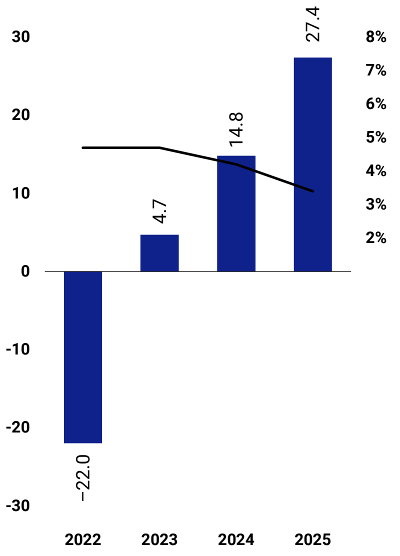
Annual Report 2025

allreal

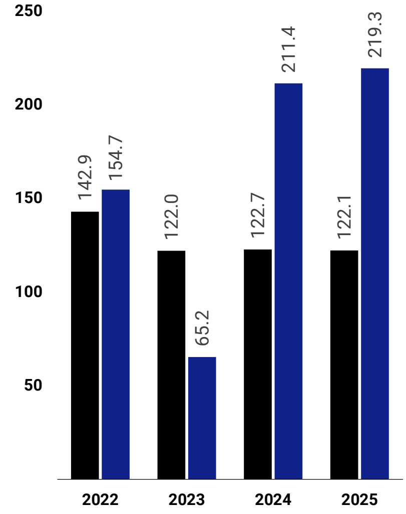
Overview of share performance



Total performance: Price change plus payout to shareholders as a percentage of the share price as of 1 January

Payout to shareholders in %

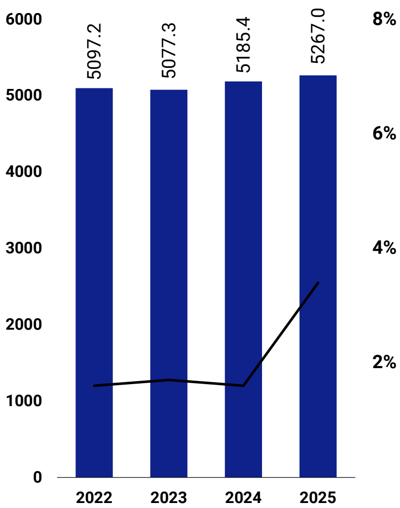
Net profit
CHF million



Net profit excl. revaluation effect

Net profit incl. revaluation effect

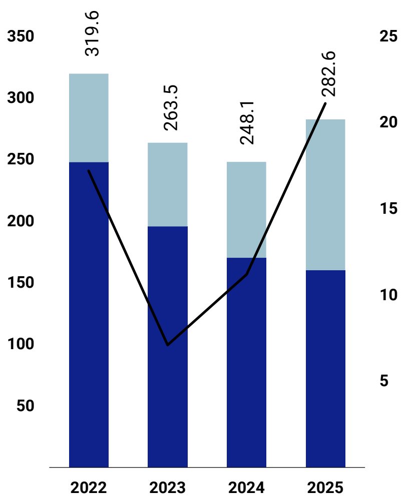
Market values and vacancy rate
CHF million



Investment properties

Vacancy rate in %

Completed project volume and income from sale of condominium
CHF million



Third-party projects

Own projects

Income from sale of condominium

Key figures at a glance

		2025* 31.12.2025	2024* 31.12.2024	Change in %[1]
Group				
Total sales[2]	CHF million	486.6	469.4	3.7
Operating profit (EBIT) incl. revaluation gains	CHF million	308.8	311.2	–0.8
Net profit incl. revaluation effect[3]	CHF million	219.3	211.4	3.7
Operating profit (EBIT) excl. revaluation gains	CHF million	183.8	189.9	–3.2
Net profit excl. revaluation effect[3]	CHF million	122.1	122.7	–0.5
Cash flow from operating activities	CHF million	156.5	85.1	83.9
Return on equity incl. revaluation effect[3]	%	8.1	8.2	–0.1
Return on equity excl. revaluation effect[3]	%	5.7	5.7	–
Equity ratio on balance sheet date	%	45.8	44.9	0.9
Net gearing[4] on balance sheet date	%	97.2	102.1	–4.9
Net financial debt[5]	CHF million	2 669.6	2 695.4	–1.0
Average interest rate on financial liabilities on balance sheet date	%	1.13	1.25	–0.12
Average duration of financial liability on balance sheet date	months	39	40	–1.0
Completed project volume Realisation division	CHF million	282.6	248.1	13.9
Earnings from Development & Realisation segment[6]	CHF million	52.9	42.8	23.6
Gross margin third-party projects Realisation division[7]	%	10.8	10.4	0.4
Employees on balance sheet date	full-time equivalents	211	216	–5
Share				
Earnings per share incl. revaluation effect[3]	CHF	13.28	12.80	3.7
Earnings per share excl. revaluation effect[3]	CHF	7.39	7.43	–0.5
Net asset value (NAV) per share before deferred tax on balance sheet date	CHF	194.11	185.56	4.6
Net asset value (NAV) per share after deferred tax on balance sheet date	CHF	166.23	159.95	3.9
Profit distribution per share[8]	CHF	7.00	7.00	–
Share price on balance sheet date	CHF	204.00	165.60	23.2
Profit distribution yield[9]	%	3.4	4.2	–0.8
Valuation on balance sheet date				
Market capitalisation[10]	CHF million	3 369.0	2 734.3	23.2
Enterprise value[11]	CHF million	6 038.6	5 429.7	11.2

* Should no further particulars be given, values referring to the income statement concern the full year and balance sheet value the balance sheet dates 31.12.2025 and 31.12.2024.

1 Changes in number and percentage values are shown as an absolute difference
2 Rental income from investment properties plus completed project volume in the Realisation division
3 Revaluation effects correspond to gains from the revaluation of investment properties less deferred taxes on revaluation
4 Borrowings minus cash and marketable securities as a percentage of equity
5 Borrowings minus cash and marketable securities
6 Income from Realisation, sales Development, capitalised own developments and various revenues minus direct expenses from Realisation and sales Development
7 Earnings from Realisation as a percentage of income from Realisation
8 Board of Directors proposal of CHF 7.00 per share for the financial year 2025
9 Yield corresponds to the distribution per share as a percentage of the share price on the balance sheet date
10 Share price at balance sheet date multiplied by the number of outstanding shares
11 Market capitalisation plus net finance debts

Real estate at a glance

		2025* 31.12.2025	2024* 31.12.2024	Change in %[1]
Investment properties				
Residential properties on balance sheet date[2]	number	38	36	2
Commercial properties on balance sheet date[3]	number	38	40	−2
Market value on balance sheet date	CHF million	5 234.6	5 110.2	2.4
Rental income from investment properties	CHF million	204.0	221.3	−7.8
Vacancy rate[4]	%	3.4	1.6	1.8
Real estate expenses	CHF million	−23.8	−27.2	−12.5
Real estate expenses	in % of rental income	11.7	12.3	−0.6
Gross yield[5]	%	4.1	4.5	−0.4
Net yield[6]	%	3.6	3.9	−0.3
Investment properties under construction				
Buildings on balance sheet date	number	2	4	−2
Market value on balance sheet date	CHF million	32.4	75.2	−56.9
Investment volume[7]	CHF million	66.5	118.8	−44.0
Development properties				
Book value development reserves on balance sheet date	CHF million	486.8	451.0	7.9
Estimated investment volume development reserves[7]	CHF million	1 546.0	1 512.9	2.2
Book value buildings under construction on balance sheet date	CHF million	90.8	50.5	79.8
Estimated investment volume buildings under construction[7]	CHF million	351.4	97.4	260.8
Book value completed properties on balance sheet date	CHF million	0.0	0.0	–

* Should no further particulars be given, values referring to the income statement concern the full year and balance sheet value the balance sheet dates 31.12.2025 and 31.12.2024.

1 Changes in number and percentage values are shown as an absolute difference
2 The change corresponds to the completed properties at Avenue de l'Amandolier 21 and Rue Edouard-Rod 10 in Geneva.
3 The change includes the sale of the properties at Steinenvorstadt 36 in Basel and Marterlochstrasse 21 in Bülach, the reclassification of the fully renovated property at Freiburgstrasse 130 in Bern, and the reclassification of the property under construction at Baarermatte in Baar.
4 As a percentage of target rental income, cumulative as at balance sheet date
5 Rental income from investment properties as a percentage of continued market value as at 1 January
6 Rental profit from investment properties as a percentage of continued market value as at 1 January
7 Building and land costs

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Management report

Letter to shareholders

Dear shareholders

The Swiss real estate market did well over the reporting year. The main drivers were falling interest rates and ongoing population growth. Commercial premises in well-connected locations saw robust demand. The demand for residential properties is undiminished. In the Realisation division, building costs are no longer rising. The strong market momentum is facing increasing regulation, however, especially in the major cities.

Allreal benefited from the positive environment, with its net profit increasing to CHF 219.3 million (2024: CHF 211.4 million). As expected, rental income fell year on year owing to planned portfolio changes and various one-off effects in the previous year. However, this was almost completely offset by higher earnings from the Development & Realisation segment and a lower financial expense. Net profit excluding the rise in the value of the portfolio amounted to CHF 122.1 million (2024: CHF 122.7 million).

Modern real estate portfolio ensures sustainable rental income

Allreal's portfolio consists of high-quality properties at key interchange points in the metropolitan regions of Zurich and Geneva. The balanced investment mix covering office, education, industry and residential use ensures reliable dividends and contributes to the high value retention of the portfolio. We realign properties that are not optimally positioned on the market or sell them if there is no potential for development.

In Geneva, we sold several older residential properties to private investors after the balance sheet date. And in Basel, we sold a mixed-use property in Steinenvorstadt at the end of the reporting year. We used the funds released to purchase a modern, practically fully let office building on Rue du Grand-Pré in Geneva. It began generating income when ownership was transferred in February 2026. This will strengthen the office share in the Lake Geneva region and bring the mix of uses into line with the overall portfolio. On balance, these portfolio adjustments will result in higher rental income.

The total renovation of the Forum West office building at Europaplatz on Freiburgstrasse in Bern was finished during the reporting year. In addition to the BLS headquarters, a further education institution has now signed a long-term lease for the building.

In Baar, in the Canton of Zug, we began work on the replacement building at Baarermatte. The office building, which was built in the 1980s, is being replaced by a mixed-use complex that will meet the highest sustainability standards. The office building from the complex will be added to Allreal's own portfolio and the apartments sold as condominiums. Marketing will start in the first half of 2026.

In total, we signed new leases for more than 52,000 m^2 in the reporting year, maintaining the existing price level. The valuation by Wüest Partner's external real estate valuers at the end of the year confirms the high quality of the portfolio. It underwent a positive revaluation of CHF 125.0 million

Strong contribution to earnings from Development & Realisation

Our integrated business model combines our expertise as an owner of real estate with our skills in development and realisation. As well as optimally exploiting the potential in our own portfolio, we develop and build projects for sale as condominiums and to third parties.

In the 2025 financial year, we completed our projects at Spiserstrasse in the City of Zurich and Avenue de l'Amandolier in Geneva on schedule. Both projects contributed to the significant increase in income from sales Development. The Panorama Eggen in Lucerne and Strubenacher Living in Zumikon projects have now entered the marketing and realisation phase. We are happy with the current occupancy rate and therefore optimistic that all units will be sold by the time construction work is completed. We also anticipate the sale of condominiums to contribute to earnings accordingly over the next few years.

Significant milestones were reached in various development projects during the reporting period. For example, we successfully held competitions for several plots of land, including on Sonnentalstrasse next to Stettbach station in Dübendorf and on Zürcherstrasse in Schlieren. We will be comprehensively renovating our property on Josefstrasse in the City of Zurich. The legally enforceable construction permit has already been obtained and construction is scheduled to start at the beginning of next year. In Winterthur, we developed a masterplan for the Vitus site together with the city's governing body. This sets the development priorities and forms the basis of the work to come.

Given the high demand, acquiring new plots of land is challenging. Nevertheless, we managed to acquire two neighbouring plots in Zumikon in the reporting year. We extended this site at the beginning of January 2026 with an additional purchase. Over the next few years, we will realise a new residential development on the site spanning a total of around 8100 m^2.

In Zurich Seebach, we developed the Köschenrüti garden town residential development, with around 300 apartments, for one customer as a full-service provider. The legally enforceable construction permit has already been obtained. Allreal will realise the project as total contractor. Furthermore, we signed a contract of sale with the owners for 93 apartments that will be completed by 2030 as part of the new-build project on the northern site and serve as another example of how we constantly modernise our residential portfolio.

The volume of projects completed in the Realisation division increased to CHF 282.6 million. Various construction projects for third-party clients were successfully completed in the reporting year, including Santiago Calatrava's Haus zum Falken by Stadelhofen railway station and the major project Höfe Adliswil. All current construction projects are progressing on schedule.

Good GRESB rating recognises sustainability efforts

Sustainability remains a key issue for us. In launching the new 2025–2028 strategy cycle, we also turned our operational focus towards the issues of biodiversity, circulatory capacity and efficiency measures. With the measurement values achieved in 2025, we are on track to halve the use of non-renewable energy by 2030 and reach net zero across our portfolio by 2050. We had our portfolio rated by GRESB during the reporting year and immediately achieved a four-star rating with 86 points out of 100 – the second-highest possible. We also did very well in Development, receiving 94 points out of 100.

Stable distribution and changes on the Board of Directors

The Board of Directors is proposing to the annual general meeting to be held on 17 April 2026 a stable distribution of CHF 7.00 per share. Half of this comes from tax-privileged reserves from contribution of capital for private Swiss investors.

In line with the step-by-step renewal of the Board of Directors, Chair Ralph-Thomas Honegger and member Peter Spuhler will not be standing for re-election at the next annual general meeting.

