees relate to payments to establishments providing structure, such as the banking association by MLP Banking AG. The Association of German Banks (BdB e.V.) represents the interests of the private banking industry and mediates between the various interests of private banks, politics, administration, consumers and the economy. MLP is also a member of various organisations that convey the voice of the economy to political parties. This relates to the Green Party economic dialogue, as well as the economic council of the CDU. Alongside this, MLP and its subsidiaries are also a member of various regional associations or organisations. These organisations in particular operate in the field of business development, yet also in education, sport and culture. Among others, MLP has provided the following associations and organisations with financial support through membership fees:

- Association of German Banks (BdB e.V.)
- Private Banking Industry's Employers Association (AGV Banken e.V.)
- German Economy Foundation (SDW e.V.)
- Future of the Rhine-Neckar Metropolitan Region (ZMRN e.V.)

The donations we make are primarily to support regional establishments, in particular in the fields of sport and culture. Political parties do not receive any financial contributions from us.

Direct economic value generated and distributed

Direct economic value generated

Total revenue in the reporting period was € 949.1 million (2021: € 934.5 million). Earnings before interest and taxes (before one-off expenses, interest and taxes, operating EBIT) in the MLP Group were € 75.6 million for the financial year 2022 (2021: € 96.8 million). Group net profit in the last financial year was € 48.6 million (2021: € 62.8 million).

Economic value distributed

Our dividend policy is to pay 50 % to 70 % of Group net profit to our shareholders in the form of dividends. We have announced that we will be continuing our dividend policy for the financial year 2023. On this basis, the Executive Board and Supervisory Board will propose a dividend of € 0.30 per share to the Annual General Meeting on June 29, 2023 (2021: € 0.30 per share). This corresponds to a distribution rate of around 67 % (2021: 52 %) of operating net profit and a total dividend of € 32.8 million (2021: € 32.8 million).

Our administration expenses (defined as the sum of personnel expenses, other operating expenses, as well as depreciation and impairments) were € 385.2 million in the last financial year (2021: € 377.7 million).

This figure includes personnel expenses of € 187.9 million (2021: € 180.5 million. A tax expense of € 24.4 million was accrued in 2022, following € 30.4 million in the previous year.

Our expenses for cultural and sporting sponsoring in particular in the Group amounted to around € 1.9 million (2021: € 1.2 million).

Direct value added

	in € million	2021	2022
Total revenue		934.5	949.1
of which shareholders		32.8	32.8
Administration costs		377.1	385.2
of which personnel expenses		180.5	187.9
Taxes		30.4	24.2
Sponsoring		1.2	1.9

Notes

General note

Within the MLP Group central control tasks are performed by the Group's parent company, MLP SE. The five subsidiaries DOMCURA AG, FERI AG, MLP Finanzberatung SE (with its subsidiary DI DEUTSCHLAND.Immobilien AG), MLP Banking AG and RVM GmbH are arranged below this. As per the requirements of § 289b et seq. and § 315b of the German Commercial Code (HGB), MLP SE submits this separately drafted non-financial report as the parent company of the MLP Group. Reporting at Group level releases our subsidiaries from their own reporting obligation.

We have been publishing a sustainability report each year since 2017. We always endeavour to present the topics and aspects included here from the Group perspective (scope of consolidation). However, individual aspects can also refer to certain parts of the MLP Group. The objective of this report is to provide a comprehensible picture of our sustainability activities and their development.

The information offers an insight into the completed financial year (January 1 to December 31). You can also find information on the scope of consolidation at MLP SE in our annual report. All major subsidiaries of MLP SE over which control is exercised are included.

The report is reviewed every year by both the Executive Board and Supervisory Board at MLP SE. The current MLP Sustainability Report 2022 has been authorised by the Executive Board and was both reviewed and approved by the Supervisory Board in its meeting held in March 2022. No additional review by an auditing firm was performed.

Editorial note

The information and disclosures provided in this report were prepared with the greatest possible diligence. Yet should missing or incorrect information appear despite all of our efforts, we kindly ask you to notify us of this. However, please note that we do not accept any liability for any such errors.

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