The Board of Directors will propose Philipp Gmür as the new Chair. He has been a member since 2019. A Doctor of Law and a lawyer, Philipp Gmür is an experienced executive and holds several mandates in boards of directors and boards of trustees. He previously had various senior roles at Helvetia Group, most recently Group CEO from 2016 to 2023.

The Board of Directors will propose Beat Fellmann and Martin Frischknecht to the annual general meeting for election as new members. Beat Fellmann, born in 1964, has a Master's degree in Business Administration from the University of St. Gallen and is a certified public accountant. He sits on several supervisory bodies and was CFO of the listed companies Implenia and Valora for many years. Martin Frischknecht, born in 1968, has a Doctorate in economics from the University of St. Gallen and a Master's degree in Finance from London Business School. He is a member of various boards of directors and worked for Credit Suisse for over 20 years, most recently as Managing Director and member of the Management Committee of Investment Banking Switzerland.

The success we enjoyed in 2025 is, above all, testament to our committed employees. We would like to thank them most sincerely for the work they put in and the dedication they show every day.

On behalf of the Board of Directors and Group Management, we would also like to express our thanks to you – our valued shareholders – for the trust and faith you have placed in us.

Ralph-Thomas Honegger
Chair of the Board of Directors

Stephan Widrig
CEO

Financial commentary

Allreal reports higher net profit and positive outlook

Allreal achieved a higher net profit of CHF 219.3 million in 2025 (2024: CHF 211.4 million). The valuation of the portfolio was again slightly higher compared with the previous year, while the operating performance was the same as the previous year's level.

Excluding the revaluation effect, net operating profit amounted to CHF 122.1 million compared with CHF 122.7 million in the previous year. The projected fall in rental income was partially offset by the increased contribution to earnings from the Development & Realisation segment and a lower financial expense.

Portfolio changes slow growth in rental income temporarily

In the last financial year, rental income in the Real Estate segment fell to CHF 204.0 million (2024: CHF 221.3 million). This temporary decline can primarily be attributed to changes in the portfolio, as well as various one-off effects in the previous year. In the 2024 financial year, we sold the properties on Missionsstrasse in Basel and Chemin du Gué in Petit-Lancy. Also in the first half of 2025, we sold a property on Marterlochstrasse in Bülach and started the new-build project on the Baarermatte site near Zug. It was not possible to offset the loss of this rental income, even with the return to the portfolio of a modernised office building in Bern and two newly built residential properties in Geneva. Rental income is expected to rise again in the coming years.

The cumulative vacancy rate increased compared with the end of the year to 3.4% (2024: 1.6%). This increase had already become apparent in the first half of the year. The main drivers are the spaces that are still free on Freiburgstrasse in Bern, in an office building at Geneva Airport and vacated space on the Richti site in Wallisellen. Despite the increase, the vacancy rate remains low.

The weighted remaining term of fixed-term commercial leases at 31 December 2025 was 5.0 years. The proportion of leases expiring within the next two years is low, amounting to 17%.

Direct expenses for rented investment properties came to CHF 23.8 million, significantly below the previous year's level (2024: CHF 27.2 million). The expense ratio was 11.7%.

The valuation by Wüest Partner's external expert resulted in an upward revaluation of the portfolio before taxes of CHF 125.0 million (2024: CHF 121.3 million). This latest positive value adjustment of the portfolio can be attributed to successful lease extensions and new signings, an adjustment of market rents in some cases and the favourable development of the discount rate. The applicable capitalisation rates fell slightly. Specifically, Wüest Partner revalued commercial properties in the City of Zurich and residential properties in the Zurich region upwards. This meant that, over the year, revaluations of office properties drew level with those of residential properties in the first half of the year. At the reporting date, the portfolio comprised a total of 78 properties, consisting of 38 residential and 38 commercial properties, as well as 2 properties under construction. The commercial properties in Bülach and Basel that were disposed of in the reporting year were sold at 9% above book value, resulting in income from sale of investment properties of CHF 2.6 million. The market value of the portfolio at the reporting date was around CHF 5.27 billion, above the level at the end of last year (31.12.2024: CHF 5.19 billion).

Ultimately, the Real Estate segment generated net operating profit of CHF 113.8 million (2024: CHF 123.0 million).

Higher contribution to earnings from sale of condominiums

Income from business activities in the Development & Realisation segment increased to CHF 52.9 million compared with CHF 42.8 million in the previous year. The segment benefited in particular from the considerably higher contribution to earnings from the sale of condominiums. This rose to CHF 21.1 million (2024: CHF 11.2 million).

The main driver was the project on Spiserstrasse in Zurich Albisrieden. Also contributing to the higher income from sales were our projects on Avenue de l'Amandolier in Geneva and Avenue du Curé-Baud in Petit-Lancy. The Panorama Eggen in Lucerne and Strubenacher Living in Zumikon properties, which went on sale in the first half of the year, will ensure that the Group continues to generate relevant successful sales in the years to come. The Baarermatte, Avenue de Riant-Parc and Avenue Louis-Casaï projects will join those already in the marketing phase in the new year.

In terms of the volume of projects completed in the Realisation division, it can be assumed that a corner has been turned. The construction volume rose in the last financial year to CHF 282.6 million (2024: CHF 248.1 million). At the same time, it should be noted that construction services were still being provided for third parties in Western Switzerland in the previous year. The share of own projects increased to over 40%, up from around a third in the previous year. Income from Realisation remained stable at CHF 17.3 million (2024: CHF 17.6 million). Thanks to the increase in the share of own projects, capitalised own development rose to CHF 10.9 million (2024: CHF 10.0 million).

Operating expenses declined slightly by 2.6% year on year to CHF 41.5 million (2024: CHF 42.6 million), while operating profit was CHF 19.5 million (2024: CHF 7.4 million). Net profit in the Development & Realisation segment improved significantly, amounting to CHF 10.7 million (2024: CHF 3.0 million).

The order backlog increased to CHF 837 million compared with the previous year, corresponding to a good level of capacity utilisation in the Realisation division for around 30 months.

Sustainable financing and stable key balance sheet figures

We benefited from the positive sentiment in the capital markets in the reporting period, issuing two bonds. In April, we issued a green bond for CHF 125 million, with a coupon of 1.375%, and in October, a second green bond for CHF 110 million, with a coupon of 1.04%.The proceeds of the bond issues are being spent on sustainable projects. We defined the relevant investment categories in our Green Bond Framework of 2022. Our green bond report 2025 provides detailed information on how these funds were deployed.

The interest rate on debt decreased over the course of the year with an associated positive impact on financing costs. Financial liabilities on the reporting date fell by CHF 24.7 million from the previous year to CHF 2675.0 million (31.12.2024: CHF 2699.7 million). Of these, 53.8% were bonds, 32.5% fixed-rate mortgages and 13.7% fixed advances.

The average interest rate of financial liabilities as at 31 December 2025 fell to 1.13% (31.12.2024: 1.25%). The average fixed-rate period was 39 months (31.12.2024: 40 months). The loan to value (LTV) decreased by 170 basis points to 45.8% as at the reporting date (31.12.2024: 47.5%).

Group equity increased to CHF 2.75 billion. Earnings per share excluding the revaluation effect were CHF 7.39. The equity ratio at 31 December 2025 was 45.8%, net gearing was 97.2% and the interest coverage ratio was 6.0 (31.12.2024: 44.9% / 102.1% / 5.5).

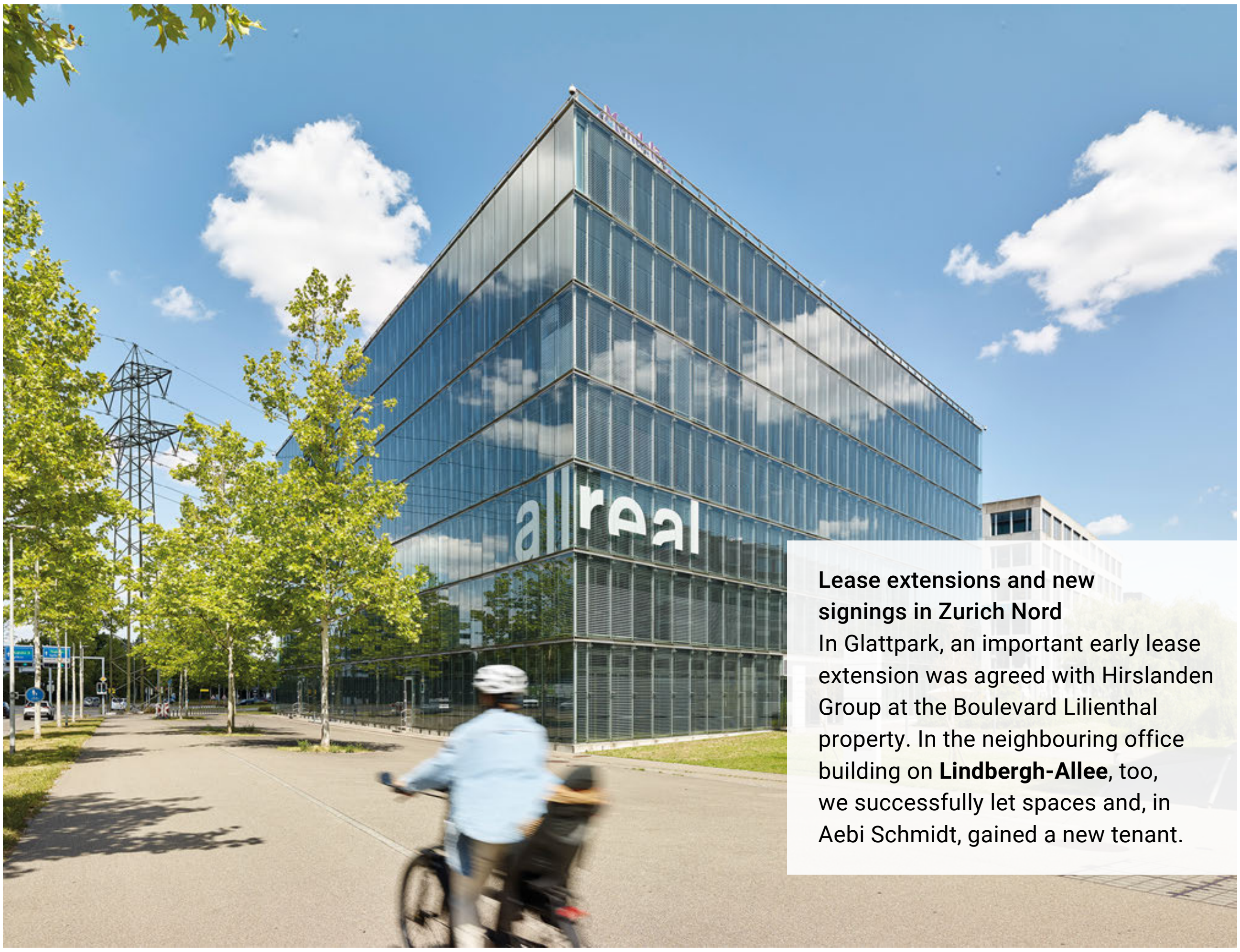
Positive outlook for 2026

For the financial year 2026, Allreal expects a higher net operating profit and stable balance sheet figures. In the Real Estate segment, rental income will increase again. In addition, the sale of investment properties can be expected to make a substantial contribution to earnings in the first half of the year. The vacancy rate will fall again over the course of the year. In the Development & Realisation segment, Allreal expects a slight rise in income from the sale of condominiums, a slightly higher construction volume and stable operating expenses. However, financing costs will increase slightly, as it is likely that liabilities with a very favourable rate of interest will have to be refinanced at a higher rate.

Marc Frei
CFO

High-quality portfolio in urban centres

Allreal owns commercial and residential properties at key interchange points, focusing on the business centres of Zurich and Geneva. The portfolio has grown steadily in recent years, both as a result of targeted acquisitions and organically thanks to the addition of modern, sustainable properties from Allreal's own site and project developments.



Lease extensions and new signings in Zurich Nord
In Glattpark, an important early lease extension was agreed with Hirslanden Group at the Boulevard Lilienthal property. In the neighbouring office building on **Lindbergh-Allee**, too, we successfully let spaces and, in Aebi Schmidt, gained a new tenant.

More tenants at Forum West on Freiburgstrasse in Bern
In the first half of the year, we finished the comprehensive renovation of the commercial property Forum West on **Freiburgstrasse** in Bern. In addition to BLS moving in as the anchor tenant, we also gained another new tenant in the ECAP Foundation. As a provider of adult education, ECAP is also helping to breathe new life into the property.

White Plaza practically fully let

Our office complex White Plaza on **Viaduktstrasse** in Basel is almost fully let again. We signed a long-term lease with a fitness group covering an area of nearly 2,000 m². We also successfully re-let space previously used as a data centre, as well as free warehouse space covering a total of 960 m². This secures long-term rental income from the office building centrally located by Basel SBB railway station.

Good demand for spaces in Zurich Altstetten

Allreal owns several high-quality office buildings in the immediate vicinity of Zurich Altstetten station. During the reporting period, we extended a major lease on **Herostrasse** for another ten years. We also reached significant agreements for the building on **Vulkanstrasse**.

To the overview of our portfolio:
allreal.ch/en/real-estate/portfolio

Own projects for the portfolio or to sell

Several of our own development projects entered the marketing and realisation phase in the 2025 financial year. The **Panorama Eggen** project in Lucerne will see the development of a five-storey apartment building comprising 73 condominiums. By the end of the year, 30 units had already been notarised. In Zumikon, we are realising the Strubenacher Living project with 19 sustainable terraced houses in an attractive location. With an occupancy rate of 7 units notarised so far, this project is also on track.

Garstenstadt Köschenrüti – from development to ownership
In Zurich Seebach, we developed the **Köschenrüti garden town** project with 300 rental apartments. The legally enforceable construction permit was issued at the end of the year. We were appointed as total contractor for the whole project in the first half of the year. Construction is scheduled to start in 2026. Furthermore, we signed a contract of sale for the northern part of the site in December 2025, which will mean 93 modern apartments being added to our residential portfolio in the City of Zurich from 2030.

Flagship sustainability project moves into the construction phase
In Baar, demolition of the former office building at **Baarermatte** got underway. Development of a mixed-use site with 104 condominiums, 6 studios and more than 6,000 m² of office and commercial space on the edge of Zug will start in 2026.

The new-build project is setting high standards when it comes to the circular economy and minimal resource consumption. Parts from the previous building are being removed during the demolition for reuse. The new buildings will be made of timber and not have a basement. Moreover, the project is promoting biodiversity thanks to the “sponge city” principle.

To the overview of development projects:
allreal.ch/en/development/project-development

Realisation of own development projects

At Spiserstrasse in Zurich Albisrieden, we handed over all 63 apartments to the new tenants. We also successfully completed the projects on **Avenue de l'Amandolier** and Rue Edouard-Rod in Geneva in the second half of 2025. At the time of completion, all apartments had been sold at all properties. In addition to the condominiums sold, we also added more than 30 new rental apartments to the portfolio from the projects in Geneva. Moreover, a residential property on Renggerstrasse in Zurich Wollishofen is nearing completion. It will remain under the ownership of Allreal.

Successful conclusion of third-party projects

Haus zum Falken, by Stadelhofen railway station, has been built in accordance with the plans of architect Santiago Calatrava for office use. It is an iconic urban space that is attracting a lot of attention. The challenges in realising the project were huge: digging an excavation pit of up to 12 metres deep between tram and railway lines and installing a construction site in a very tight, urban space. Allreal successfully concluded other third-party projects during the reporting year, such as the major project Höfe Adliswil, the conversion project on Zeughausstrasse and the Friedbühl school in Oberhofen.

Overview of current projects:
allreal.ch/en/realisation/current-projects

Comprehensive update on the portfolio and projects:
allreal.ch/en/investors-and-media/reporting/annual-report-2025/portfolio-projects

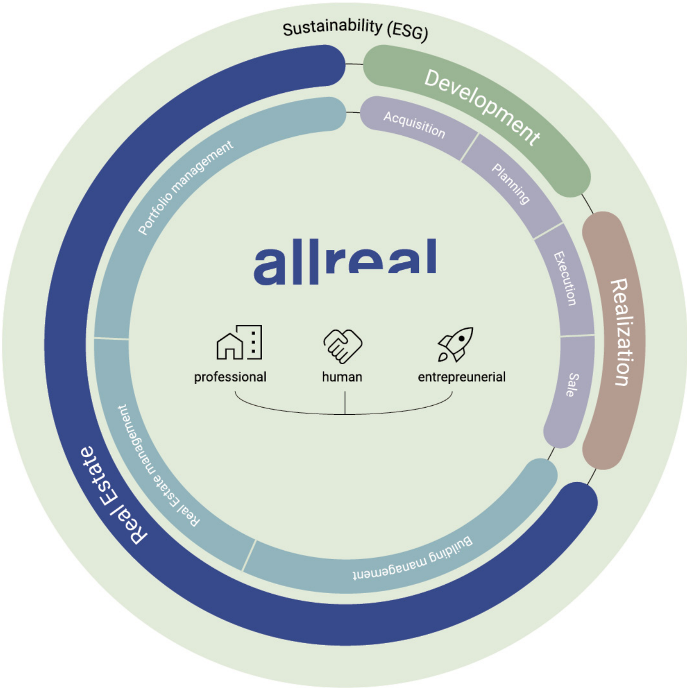
About Allreal

Strategy and business model

Allreal covers the entire property value chain, from development and realisation to long-term property investment. The portfolio is continuously developed, both organically and through targeted acquisitions. In all projects, we attach importance to the highest standards. Allreal operates solely in the Swiss market.

Our portfolio comprises high-quality commercial properties at key interchange points and larger residential properties in the metropolitan regions of Zurich and Lake Geneva. It forms a secure investment with a reliable distribution. By combining this with our skills in development and realisation, we are able to generate added value and growth.

The integration of the three divisions under one roof allows us to take an agile approach without complicated contracts and interfaces. The sound economic basis of our portfolio gives us the leeway to take a long-term view when it comes to project development. Involving construction skills at an early stage ensures implementation is efficient and to a high standard. Thus, development and realisation make a vital contribution to generating maximum value from the portfolio.



Real Estate division

Allreal has extensive expertise, thanks to many years of experience in portfolio management and in managing the technical and commercial aspects of its own properties and sites. The focus is on a high level of customer benefit combined with an increase in profitability with the lowest possible vacancy rates.

Development division

As a developer, we acquire land, individual properties, portfolios and development sites and realise high-value, sustainable properties on them for our own portfolio, to sell or on behalf of third parties. We set development and marketing strategies and ensure planning and construction are run professionally.

Realisation division

In the Realisation division, Allreal focuses on quality, adherence to deadlines and cost control. Our offering comprises all services necessary for new build, conversion and renovation projects. Realisation orders from third parties make us more competitive and help to ensure steady utilisation of the capacity required for own projects.

Information for investors and analysts

Details of the shares and distribution to shareholders

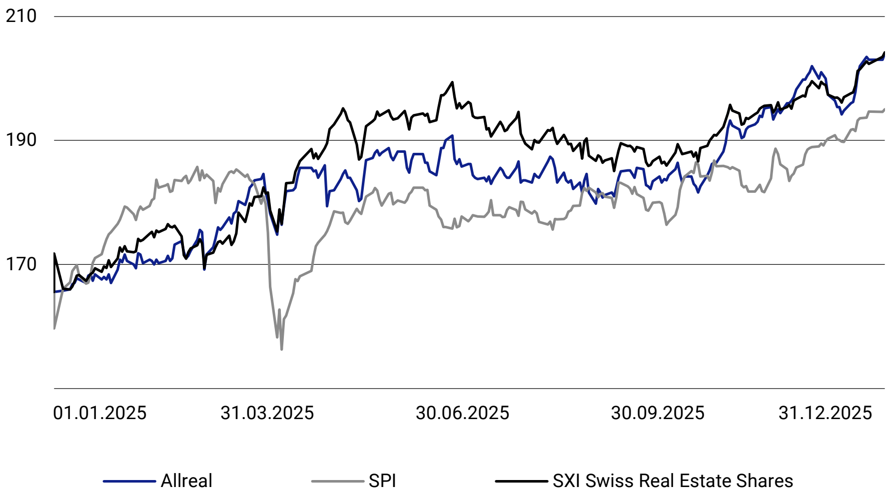
Allreal shares provided an overall return of 27.4% in the last financial year. In the two previous years, investors obtained a total performance of 14.8% (2024) and 4.7% (2023) on Allreal shares.

The market capitalisation on 31 December 2025 was CHF 3.37 billion. Consolidated equity as at the balance sheet date was CHF 2.75 billion, meaning the premium (the difference between the share price and the equity per share) was 22.5%.

The Board of Directors will propose to the annual general meeting of 17 April 2026 a stable distribution of CHF 7.00 per share in the form of a dividend of CHF 3.50 per share plus a repayment of reserves from contribution of capital amounting to CHF 3.50 per share.

The distribution amounts to 94.7% of the net profit excluding revaluation effect, corresponding to a cash yield of 3.4%, based on the closing price of the share on 31 December 2025.

Share price (indexed)
January 2025 to December 2025



Key share data

		2025	2024
Issued share capital on 31 December	CHF million	16.6	16.6
Capital band on 31 December	CHF million	1.7	1.7
Issued shares on 31 December	number	16 592 821	16 592 821
Treasury shares on 31 December	number	78 319	81 598
Outstanding shares on 31 December[1]	number	16 514 502	16 511 223
Annual average of outstanding shares	number	16 513 450	16 511 075
Market price high	CHF	204.00	165.60
Market price low	CHF	165.00	147.00
Market price on 31 December (tax value)	CHF	204.00	165.60
Market capitalisation on 31 December[2]	CHF million	3 369.0	2 734.3
Average trading volume per day (on-exchange)	number of shares	28 983	23 736

1 Number of shares issued minus treasury shares
2 Market price on 31 December multiplied by number of outstanding shares on 31 December

Share statistics

Share type	Registered share
Nominal value per share	CHF 1.00
Securities number	883 756
SIX symbol	ALLN
ISIN	CH0008837566
Bloomberg	ALLN SW
Reuters	ALLN.S
Ex date	21 April 2026
Record date	22 April 2026
Payment date	23 April 2026

Shareholder structure as at 31 December 2025

Number of shares	Number of shareholders	Number of shares	%
> 497 784 shares (> 3%)	2	1 557 778	9.4%
100 001–497 784 shares	17	4 350 470	26.2%
10 001–100 000 shares	110	3 585 574	21.6%
1001–10 000 shares	375	1 121 224	6.8%
1–1000 shares	5 566	949 634	5.7%
Total registered	**6 070**	**11 564 680**	**69.7%**
Not registered		5 028 141	30.3%
Total shares		**16 592 821**	**100.0%**

As at balance sheet date, 21.3% of the share capital was owned by pension funds and insurance companies and 17.5% by individuals. A total of 30.9% was owned by other legal entities as well as funds, investment companies, foundations and banks. As at 31 December 2025, 69.7% of the share capital had been entered in the share register. Foreign investors owned 10.8% (registered shares).

Bonds

In total, Allreal Holding AG has nine bonds outstanding on the capital market. Further information on borrowings and bonds can be found on pages 178 and 206 and on the Allreal website.

CHF million	Issue amount	Issue price	Par value[1]	Maturity in years
0.4% bond issue 2019–26.09.2029	200.0	100.098%	181.7	10
0.6% bond issue 2021–15.07.2030	250.0	100.131%	242.6	9
0.7% bond issue 2020–22.09.2028	175.0	100.176%	175.0	8
0.75% bond issue 2017–19.06.2026	150.0	100.298%	148.3	8.5
0.875% bond issue 2017–30.03.2027	160.0	100.550%	158.6	10
1.04% bond issue 2025–27.10.2031	110.0	100.000%	110.0	6
1.375% bond issue 2025–29.04.2032	125.0	100.000%	125.0	7
2.1% bond issue 2024–04.04.2031	150.0	100.242%	150.0	7
3.0% bond issue 2023–19.04.2028	150.0	100.057%	150.0	5

1 Par value equals issue amount offset against repurchased bonds

Additional information on valuation

		2025	2024
Invested capital[1]	CHF million	5 437.5	5 349.3
Average invested capital	CHF million	5 393.4	5 293.1
Return on invested capital (ROIC)[2]	%	3.4	3.6
Average investment real estate portfolio	CHF million	5 175.3	5 131.4
Interest coverage ratio[3]		6.0	5.5
Payout ratio[4]	%	94.7	94.0
Total performance[5]	%	27.4	14.8
Absolute performance[6]	%	23.2	10.1
Relative performance[7]	%	5.4	3.9
Earnings yield[8]	%	6.5	7.7
Price/earnings ratio (P/E ratio)[9]		15.4	12.9
Market to book value[10]		122.7	103.5
Average EV/EBITDA excl. earnings from revaluation		32.6	28.2
EV / invested capital	%	111.1	101.5
Free float	%	100.0	100.0

1 All assets minus non-interest-bearing liabilities and deferred tax credits
2 EBIT excl. revaluation gains as a percentage of average invested capital
3 EBITDA excl. revaluation gains divided by net financial expense
4 Payout to shareholders as a percentage of the net profit excl. revaluation effect
5 Payout to shareholders plus price change as a percentage of the share price as at 1 January
6 Change in price as a percentage of the share price as at 1 January
7 Absolute performance minus percentage change in SPI since 1 January
8 Net profit divided by market capitalisation
9 Market price on 31 December divided by earnings per share incl. revaluation effect
10 Market capitalisation divided by equity

Information on investment properties

		City of Zurich		Rest of Canton of Zurich		Lake Geneva region		Other regions		Total real estate	
		2025	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024
Residential properties											
Number[6]		7	7	10	10	20	18	1	1	38	36
Living space	’000 m²	37	37	89	89	38	36	1	1	165	163
Numer of clients		424	424	966	960	625	592	11	12	2 026	1 988
Vacancy rate[1]	%	1.2	0.9	0.3	0.7	1.0	1.0	1.4	0.8	0.8	0.8
Rental income	CHF million	16.0	15.9	24.5	23.9	13.4	13.3	0.1	0.1	54.0	53.2
Earnings on property[2]	CHF million	14.7	14.8	21.7	20.8	11.0	10.4	0.1	0.1	47.5	46.1
Gross yield	%	2.8	3.1	3.5	3.7	3.5	3.2	4.1	3.4	3.3	3.4
Net yield[3]	%	2.6	2.9	3.1	3.2	2.8	2.5	3.3	2.5	2.9	2.9
Acquisition value	CHF million	295.0	294.4	372.1	368.2	480.1	445.6	4.2	4.2	1 151.4	1 112.4
Market value	CHF million	590.8	559.4	750.3	710.1	429.2	381.5	3.0	3.3	1 773.3	1 654.3
Average market value per property	CHF million	84.4	79.9	75.0	71.0	21.5	21.2	3.0	3.3	46.7	46.0
Change in market value[4]	CHF million	30.8	47.6	36.3	59.3	10.9	−34.0	−0.4	−0.6	77.6	72.3
Commercial properties											
Number[5]		18	18	13	14	5	5	2	3	38	40
Floor space	’000 m²	301	302	210	232	35	35	39	32	585	601
Numer of clients		408	404	149	145	34	38	28	68	619	655
Vacancy rate[1]	%	0.9	0.7	7.6	1.5	11.5	11.4	15.8	4.1	4.3	1.9
Rental income	CHF million	90.7	89.7	42.6	56.3	9.9	10.3	6.8	11.9	150.0	168.1
Earnings on property[2]	CHF million	82.5	80.0	38.0	50.1	7.8	7.8	4.4	10.0	132.7	147.9
Gross yield	%	4.3	4.4	4.7	5.7	4.4	4.5	4.5	7.3	4.4	4.9
Net yield[3]	%	3.9	3.9	4.2	5.1	3.5	3.4	2.9	6.1	3.9	4.3
Acquisition value	CHF million	1 715.4	1 707.5	964.2	1 040.3	304.4	303.7	234.6	168.5	3 218.6	3 220.0
Market value	CHF million	2 194.1	2 133.3	897.6	955.9	223.0	224.2	146.6	142.5	3 461.3	3 455.9
Average market value per property	CHF million	121.9	118.5	69.1	68.3	44.6	44.8	73.3	47.5	91.1	86.4
Change in market value[4]	CHF million	53.6	79.8	−10.8	−30.2	−1.8	6.2	−1.8	−7.8	39.2	48.0
Investment properties under construction											
Number		1	1	–	–	–	2	1	1	2	4
Land area	’000 m²	1	1	–	–	–	3	7	7	8	11
Acquisition value	CHF million	21.4	14.7	–	–	–	23.3	2.3	43.5	23.7	81.5
Market value	CHF million	29.7	16.2	–	–	–	24.9	2.7	34.1	32.4	75.2
Change in market value[4]	CHF million	6.8	1.8	–	–	0.9	−1.8	0.5	1.0	8.2	1.0
Investment volume	CHF million	14.4	14.4	–	–	–	15.7	–	24.4	14.4	54.5

1 As a percentage of target rental income, cumulative as at balance sheet date
2 Rental income minus real estate expenses
3 Rental income as a percentage of continued market value as at 1 January
4 From revaluation in comparison 31 December 2025 to 31 December 2024
5 The change includes the sale of Steinenvorstadt 36 in Basel and Marterlochstrasse 21 in Bülach, as well as reclassifications of the newly renovated Freiburgstrasse 130 in Bern and the building under construction at Baarermatte in Baar.
6 The addition relates to the completed properties Avenue de l’Amandolier 21 and Rue Edouard-Rod 10 in Geneva.

Multi-year overview

Key financial figures (in CHF million)	**2025**	2024	2023	2022	2021
Total sales	486.6	469.4	483.3	533.8	547.6
Earnings from rental and sale of investment properties	182.8	201.7	196.6	187.1	176.6
Earnings from Development & Realisation segment	52.9	42.8	37.7	54.6	53.4
Completed project volume Realisation division	282.6	248.1	263.5	319.6	343.2
Operating profit (EBIT) incl. revaluation gains	308.8	311.2	116.1	200.7	246.6
Operating profit (EBIT) excl. revaluation gains	183.8	189.9	180.6	184.2	182.3
Net profit incl. revaluation effect	219.3	211.4	65.2	154.7	182.6
Net profit excl. revaluation effect	122.1	122.7	122.0	142.9	133.3
Cash flow from operating activities	156.5	85.1	25.0	159.6	164.4
Cash flow from investing activities	−14.5	14.4	6.3	12.6	−181.7
Cash flow from financing activities	−141.0	−107.8	−32.8	−231.5	50.2
Total assets as at 31 December	5 998.8	5 880.3	5 725.0	5 689.1	5 804.2
Market value of investment properties on 31 December	5 165.1	5 185.4	5 077.3	5 097.2	5 105.7
Balance sheet value development properties as at 31 December	577.6	501.5	471.7	418.2	434.8
Net yield investment properties (%)	3.6	3.9	3.8	3.8	4.0
Gross margin third-party projects Realisation division (%)	10.8	10.4	10.6	11.0	9.1
Net debt liabilities	2 669.6	2 695.4	2 679.1	2 594.6	2 652.3
Average interest rate on financial liabilities (%)	1.13	1.25	1.30	0.86	0.61
Average remaining term of financial liabilities (months)	39	40	40	37	44
Return on equity incl. revaluation effect (%)	8.1	8.2	2.5	6.0	7.3
Return on equity excl. revaluation effect (%)	5.7	5.7	5.7	6.7	6.5
Share of equity on 31 December (%)	45.8	44.9	44.5	45.6	44.1
Net gearing on 31 December (%)	97.2	102.1	105.3	99.9	103.7
Market capitalisation on 31 December	3 369.0	2 734.3	2 483.1	2 483.7	3 337.5

Share (in CHF)	**2025**	2024	2023	2022	2021
Earnings per share incl. revaluation effect	13.28	12.80	3.95	9.36	11.43
Earnings per share excl. revaluation effect	7.39	7.43	7.39	8.65	8.34
Payout per share	7.00[1]	7.00	7.00	7.00	7.00
Net asset value (NAV) per share before deferred taxes on 31 December	194.11	185.56	177.02	179.75	177.25
Net asset value (NAV) per share after deferred taxes on 31 December	166.23	159.95	154.16	157.20	154.85
Market price high	204.00	165.60	163.20	208.50	206.00
Market price low	165.00	147.00	141.60	126.40	179.20
Market price on 31 December	204.00	165.60	150.40	150.40	202.00
Cash yield payout (%)	3.4	4.2	4.7	4.7	3.5
Payout ratio of the net profit excl. Revaluation effect (%)	94.7	94.2	94.7	80.9	83.9

1 Proposal of the Board of Directors to the annual general meeting of 17 April 2026 in the form of a dividend of CHF 3.50 per share plus repayment of reserves from contribution of capital amounting to CHF 3.50 per share

Ratings and benchmarks

Allreal is rated and assessed on creditworthiness, ESG and sustainability by various experts.

Credit rating / Creditworthiness

Zürcher Kantonalbank and UBS assigned Allreal a long-term issuer rating of an investment grade BBB with a stable outlook.

UBS

BBB / Outlook stable
last confirmed: 07.04.2025

Zürcher Kantonalbank

BBB / Outlook stable
last confirmed: 10.09.2025

ESG ratings

The Global Real Estate Sustainability Benchmark (GRESB) rates the sustainability performance of real estate investments worldwide. Allreal has not previously taken part in GRESB. All the more impressive are the good results in the categories “Standing Investment” and “Development”.

GRESB REAL ESTATE

86 points out of 100 (Standing Investment)
93 points out of 100 (Development)

Various ESG ratings providers rate and assess Allreal. They use different weightings and do not always focus on the same points in their assessments. We therefore decided to only take part in one selection or actively contribute our feedback to their assessment.

CDP DRIVING SUSTAINABLE ECONOMIES
A- (Scale: A to F)

MSCI
AA (Scale: AAA to CCC)

inrate
B- (Scale: A+ to D-)

ISS
D+ Not Prime
(Scale: A+ to D-)

SUSTAINALYTICS
Low Risk

Sustainability report

Sustainability at Allreal

Dear reader

The beginning of the year marked the start of our new four-year strategy period. We have again set ourselves ambitious environmental, social and governance (ESG) goals. These guidelines will ensure that our sustainability efforts remain focused. We want to halve the use of non-renewable energy by 2030 and reach net zero across our portfolio by 2050. Systematic expansion of renewable energy, making our properties more energy-efficient and applying high sustainability standards to new builds and site developments are key levers in this regard.

One significant milestone in the reporting year was the comprehensive rating of our portfolio by the Global Real Estate Sustainability Benchmark (GRESB) for the first time. The fact that we achieved four out of five stars in the first full reporting cycle is testament to the impact of our integrated sustainability approach, while at the same time giving us valuable pointers on where we can take further action.

We also made important progress in project development. The awarding of the SNBS Gold Site certificate to Baarermatte is a perfect example of our understanding of sustainable site development. We also focused on expanding our photovoltaic capacity in the reporting year. We have now successfully completed the initiative launched three years ago for properties in our portfolio. In total, our installations currently produce around 7250 kWp of renewable energy. Additional installations at our new-build projects will push this up in the coming years.

We see sustainability not as a short-term programme, but a continuous process requiring clear goals, reliable data and effective governance. By further strengthening diversity on the Board of Directors and systematically anchoring sustainability aspects in our strategy, investment decisions and operational processes, we, the Board of Directors and Group Management, are jointly setting a clear example of responsible entrepreneurship.

We would like to thank all employees, partners and stakeholders for their commitment and support along the way. Together, we design properties that are not just resource-saving and sustainable, but create permanent values for this and future generations.

Ralph-Thomas Honegger
Chair of the Board of Directors

Stephan Widrig
CEO

Selected key figures at a glance

Environment

On track

Our CO_2 reduction path
Savings of greenhouse gas emissions in the investment portfolio in kg CO_2e/m^2 of energy reference area.
(Scope 1, 2 and 3.3)

SNBS Site
Gold certification for Baarermatte

Gold

Certified
Proportion of space in portfolio with sustainability certification

46%

Low
Average embodied emissions of own projects in kg CO_2e/m^2a

8.7

Social

Female representation on the Board of Directors
Currently 37.5%

2024: **2** (25%)

2025: **3** (37.5%)

Satisfaction
Employee satisfaction with Allreal rose again in 2025

4.7/5

Investment in training
6,797 hours were completed by our employees in 2025 – around 736 more than in the previous year.

6,797 hours

Governance

Regional value creation
99.1% of work by project volume was placed with companies and suppliers based in Switzerland

99.1%

Top FM partner

94.6%

of our FM partners are certified (based on order volume)

Eco Vadis Platinum
ISO 9001 / 140001 / 45001

Stakeholder dialogue and material sustainability topics
(GRI 3-1, 3-2)

Our sustainability reporting is based on regular, structured dialogue with the most important stakeholder groups. The GRI Standards suggest that materiality is not a static construct – material topics are to be monitored constantly and reviewed before every reporting cycle.

Last year, we validated the existing analysis on the basis of our continuous stakeholder dialogue and relevant external developments rather than carrying out any new materiality analysis. This review found that the material topics already identified are still the main ways that we can create value and have an impact.

At the same time, we monitored the dynamic of the underlying external conditions, regulatory developments and societal expectations. Our sustainability strategy 2025–2028 tightly links emerging topics such as biodiversity and water management, diversity and equal opportunities, and digitalisation and cyber security to the existing material topics and addresses them voluntarily. The material topics are based on the double materiality analysis updated at the end of 2023 and conform to the specifications of the GRI standards for materiality and stakeholder engagement. For the 2025 reporting year, we are making use of the extensive stakeholder dialogue held in the course of this update. This dialogue followed a multi-level process with employees from all divisions, tenants, investors, analysts, representatives from politics and administration and suppliers. The results were consolidated by internal experts and continue to form the basis of our materiality matrix.

The stakeholder dialogue remains an integral part of our sustainability strategy: regular tenant surveys, supplier audits, specialist events and an ongoing dialogue with authorities, investors and NGOs ensure that we identify new requirements and risks at an early stage. Another comprehensive stakeholder survey is scheduled for 2026.

Taking account of the suggestions from the internal and external dialogue and the written survey, Allreal drew up the following materiality matrix:

Based on this matrix, Allreal defined the following material topics:

Environment	Social	Governance	Economy
– CO_2 and other emissions – Use of resources	– High-quality living spaces – Corporate culture – Workplace health and safety	– ESG integration – Ethics, integrity and compliance	– Profitability and financial strength – Focus on markets and clients

Goals and goal achievement for the 2025–2028 strategy period

The sustainability strategy period 2022–2024 ended with the 2024 reporting year. Its results and the assessment of goal achievement are documented in the sustainability report 2024.

For the strategy period 2025–2028, Allreal specified areas of activity on the basis of the existing materiality matrix and set itself new ambitious and measurable goals. The focus topics were drawn up in a multi-level process in which employees from all divisions and levels of the hierarchy, as well as other stakeholder groups, were included.

In the new strategy period, we are pursuing 12 goals in the three dimensions of environmental, social and governance. Specific performance metrics with a time horizon of four years were defined for each goal. One key undertaking is to halve the use of non-renewable energy by 2030 and reach net zero by 2050 at the latest.

We are basing our pursuit of the goals in the strategy period 2025–2028 on a newly defined system of metrics. The initial value shown in the following strategy tables corresponds to each initial value at the beginning of the strategy period (as of 1 January 2025). Long-term target paths, particularly in the area of protecting the planet, continue to relate to predefined historical base years and are extrapolated regardless of the respective strategy period. The detailed time series of the GRI indicators are shown in the Appendix.

Strategic focus topics 2025–2028

The strategic focus topics in the sustainability strategy 2025–2028 are based on the nine material topics from the double materiality analysis. In addition, four forward-thinking topics – biodiversity and water management, diversity and equal opportunities, digitalisation and cyber security, and participation and stakeholder involvement – were incorporated without being classified as material topics. Allreal is thereby reacting proactively to societal and regulatory developments and expanding the framework of core materiality to include relevant forward-thinking topics. The financial topics in the materiality analysis (financial report/management report) are addressed as part of the corporate strategy and therefore not part of the sustainability strategy 2025–2028.

Guiding principle	Allreal builds value		
Strategic focus topics 2025–2028	**Environment** – Net zero – Labels and guidelines – Use of resources and circularity – Biodiversity and water management	**Social** – High-quality living spaces – Leadership and corporate culture – Workplace health and safety – Diversity and equal opportunities	**Governance** – Integration of sustainability in the company – Ethics and compliance – Participation and stakeholder engagement – Digitalisation and cyber security

Our environment goals are focused on decarbonisation of the portfolio with net zero by no later than 2050, sustainable construction and management, continuous reduction of resource consumption and expanding the circular economy, as well as promoting biodiversity and climate-resilient water management.

Environment[1]

	Goals	Actions 2025	Indicators	Initial value 2025	Actual figure 2025	Target figure 2028
Net zero	We will halve the consumption of non-renewable energy by 2030 and achieve net zero in the real estate portfolio by 2050 at the latest.	– Continuation and expansion of operational energy efficiency optimisation and rollout of additional photovoltaic systems – ESG renovation of four properties leading to renewable energy generation – Sustainable mobility management: Promotion of slow mobility, e-mobility and shared mobility solutions, further development of a comprehensive mobility concept to be rolled out in 2026, different mobility concepts already being implemented or planned in current development projects	1. Greenhouse gas emissions (kg CO_2/m^2a; whole building; Scope 1,2 and 3.13)[2] 2. Share of renewable energy in total energy consumption (whole building; % of Scope 1, 2 and 3.13)[2] 3. Integration of sustainable energy supply and mobility in new buildings and refurbishments	1. n.a. 2. n.a. 3. Project-related	1. 8.5 2. 68.3 3. On track	1. 7.2 2. 72 3. Achieved
Labels and guidelines	We build and operate properties sustainably.	– Participation in the pilot phase for the "SNBS – Existing and In Operation" certificate with over 27 properties – Certification of two properties according to the DGNB GiB Gold standard – Certification for Baarermatte project according to the SNBS Site Gold standard – Promotion of efficient and adequate floor plan designs when developing residential properties – Requirement for implementation of adequate floor plans as an element of study contracts and review of the requirements by an assessment body with qualified internal and external specialists – Proactive integration of green leases by systematically including green lease clauses in commercial leases (as at 31 December 2025, 16% of commercial rental space contains relevant green lease provisions), as well as setting up a structured sustainability dialogue with commercial tenants	1. Proportion of area in investment properties with a sustainability label (%) 2. Creation and implementation of guidelines for sustainable real estate management 3. Green lease	1. 43 2. Outstanding 3. Outstanding	1. 46 2. Not on track 3. On track	1. 50 2. Achieved 3. Achieved
Use of resources and circularity	We are continuously reducing our resource consumption and promoting the circular economy.	– Member of the Circular Building Charter board, working on developing methods to record and compare embodied emissions in construction projects via Scope 3 white paper – Planned introduction of the indicator "Circularity for new builds and conversions" – Implementation of initial pilot projects for re-use such as upcycling of window glass – Re-use in Allreal conversions (incl. conference rooms, partitions, furniture): Reduction in CO_2 by reusing material – Review of third-party project: Reusable, 3D-printed formwork elements reduce the need for concrete and, in turn, building material CO_2 emissions	1. Survey of circularity indicators for new and renovated buildings (% end-of-life circularity) 2. Average proportion of renewable raw materials in construction projects (%) 3. Average carbon emissions generated for the construction and operation of new buildings (kg CO_2/m^2a)	1. Outstanding 2. Outstanding 3. 7.4	1. On track 2. On track 3. 8.7	1. Measured value 2. Measured value 3. Construction 9, Residential operation 0 / Commercial operation 1
Biodiversity and water management	We are committed to biodiversity, climate-adapted water management and sustainable land use.	– Carrying out a biodiversity pilot project to systematically record and analyse biodiversity in the portfolio – Raising awareness of biodiversity internally and implementation of practical initiatives like removing invasive neophytes – Context analysis for water management and definition of a framework for action – Implementation of environmental measures for open and outdoor spaces, taking into account concrete solutions that have been proposed to reduce overheating, leaching, use of rainwater and promotion of biodiversity – Careful land use thanks to efficient urban development, redensification, further construction and adequate floor plans	1. Implementation of biodiversity strategy and sponge city approach in the investment portfolio 2. Portfolio screening and definition of a package of measures 3. Implementation of the package of measures	1. Outstanding 2. Outstanding 3. Outstanding	1. On track 2. On track 3. On track	1. Achieved 2. Achieved 3. Achieved

1 The goals and indicators for the environment and high-quality living spaces relate to Allreal's proprietary projects. In line with these goals, Allreal is proactively committed to finding sustainable solutions for third-party projects, but relies on external clients to do so. Third-party projects are not included in the indicators as a result.
2 Owing to a methodological specification, the initial value cannot be determined. The target value was adjusted, consistent with the methodology (see "Energy consumption and CO_2 emissions").

The social pillar of our sustainability strategy comprises high-quality living spaces, a values-based leadership culture, attractive working conditions, consistently guaranteed workplace health and safety, and the systematic promotion of diversity and equal opportunities. The topics cover significant social mechanisms of action along the value chain – from the point of view of the tenant through to that of the employee.

Social

	Goals	Actions 2025	Indicators	Initial value 2025	Actual figure 2025	Target figure 2028
High-quality living spaces[1]	We design and manage real estate that offer a high quality of life and take social aspects into account.	– Promotion of environment planning in the portfolio: Further work on the design of the outdoor space in existing locations – Pilot phase launch of a digital tenant portal – Planning of 2026 tenant survey for sustainable tenant engagement – Raising awareness and running training courses: Drawing up a process to prevent discrimination in letting – Creating a process for engaging with tenants when carrying out renovations and replacement new builds (guidelines on process to terminate lease) – Groundwork to develop a concept for social and functional district mixes – Various measures to promote social and functional mixes: Phased demolition / new build (incl. for continuation of tenant biographies), adequate/differentiated floor plans, low-cost shares for residential property	1. Implementation of socio-spatial features in new and renovated buildings 2. Tenant dialogue and satisfaction (% tenant satisfaction) 3. Promotion of social and functional mixes and communal life in districts	1. Outstanding 2. 76 3. Project-specific	1. On track 2. On track 3. On track	1. Achieved 2. 80 3. Achieved
Management and corporate culture	Shared values, a modern understanding of leadership and opportunities for further development make Allreal an attractive employer.	– Introduction of a standardised function and development model to promote individual development – Training programme for managers – Annual employee satisfaction survey – Continuation of career development and active promotion of training sessions – Integration of corporate values into internal communication and decision-making processes	1. Implementation of values and understanding of leadership (% identification with values and leadership) 2. Employee satisfaction (%) 3. Training and development hours (no. hours per employee)	1. 72 2. 76 3. 26.5	1. 73.2 2. 78.3 3. 30.3	1. 80 2. 80 3. 49
Health and safety in the workplace	The protection of health and safety in the workplace is our top priority.	– Raising awareness and running compulsory training courses with a focus on the working environment, Allreal values and mental health – Introduction and sponsoring of the health and prevention measure "Fit-über Mittag" – Safety rules checked in unannounced site audits – Communication of audit findings in internal training sessions – Staff trained on internal safety organisation – Annual review of safety equipment (defibrillator, etc.) as part of building inspection at the Lightcube – Further development of S.Guard app to alert all persons present at the Lightcube in an emergency	1. Number of serious accidents on construction sites had by employees or external workers[2] 2. Injury rate for employees [(no. of documented work-related injuries / no. of hours worked) per 200,000 hours] 3. Employee absences (no. of hours absent as a result of illness and non-work-related accidents / no. of hours worked (%))	1. 0 2. 2.2 3. 3.9	1. 3 2. 1.8 3. 3.6	1. < 2 2. < 1.3 3. n.a.[3]
Diversity and equal opportunities	We promote diversity, equal opportunities and inclusion.	– Plans for new equal-pay study in 2026 with current wage benchmark partners – Evaluation of high-potential women in the teams and targeted individual development – Further increase in the proportion of women on the Board of Directors	1. Creation and implementation of guidelines on diversity, equal opportunities and inclusion 2. Equal pay (number of external analyses confirming equal pay) 3. Proportion of women on the Board of Directors / in Group Management / in top management (%)	1. Outstanding 2. 0 3. 25 / 0 / n.a.	1. On track 2. 0 3. 37.5 / 0 / 11.8	1. Achieved 2. 1 3. 30 / 20 / 20

1 The goals and indicators for the environment and high-quality living spaces relate to Allreal's proprietary projects. In line with these goals, Allreal is proactively committed to finding sustainable solutions for third-party projects, but relies on external clients to do so. Third-party projects are not included in the indicators as a result.
2 The goal definition does not imply any acceptance of events, but underlines the aspiration to prevent serious accidents.
3 The absentee rate serves as a supplementary qualitative control and observation metric. The aim is not to reduce absences due to sickness or accidents per se, but to identify work-related pressures at an early stage and derive preventative measures.

Our governance- goals anchor sustainable practices, align business activities to ethical principles, promote proactive stakeholder dialogue and make use of digital processes to improve quality, efficiency and sustainability in line with strict data protection requirements.

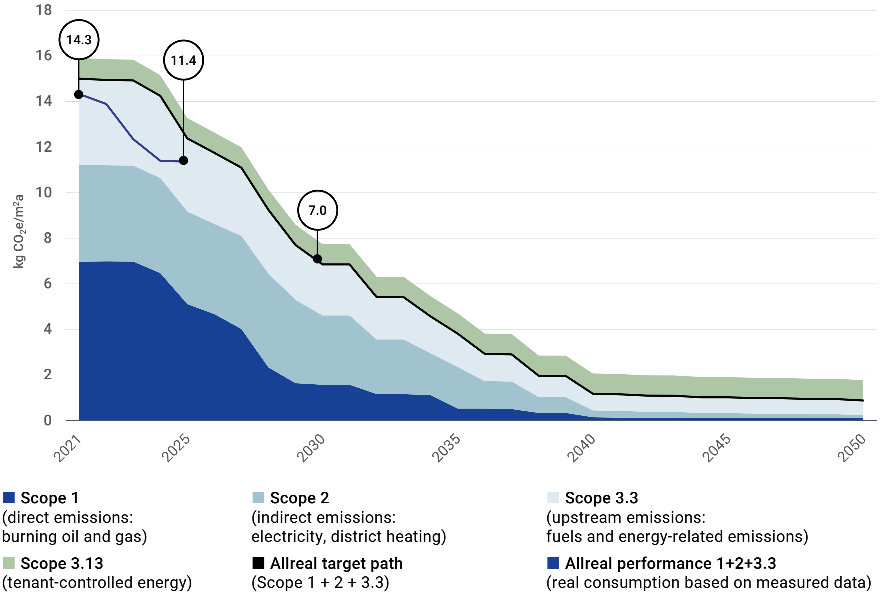
Governance

	Targets	Actions 2025	Indicators	Initial value 2025	Actual figure 2025	Target figure 2028
Integration of sustainability in the company	Allreal's way of thinking and working is defined by its sustainable practices and sustainable corporate governance.	– Continued/Increased integration of sustainability aspects into employees' annual targets – From 2026, variable remuneration is based on ESG goals.	1. Proportion of employees with annual targets that incorporate sustainability-related aspects (%) 2. Proportion of employees whose variable remuneration is linked to sustainability goals (%) 3. Raising awareness of sustainability-related issues in the company	1. 100 2. 10 3. Partially implemented	1. 100 2. 10 3. On track	1. 100 2. 100 3. Achieved
Ethics and compliance	We consistently align our business activities with ethical principles.	– Compulsory training on the Code of Conduct and provision of training documents for all employees – Maintain collaboration with external specialist centre for bullying, sexual harassment and discrimination – Introduction of sustainability standards (EcoVadis, ISO) for FM contracting parties including monitoring of FM provider agreements. 94.6% of contracting parties (in terms of order volume) are certified (EcoVadis Platinum, ISO 9001/14001/45001) – Continuation of Supplier's Code of Conduct	1. Number of training sessions on the Code of Conduct (cumulated over strategy period) 2. Number of breaches of the Code of Conduct and bullying 3. Integration of sustainability requirements in procurement	1. 0 2. 1 3. Partially implemented	1. 1 2. 0 3. Achieved	1. 3 2. 0 3. Achieved
Participation and stakeholder engagement	We proactively discuss material sustainability topics with relevant stakeholders and communicate transparently about goals and progress.	– Engagement in NNBS / SNBS – Active participation in dialogue with authorities concerning the circular economy – Formation of working group for reduction path harmonisation in accordance with Swiss Climate and Innovation Act requirements to reach net zero by 2050; exchange with authorities and stakeholders – Development of strategic framework for the social commitment of Allreal and its employees – Stakeholder dialogue with key partners – Stakeholder dialogue with investors	1. Stakeholder dialogue (cumulated over strategy period) 2. Commitment and collaboration with associations and networks 3. Social commitment	1. 0 3. Partially implemented 3. Outstanding	1. 1 2. On track 3. On track	1. 2 2. Achieved 3. Achieved
Digitalisation and cyber security	We use digitalisation processes to achieve improvements in quality, efficiency and sustainability. Data protection and cybersecurity are integral to our way of doing business.	– Employee training in dealing with the Cloud and data sharing – Four awareness campaigns and training courses on IT security – External IT audit on financially relevant process audit – External independent penetration test (infrastructure security) – Internal IT audit in accordance with IKT minimum standard – M365/Azure audit and review in accordance with best practice – Implementation plan drawn up for digital transformation of real estate management – Pilot phase conducted for digitalisation of the tenant portal	1. Number of training sessions on data protection (cumulated over strategy period) 2. Number of IT audits/year 3. Digital transformation of real estate management	1. 0 2. 1 3. Outstanding	1. 5 2. 4 3. On track	1. 1 2. 1 3. Achieved

CO_2 reduction path and climate strategy

One key focus in the environmental dimension is to achieve net zero across our portfolio by 2050 at the latest in line with the Paris Agreement. As an intermediate goal, Allreal is striving to reduce greenhouse gases (Scope 1, 2 and 3.3) at its sites from 14.3 kg CO_2e/m^2a (taking 2021 as the base) to 7.0 kg CO_2e/m^2a by 2030.

CO_2 reduction path
Greenhouse gas emissions in the investment portfolio in kg CO_2e/m^2 of energy reference area (ERA)



To achieve these goals, binding regulations were introduced for new builds and renovations that define strict limits for permissible emissions in their construction and operation. Implementation is based on the Sustainable Construction Switzerland standard (SNBS), which is an integral part of the label strategy (see page 44).

The sustainability requirements are systematically embedded in the study contracts, tender documents and other contracts and applied in all phases of the development of new-build and renovation projects. Furthermore, Allreal provides targeted financial resources for energy-efficient refurbishments in order to increase the energy efficiency and reduce resource consumption and embodied emissions. By doing this, the company makes a measurable contribution to global and national climate goals, as well as the GRI indicators 301 (Materials), 302 (Energy) and 305 (Emissions).

Contribution to sustainable development goals

Allreal is making a contribution to the United Nations' 2030 Agenda for Sustainable Development along the entire value chain. The focus is on SDG 11 "Sustainable Cities and Communities". By developing high-quality, sustainable living spaces and employing sustainable construction methods, Allreal is helping to design liveable and resilient districts. We are also addressing other goals, such as SDG 3 ("Ensure healthy lives and promote well-being for all at all ages"), SDG 4 ("Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all"), SDG 5 ("Achieve gender equality and empower all women and girls"), SDG 7 ("Ensure access to affordable, reliable, sustainable and modern energy for all"), SDG 12 ("Ensure sustainable consumption and production patterns"), SDG 13 ("Take urgent action to combat climate change and its impacts") and SDG 17 ("Strengthen the means of implementation and revitalize the global partnership for sustainable development").

We are able to make these contributions thanks to our consistent support of the circular economy in the real estate sector, responsible procurement processes and systematic integration of sustainability requirements into project development, realisation and management of the technical and commercial aspects of our portfolio.

With the comprehensive measures in the areas of workplace health and safety, as well as physical and mental health support, Allreal is contributing as an employer to SDG 3. Development and training offerings, as well as a standardised function and development model, support SDG 4. With initiatives designed to prevent discrimination in letting and make recruitment processes transparent, as well as the promotion of diversity and equal opportunities, Allreal is also addressing SDG 5.

Allreal is thereby not just making efforts to reduce emissions, but also tackling social, qualitative and resource-efficient aspects that will help to achieve the SDGs by 2030.

Guiding principle

Other topics

Climate and energy

Encouraging the circular economy

Allreal as an attractive and safe employer

GRESB Real Estate Assessment

Allreal uses the GRESB Real Estate Assessment (Global Real Estate Sustainability Benchmark) as the central portfolio-based ESG reference rating to rate the sustainability performance of the real estate portfolio. GRESB is an internationally established, investor-driven ESG benchmark for real estate and infrastructure companies and is widely used by institutional investors, banks and other market participants. The rating integrates governance, management and performance indicators at portfolio and asset level and enables annual, standardised comparability in the international peer environment.

In the 2025 GRESB assessment (data year 2024), Allreal achieved the following results in its first full reporting cycle:

Standing Investments
4 stars | 86/100 points | Green Star

Development
3 stars | 94/100 points | Green Star

This puts Allreal above the global GRESB average and in the upper performance segment of the relevant peer group. It achieved particularly high ratings in the areas of management, governance, ESG strategy, data quality and climate goals.

Strategic management and future development

Allreal's ESG rating architecture follows the principle of a consistent sustainability strategy with several disclosure and rating formats that are specific to the addressee. All ESG ratings are based on a consistent goal, data and governance system. Findings from the GRESB and supplementary ESG ratings are systematically fed into the continued development of the climate strategy, investment and renovation decisions, prioritising environmental and social measures and enhancing governance and management structures. The objective is to maintain the company's ESG performance over the long term, further increase transparency and comparability for investors and continuously strengthen its position in international sustainability benchmarking.

Supplementary ESG ratings

To cover different capital market, investor and regulatory requirements, Allreal supplements the GRESB rating in a targeted manner with additional ESG ratings and assessments, including CDP (climate reporting), MSCI ESG ratings, ISS ESG, S&P Global ESG scores and Inrate. These ratings address different focal points, such as climate risks, governance structures, controversies and ESG risk exposure, and are used complementarily. The results are not aggregated. An overview of the ESG ratings included and the respective results is presented in the chapter of the Annual Report entitled "About Allreal".

Environment

The responsible use of environmental resources is a key element of Allreal's sustainability strategy. The main environmental themes comprise reducing greenhouse gas emissions (Scope 1 and 2), incorporating relevant Scope 3 emissions, increasing energy efficiency, supporting the circular economy and measurably reducing resource consumption with regard to materials, soil and water. These focus areas direct our actions along the value chain and life cycle of a property – from development and realisation through to management.

Guidelines and responsibilities

The relevant guidelines are embedded in the label strategy, SNBS and Circular Building Charter. Since 2023, Allreal has been represented on the Board of Sustainable Construction Network Switzerland (NNBS) and has played an active role in developing industry-wide standards in the Charter's steering group. This underlines our aspiration to continue to develop sustainable solutions together with business, the public sector, academia and politics.

The divisions are responsible for implementing the environment goals, with the sustainability unit providing technical expertise. Allreal ensures that all projects comply with Swiss environmental legislation and are continuously monitored using the relevant environmental indicators. Specifically, our environmental understanding comprises the following:

- Integration of environmental criteria into all planning and decision-making processes, including energy efficiency, renewable energy and climate-friendly construction methods
- Support for the circular economy through resource-efficient choice of material, recyclable constructions and systematic rating of embodied emissions
- Green procurement to select environmentally friendly materials and suppliers
- Protection of water, soil, biodiversity and scarce materials across the entire life cycle
- Reduction of environmental pollution and waste, including waste water, emissions into the air and hazardous waste
- Running training courses, raising awareness and communicating with all our employees on environmental issues to promote a sustainable corporate culture

Net zero

The CO_2 reduction path is currently on track with a share of around 52% renewable energy sources in 2025 (taking 2021 as the base; the energy year runs from 1 July to 30 June). Value-enhancing investments in the double-digit millions in renewable energies and efficiency measures are necessary by 2030 to achieve the future goals on the reduction path.

By 2024, Allreal had offset some of the remaining greenhouse gas emissions by climate projects certified to recognised standards such as the Gold Standard or the Verified Carbon Standard (VCS). In continuing to develop its climate strategy, Allreal is now focusing entirely on low-emission construction methods, energy efficiency and renewable energy and no longer taking measures to offset greenhouse gas emissions.

Allreal continued its green financing strategy in 2025. In April and October, the company issued two green bonds for CHF 125 million and CHF 110 million. The full amount was used to finance environmentally friendly real estate projects, including energy-efficient new builds and sustainable renovations, and to add more photovoltaic installations. The emissions are in line with the ICMA Green Bond Principles and the company's own Green Bond Framework.

To achieve the energy and climate goals, Allreal implemented further measures in the reporting year. Three photovoltaic installations with a peak output of 1830 kWp went into operation. We also continued and expanded operational energy efficiency and systematically generated more of our own power.

Furthermore, five properties were renovated in line with ESG principles and will be switched to renewable energy generation from 2026. In the area of mobility, Allreal promoted slow mobility, e-mobility and shared mobility solutions and further developed a comprehensive mobility concept which is scheduled to be rolled out in 2026. Initial location-specific mobility measures are being implemented or planned – including in the projects at Badenerstrasse in Zurich and Baarermatte in Baar.

Use of resources and circularity

Allreal is represented on the Board of the Circular Building Charter, which pursues the common goal, by 2030, of reducing the use of non-renewable primary raw materials to 50% of total volume, systematically logging embodied emissions and improving the circularity of construction projects. In the reporting year, Allreal actively helped to work on further developing relevant methods – including involvement in the Scope 3 white paper to compare embodied emissions. This means that the portfolio's embodied emissions are also being reported comprehensively for the first time (see the following section entitled "embodied emissions").

In parallel with this, initial re-use pilot projects were implemented, for example in a conversion project at Lindberghplatz in Glattpark. By upcycling window glass and reusing parts such as partitions, furniture and fittings, a reduction in CO_2 was achieved as a result of the material saved. In addition, we reviewed the use of reusable 3D-printed formwork elements that make it possible to reduce concrete thickness and, in turn, lower construction material emissions. For the purposes of systematic measurement and management, Allreal also prepared to launch a circularity indicator for new builds and conversions.

Embodied emissions (Scope 3.1, 3.2 and 3.5)

(GRI 305-3)

Resource consumption and the circularity of materials make a significant contribution to the impact that construction and renovation projects have on the climate. The associated material and process-related greenhouse gas emissions are designated embodied emissions and mainly come about in the upstream and downstream life cycle phases of buildings, in particular the manufacturing, construction and demolition phases. In the context of measuring greenhouse gas emissions in accordance with the Greenhouse Gas Protocol (GHG), these emissions are shown under Scope 3 and are crucially important in the construction and real estate sector. The structural recording of embodied emissions continues to represent a comparatively demanding methodology in the real estate sector. Allreal implemented this approach at an early stage and is continuously developing it in line with industry-wide standards.

From this reporting period onwards, we are recording embodied emissions in accordance with the relevant Scope 3 categories of the GHG Protocol, in particular repair and replacement, new builds and extensive conversions, and demolition. The reporting is in line with the methodological foundations described in the Scope 3 white paper of the Circular Building Charter and creates a standardised and comparable data base for the portfolio.

Different calculation methods are employed to quantify the embodied emissions, regardless of data availability and the status of the project. These include benchmark-based projections, expenditure-based approaches and project-related life cycle analysis. This combination of methods enables a step-by-step improvement of data quality and increasing coverage of construction activity.

In the 2025 financial year, the average embodied emissions of ongoing own new-build projects was very low, amounting to 8.7 kg CO_2e per m² and year (based on SIA 2032). The indicator shown represents an average appropriate for each phase that serves as a reference value for reducing embodied emissions further as part of the climate strategy.

The completed construction projects for our own portfolio and sale of condominiums caused around 10 140 t CO_2 (Scope 3.1 and 3.2). The emissions shown came from both regular maintenance work and new builds and major renovation projects. Emissions from any completed demolitions in the reporting year are shown separately under Scope 3.5.

The results show that embodied emissions are significantly affected by the choice of material, construction method and depth of intervention. Allreal uses these findings to identify the drivers of emissions at an early stage and take them into account individually in project development. In addition to quantitative evaluations, measures to reduce embodied emissions are implemented, including re-use of components, reduction of material and pilot projects in the area of re-use and upcycling (see “Use of resources and circularity”).

To manage embodied emissions along the value chain, Allreal obliges its suppliers to use resources carefully as part of the Supplier’s Code of Conduct. They are required to comply with legal and international environmental standards, as well as use resource-efficient and environmentally friendly materials and take project-specific requirements into consideration. This means that consideration of environmental and climate aspects will already be anchored in the procurement and execution of construction projects.

With the structured recording and transparent reporting of indirect greenhouse gas emissions, Allreal is creating a central basis in order to show the impact construction activity has on the climate in a way that is easy to understand and reduce it in the long term. The associated indicators for indirect greenhouse gas emissions are shown in the KPI report under GRI 305-3 (see pages 65 to 80).

Waste management ►

(GRI 306-3)
Waste management is an integral part of Allreal's circular orientation and supplements the measures to increase resource efficiency in its property portfolio.

As the owner of residential and commercial property, the main waste-related impact that Allreal has on the environment comes about in its rental operations, in particular through waste disposal by its tenants. The relevant impact mainly concerns the use of resources and greenhouse gas emissions resulting from waste treatment. The amount of waste incurred in the company's own office operations is insignificant.

The waste-related impact is managed by systematically recording waste amounts, contractually involving qualified disposal service providers and centrally consolidating and validating the data. The sustainability unit, which reviews and refines the methodology annually, has overall specialist responsibility. As the vast majority of the waste is generated by tenants, opportunities to exert influence are primarily in specifications and requirements applying to management and disposal service providers, as well as in measures to provide information on, and raise awareness of, the correct way to separate waste and how to prevent it.

The objective of waste managements is to create transparency on the waste streams in the portfolio, support the recycling rate and reduce waste amounts in the long term as far as possible in the company's indirect area of influence. Detailed information on data collection, definitions and calculation methodology, as well as the use of estimates and extrapolations, is shown in the KPI and methodology Appendix in accordance with GRI 306.

Ernst & Young Ltd provided limited assurance on the information marked ► for 2025. The Independent Assurance Report is included in the Appendix.

Label strategy and guidelines

Allreal systematically aligns planning, realisation and management to the SNBS standard. All new builds for our own portfolio and to sell are completed and certified to the SNBS Gold standard. Our own renovation projects are based on the SNBS renovation standard in order to ensure high environmental, social and economic quality in the portfolio.

A key element of the label strategy is the life cycle approach: As well as operational emissions, Allreal also takes into consideration embodied emissions that are generated during realisation, production of construction materials, replacement investment and disposal when planning and implementing construction projects. The assessment is carried out across the entire life cycle of a building or component and comprises all relevant processes, including the amortisation periods of individual components. The Allreal label strategy deliberately sets stricter levels than those in SNBS Gold and sets very ambitious limits for permissible greenhouse gas emissions in both operation and construction.

Label strategy for own projects (portfolio and condominiums)

	Renovation		New build	
Sustainability label	Preferably SNBS renovation*		SNBS Gold	
Greenhouse gas emissions**	Residential	Commercial	Residential	Commercial
Construction	Ø Limit 1 of Minergie-ECO		Ø 9 kg CO_2e/m^2a	
Operation	≤ 4.0 kg CO_2e/m^2a	≤ 5.0 kg CO_2e/m^2a	0.0 kg CO_2e/m^2a	≤ 1.0 kg CO_2e/m^2a

* If not feasible, then alternatives such as Minergie ECO or BREEAM In-Use
** Limit and target values calculated using SIA 390/1, SIA 2032, KBOB

During the reporting year, 27 of Allreal's properties took part in the pilot phase of the new standard "SNBS – Existing and In Operation", thereby helping to develop a sector-relevant rating instrument for the property portfolio. In addition, two properties were certified to the German Sustainable Building Council (DGNB) System for Buildings in Use (GiB) Gold standard. Certification was issued for the Baarermatte development project according to the SNBS Site Gold standard. On completion, it will represent the first site label within our portfolio.

In systematically implementing our label strategy, we are strengthening the transparency and comparability of the sustainability performance over the entire life cycle of the property and laying the basis for a continuous reduction in greenhouse gas emissions, higher resource efficiency and sustainable value creation.

In addition, Allreal is proactively integrating green leases into new and existing commercial leases. This will embed energy efficiency, resource use and operational environment goals more and more in collaboration with tenants and make them binding. Already, 16% of commercial leases contain relevant sustainability clauses. This will be complemented by a systematic sustainability dialogue with commercial tenants that Allreal is setting up in order to promote common environmental goals and increase transparency on consumption data and increase efficiency potential.

Biodiversity and water management

Although biodiversity and water management were not classified as material topics in our materiality analysis, they are becoming more strategically important for the sustainable development of our property portfolio. Both topics are firmly anchored in our environment strategy and support the adaptation to climate change and the quality of our living spaces.

Biodiversity is closely linked to the material topics “High-quality living spaces” and “Use of resources”. During the reporting year, Allreal conducted a biodiversity pilot project to systematically record and analyse biodiversity in the portfolio. Furthermore, in several projects – including at Baarermatte in Baar, Schaffhauserstrasse in Kloten, Sonnentalstrasse in Dübendorf and Zürcherstrasse in Schlieren – environmental measures are planned in open and outdoor spaces, with a focus on overheating, leaching, use of rainwater and promotion of biodiversity. Raising awareness internally was supplemented by practical initiatives like removing invasive neophytes. Careful land use thanks to efficient urban development, redensification, further construction in the portfolio and adequate floor plans also helps to protect spaces and enhance the environment around the locations. Allreal does not carry out any development or construction activities itself in or in the immediate vicinity of legally protected areas.

In the area of water management, we laid the foundations for a climate-resilient approach. A context analysis for the Swiss water management framework defines the areas of activity with the highest priority for an overarching strategy and their relevance for the portfolio. In addition, concrete measures are already being implemented in development projects. At Baarermatte, the “sponge city” principle is being applied in which surface water is directed openly into retention basins under buildings standing on stilts. This slows down the drainage, promotes leaching and delays its discharge into the stream. An environment designed to be largely unsealed further strengthens biodiversity and improves the microclimate. Completion of the project is scheduled for 2028.

We are continuously observing the relevance of biodiversity and water management and will regularly review their materiality in the context of the refinement of our sustainability management.

Energy consumption and CO_2 emissions ►
(GRI 302-1, 302-3, 305-1–4)

Allreal is committed to keeping energy consumption and the associated greenhouse gas emissions low and steadily reducing them. Apart from the structure of a building and its operation, environmental conditions affect the use of heating (and hence energy) in the winter. As Allreal does not make environmental adjustments to consumption data, weather-related fluctuations in energy consumption are directly identifiable in the values shown.

The energy consumption shown in this report covers the energy year from 1 July 2024 to 30 June 2025 and includes all investment properties owned by Allreal as at 30 June 2025. Properties that were not rented out during the reporting period owing to complete renovations or refurbishments are not included. Where buildings were transferred to the portfolio of investment properties during the reporting period, these are included in the energy figures for the first time if consumption data is available for at least 12 months. As a result, the rentable area of properties with an energy evaluation may be less than the total rentable area shown in the Annual Report. In 2025, a total of 750,259 m² of rentable area or 880,483 m² of energy reference area was included in the energy figures.

The components of energy consumption are as follows:
- Primary energy demand for room heating and electrical energy for heat pump systems
- Electrical energy used in the common areas and in general infrastructure, such as stairwells, corridors, lifts, cooling systems and ventilation systems
- Electricity used by tenants in the space rented by them
- Heat consumption in the tenant's area of responsibility

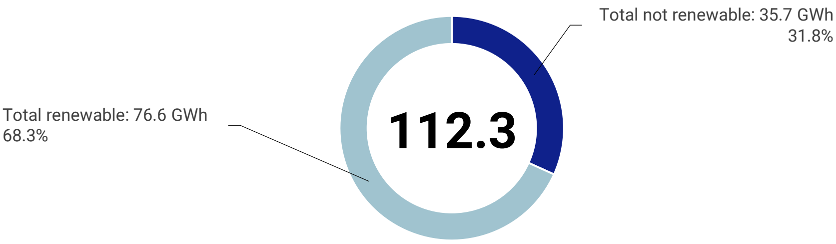
The following changes from the previous year should be mentioned in the methodology used to measure energy consumption and CO_2 figures:
- The energy consumption caused by the tenant is now transparently shown under Scope 3.13. This concerns the electricity and heat consumption controlled by the tenant (operational control approach). As a result, heat energy that was still recognised under Scope 1 and 2 in the previous year was transferred to Scope 3.13 (tenant-controlled energy) in the reporting year. This relates to 6134.91 MWh, or 753.57 t CO_2 (see GRI 302-2 and 305-3). The methodological adjustment was not applied retrospectively. The previous year's figures were left unchanged.

With the operational control approach (Scope 1 and 2), total energy consumption was 66.88 GWh, almost the same as in the previous year (68.89 GWh). Compared with the previous methodology (Scope 1 and 2, as well as Scope 3.13, i.e. only heat consumption excluding electricity consumption), however, energy consumption rose by 9% to 73.01 GWh. The main reason for this was the colder winter, which led to a year-on-year increase in heating degree days of approximately 11 %. For the first time, total energy consumption including energy used by the tenant is shown; this amounted to 112.3 GWh (Scope 1 and 2, as well as 3.13). The recalculated energy intensity is 149.7 kWh/m² of rentable area.

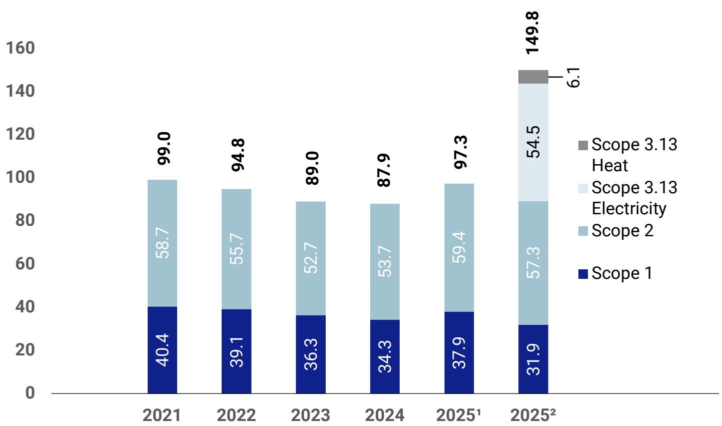
In this reporting period, the calculation of the share of renewable energy also included energy used by the tenant for the first time. This is now 68.3%. Excluding energy used by the tenant, it comes to 54.3%.

For more details on the methodology and data, please see the Appendix.

Proportion of renewable energy (incl. energy used by the tenant)
in GWh

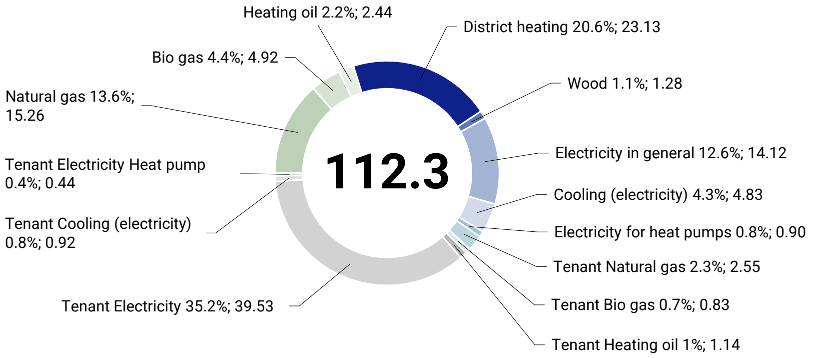


Energy intensity
in kWh/m² of rentable space

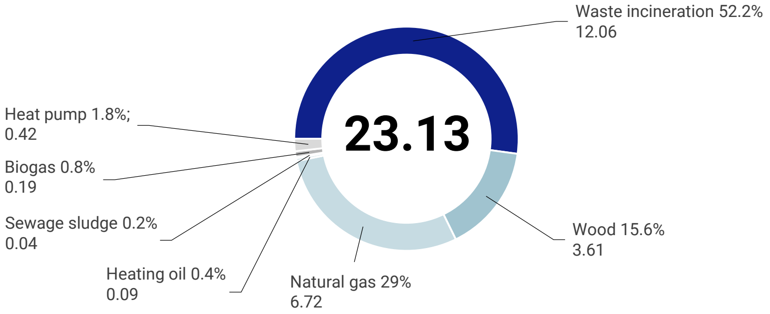


1 Calculated using the previous method; see 2024 reporting year
2 Calculated using operational control and data on electricity used by the tenant

Overall energy consumption by source
in GWh



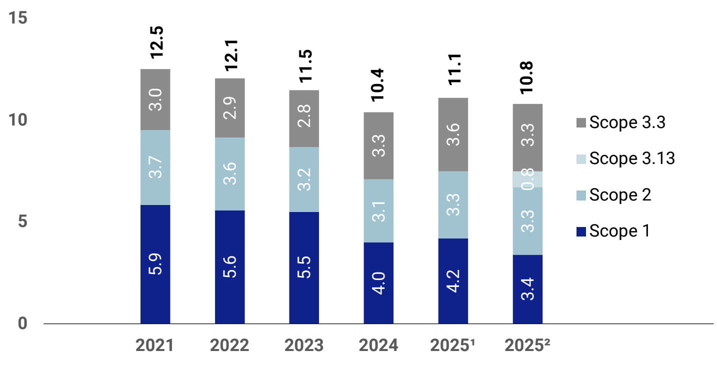
District heating consumption according to sources
in GWh



It was not possible to reduce greenhouse gas emissions and greenhouse gas intensity year on year. The colder winter period resulted in a higher need for heat and, in turn, higher greenhouse gas emissions. However, the increase in emissions was not in proportion to the heating degree days. Nevertheless, it was significantly cushioned. The main reason for this is the replacement of oil and gas heating with lower-emission systems. As a result of these modernisations, the increase in emissions caused by heat generation (Scope 1, Scope 2 and the pro-rata heat consumption in Scope 3.13) was limited to around 4%.

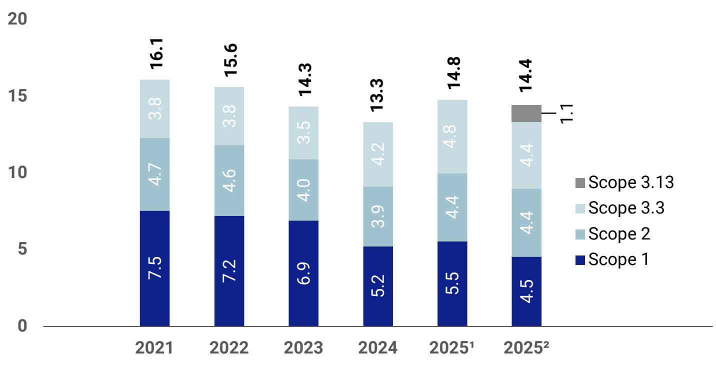
Additionally, the methodological reclassification of individual consumption data from Scope 1 and 2 to Scope 3.13 is having an impact (in accordance with the operational control approach).

Greenhouse gas emissions
Scope 1, 2 (market-based), 3.13 and 3.3, in 1000 t CO_2e



Scope 1 and 2 greenhouse gas emissions came to 6728 t CO_2e.

Greenhouse gas intensity
Scope 1, 2 (market-based), 3.13 and 3.3, in kg CO_2e/m^2 of rentable area



Scope 1 and 2 greenhouse gas intensity came to 8.96 kg CO_2e/m^2 of rentable space.

1 Calculated using the previous method; see 2024 reporting year
2 Calculated using operational control and data on electricity used by the tenant

Energy monitoring

The recording of energy and media use was further digitalised in the reporting year by increasingly combining consumption data directly in a central platform via interface. Integration of the final group of properties into the digital recording system is scheduled for 2026. Central data availability is the basis for improved transparency, as well as for further analysis on energy efficiency and to derive targeted optimisation measures.

Social

The social topics of Allreal's sustainability strategy concentrate on four areas: development of high-quality living spaces, a modern management and corporate culture, systematic implementation of workplace health and safety and promotion of diversity and equal opportunities. All goals are listed with measurable indicators and are systematically reviewed along the entire value chain[1].

High-quality living spaces

Allreal is pursuing the goal of designing and managing existing properties, as well as new-build and renovation projects, in such a way that functional, inclusive and socio-spatial high-quality residential and work spaces are created. The focus is on designing a high-quality outdoor space as somewhere to meet and interact, promoting social and functional mixes, and dealing with tenants in a transparent and fair way – in particular when renovations or replacement new builds are carried out.

In 2025, socio-spatial quality was systematically further improved along the entire life cycle of the property. The focus was on enhancing the quality of existing locations, strengthening dialogue with tenants and institutionally embedding social standards in processes and projects. Specifically, the following measures were implemented:

- Further work on the design of the outdoor space in selected existing locations, including Neubrunnenstrasse and the Richti site
- Piloting a digital tenant portal to improve service quality and interaction
- Preparing the 2026 company-wide tenant survey to enhance sustainable tenant engagement
- Drawing up a process to prevent discrimination in letting, as well as relevant internal training courses
- Introducing guidelines and implementing situational processes to terminate leases when carrying out renovations and replacement new builds (e.g. project on Josefstrasse)
- Implementing various measures to promote mixes, including by means of a phased demolition and new-build work to enable tenant biographies, differentiated floor plans and low-cost shares for apartments (e.g. Köschenrüti project)
- Groundwork to develop a concept for social and functional district mixes
- Continuation of the living space advisory board as an independent specialist body: application of the criteria tool to assess socio-spatial aspects in development and construction projects and derivation of project-specific recommendations

1 The initial and target values, as well as the current degree of target achievement for the three indicators for the strategy period 2025–2028 are shown in the corresponding table in the chapter "Strategy and goals". All indicators were within the target range at the end of 2025.

These measures support social stability and a variety of uses in our portfolio, as well as in the immediate neighbourhood. The effect on the dialogue with tenants and tenant satisfaction is gauged in a regular tenant survey that serves as the basis for refining the measures. The next company-wide tenant survey will be conducted in 2026.

Management and corporate culture

A values-based, modern management and corporate culture is central to the long-term performance of an organisation. Allreal promotes a working environment that supports trust, taking responsibility, further development and transparent communication. The objective is to strengthen the individual development of employees, anchor a common understanding of leadership and continuously ensure that the company remains an attractive employer.

In 2025, the management and corporate culture was further solidified by structural and development-based measures. The focus was on creating a process for individual development, targeted qualification of managers and continuous involvement of employees via feedback instruments. Specifically, the following measures were implemented or continued:

- Introduction of a standardised function and development model for the structured promotion of individual development
- Carrying out a multi-level further training programme for managers to strengthen a common understanding of leadership
- Continuation of regular gauging of employee satisfaction as an important feedback and steering instrument
- Continuation of career development and targeted promotion of internal and external training sessions
- Integration of corporate values into internal communication, decision-making processes and management instruments

These measures support the standardised alignment of management conduct, continuous development of employees, increase in training hours and strengthening of the company’s appeal as an employer. The staff survey remains essential to measuring progress and systematically identifying potential areas of improvement.

Employment conditions and working environment ►
(GRI 2-7, 401-1, 401-2, 404-3, 405-1)

Allreal takes a fair, transparent and standardised approach to employment. The objective is to ensure stable, fair and attractive working conditions, as well as discrimination-free structures, and to continuously strengthen the attractiveness of the company as an employer. All payments, offers of personal development and work-related benefits are provided to all employees, regardless of whether they work full time or part time. The conditions of employment are based on uniform employment law standards, clearly defined HR processes and market-appropriate remuneration models. The annual appraisal forms the basis for promotions, further development and pay reviews. External analyses on equal pay are carried out regularly in order to ensure fair remuneration structures.

To promote the compatibility of career and private life, Allreal offers all members of staff flexible working models, opportunities to work from home, an attractive working time model and at least five weeks of leave, as well as extra free days. This is supplemented by an above-average employer contribution to the pension scheme, as well as other voluntary insurance benefits. These include service anniversary awards (shares, additional leave or a lump-sum payment), as well as a free annual season ticket for the local public transport network (Basel, Bern, Geneva, Zurich). Key social risks in the context of employment, such as lack of skilled workers, development of expertise and the physical and mental health of employees are addressed systematically through corresponding staff development, health and prevention measures.

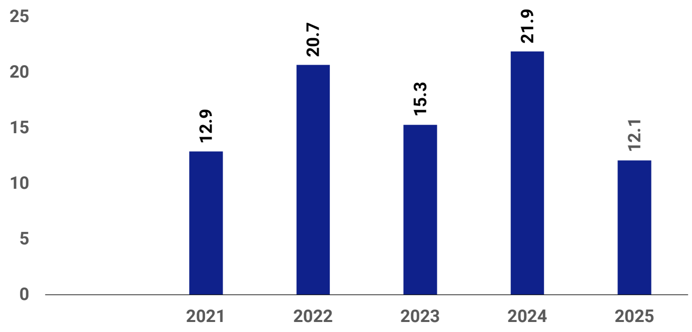
The recruitment structure is reviewed regularly, including in respect of the gender balance, age structure, proportion of part-time staff and staff turnover. Changes in the staff headcount, the strategic target values – in particular to increase the proportion of women in management positions – and concerning relevant developments are reported transparently once per year in the sustainability report. The share of permanent employees and freelancers is low and shown openly.

Allreal carries out equal-pay studies in accordance with the requirements of the Swiss Federal Act on Gender Equality (Art. 13a GEA). The analysis audited in 2020 by an external, certified body confirmed that Allreal meets the legal requirements for gender-specific equal pay. The analysis was conducted for all staff with a contract of employment and forms the central basis for ensuring fair and transparent remuneration structures. Another external equal-pay analysis is scheduled for 2026.

Specialist responsibility for all recruitment-related issues lies with Human Resources. It ensures compliance with HR standards, reviews HR processes annually and refines them if necessary. Every year, indicators relevant to employment such as the gender balance, age structure, contract models and staff turnover are recorded, analysed and used to refine the HR measures.

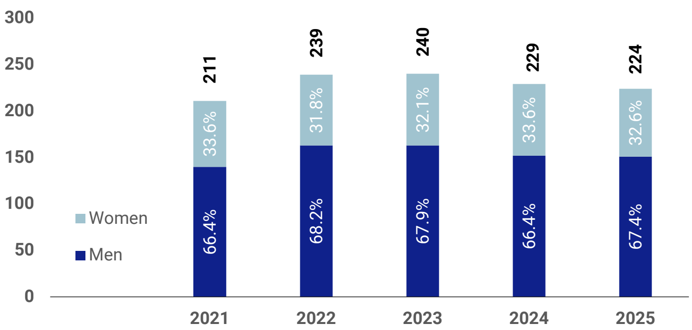
Indicators on the employee structure

Turnover rate 2021–2025 (based on FTE)
(%)

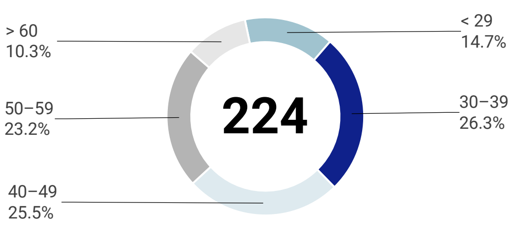


The turnover rate shown here is for internal management and calculated under a method designed for management purposes. It is based on FTE and takes into account voluntary and compulsory terminations. To ensure external comparability, the turnover rate is also shown in accordance with GRI 401-1, which is based on headcount and includes all appointments and terminations (see Appendix).

Number of employees 2021–2025
Employees by gender



Employee age structure 2025
percentage share



Detailed data on the relevant indicators are shown in the Appendix (KPI report in accordance with GRI).

Training and development of skills ►

(GRI 404-1, 404-2)

Allreal takes a structured and systematic approach to staff development and ensures that all employees have equal access to training and development offerings, regardless of their function or whether they work full time or part time. The objective is to continuously strengthen specialist and personal skills, promote long-term employability and make the company even more attractive to work for.

In the reporting year, Allreal invested CHF 254,489 in employee training and education. This is equivalent to an average of CHF 1,136 per employee. As well as ongoing staff development, Allreal employed three commercial apprentices in 2025 and plans to offer more apprenticeships in future.

Training
Hours per employee 2025 (see Appendix for detailed data)

30.3

Staff development is based on a clearly structured system of internal training formats (such as specialist training, brown bag sessions, method training sessions), as well as external further education and training that Allreal supports with time and money. This includes extra-occupational programmes at the level of master, bachelor, certificate of advanced studies or federal diploma level, as well as specific technical and project-based qualifications. Allreal assumes a considerable proportion of the cost and provides paid working time in order to ensure that the measures are highly effective.

New members of staff undergo a standardised pre-onboarding and onboarding programme via a digital platform via which introductory content about the organisation, processes, culture and compliance is transferred. For all members of staff, a structured appraisal process takes place annually in which the individual’s development requirements and specific training goals are defined. These form the basis for career planning, talent development and internal mobility.

The annual assessment of training hours and attendance rates on leadership courses makes it possible to check effectiveness and adapt the training portfolio to the strategic skill requirements. Planning and implementation are carried out centrally by Human Resources, which reviews the offerings annually, adjusts them to new requirements and identifies the strategic skill requirements (for example digitalisation, sustainability, leadership) at an early stage. This structured approach ensures that our employees expand their skills in a targeted manner and that Allreal has the necessary capabilities to implement the strategic goals at the same time. In addition, we support employees in career transition phases individually and based on their specific needs. Forthcoming retirements are identified at an early stage, and the employees affected are contacted in order to discuss their individual plans and point them towards relevant aspects of social insurance law and in terms of organisation. In individual cases, continued employment is agreed beyond the normal retirement age, mainly in the Realisation division.

Diversity and equal opportunities

Even though diversity and equal opportunities were not classified as material, Allreal attaches a high level of importance to this topic in terms of refining its corporate culture, promoting a variety of perspectives and making the company a more attractive employer. The objective is to ensure fair and discrimination-free structures, increase the proportion of women in management positions and promote an inclusive working environment.

In the reporting year, Allreal focused on expanding the strategic foundations, preparing analysis relevant to regulation and the targeted promotion of diversity and equal opportunities. Specifically, the following measures were implemented or initiated:

— New equal-pay analysis for 2026 prepared in collaboration with external benchmarking partners
— Refining HR processes in respect of diversity and equal opportunities in recruitment and development, with the aim of reaching a balanced gender representation among staff in the long term
— Increasing the proportion of women on the Board of Directors by appointing an additional female member

These measures will lay the basis for equal development opportunities and support a balanced representation in management and decision-making bodies. The equal-pay analysis serves as an objective instrument for reviewing pay structures. The targeted support of high potential helps to strengthen the talent pool over the long term and increase the proportion of women in leadership roles. For 2026, Allreal plans to develop and implement a company-wide guideline to anchor diversity, equal opportunities and inclusion (DEI) in order to strengthen the framework for DEI measures across the Group.

Workplace health and safety ►

(GRI 403-5, 403-9)
Allreal makes workplace health and safety a high priority owing to risks typical for the industry in the construction, development and management environment. Its objective is to prevent accidents in the workplace, ensure safe working conditions and strengthen the physical and mental wellbeing of employees. This is done via binding safety standards, regular training courses and systematic controls, as well as health and prevention services.

In the reporting year, the existing workplace health and safety measures were continued, reviewed and continuously developed. The focus was on prevention, raising awareness, control and strengthening the internal safety organisation. Specifically, the following measures were implemented:

— Raising awareness and running compulsory training courses with a focus on the working environment, Allreal values and mental health
— Introduction and sponsoring of the health and prevention initiative “Fit über Mittag”

— Running 12 unannounced building site audits to review compliance with safety regulations
— Preparation and conveying of audit findings in internal training courses on raising further awareness
— Staff trained on internal safety organisation
— Annual review and maintenance of safety-relevant equipment (e.g. defibrillators) as part of building inspection at the Lightcube
— Further development of S.Guard app to alert all persons present at the Lightcube in an emergency

These measures help to prevent accidents in the workplace, further improve the safety culture and identify risks at an early stage. The unannounced building site audits serve as an essential tool for reviewing safety standards and deriving improvement measures. During the course of the reporting year, the individuals responsible for workplace health and safety conducted a total of 12 unannounced site audits and recorded their findings. High safety risks were identified in 3.1% of all shortcomings. Together with the site managers concerned, the necessary measures were put in place immediately to remedy these risks.

Workplace safety on building sites is a key area of activity along the value chain and part of the sustainability strategy at Allreal. With this in mind, Allreal has defined the number of serious accidents on construction sites as a strategic indicator. At the beginning of the strategy period, the initial value was 0. Allreal is pursuing the goal of preventing serious accidents on construction sites. The metric serves as a strategic management indicator and the basis for continually refining the safety standards.

In the reporting year, one person died and two subcontractors suffered serious work-related injuries on Allreal's building sites. This illustrates the relevance of the strategic indicator and underlines the need for action in systematically recording accidents on building sites – including those involving workers not employed by Allreal. This helps to make safety risks in construction and renovation projects more transparent. Because there are different approaches to collecting and defining the data when recording subcontractors, comparability with normal industry disclosures is limited in some cases. Nevertheless, Allreal considers this transparency very important, as it forms the basis for targeted management, prevention and continuous improvement in respect of workplace health and safety.

In the short term, increased transparency can lead to higher accident figures being shown, but it is essential for identifying risks at an early stage, clearly allocating responsibilities and refining safety standards in collaboration with contractors. Allreal therefore does not primarily treat disclosure of building site accidents as a performance indicator, but as a steering instrument to reduce workplace accidents in the long term.

As well as workplace safety on building sites, Allreal also promotes the physical and mental wellbeing of employees by providing health and prevention services. The relevant health and safety indicators are recorded annually and used to manage the measures. The current indicators for work-related injuries to employees are presented in the Appendix (see GRI 403-9, "Work-related injuries").

Governance

An effective and transparent corporate culture forms the basis of sustainable development at Allreal. The Board of Directors and Group Management are responsible for systematically integrating ESG aspects, as well as complying with high standards in the areas of ethics, integrity and compliance. The fundamental principles of the collaboration are anchored in the Code of Conduct and the Supplier's Code of Conduct. Allreal also addresses strategically relevant topics such as participation and stakeholder involvement, as well as digitalisation and cyber security.

Embedding sustainability in the organisational structure
(GRI 2-13, 2-17)

Sustainable action and responsible corporate governance shape the way Allreal thinks and works. Sustainability is an integral component of the corporate strategy and corporate culture. The ESG goals are anchored in the strategy and planned, implemented and regularly reviewed in a structured process together with relevant internal stakeholders.

Ultimate responsibility for sustainability lies with the Board of Directors. It decides the sustainability strategy and associated goals, monitors their implementation and development and is informed of the status of the ESG topics at least once a year. The Board of Directors approves the annual sustainability report and the strategic topics. It is actively involved in the stakeholder dialogue and was also involved in the materiality analysis conducted in 2023. This took into account perspectives from business, civil society and academia.

Group Management has operational responsibility for implementing the sustainability strategy. It is involved in managing, monitoring and further developing the ESG measures via a fixed governance mechanism at least quarterly by means of ESG updates. The sustainability unit answers directly to the CEO and coordinates the group-wide implementation as well as the monitoring of the ESG goals. Progress is recorded, reported and discussed with the relevant departments at least quarterly using defined indicators in order to anchor measures in the company effectively. For specific questions, topic-based working groups and committees are used.

An established ESG committee is responsible for issuing and managing green financing, of which the CEO, CFO, Head of Real Estate and Head of Sustainability are members. The committee assesses the suitability of financing projects in accordance with the Green Bond Framework, monitors the allocation of funds and manages the impact of the projects financed in respect of the sustainability goals. The use of the funds and impact of the projects financed are reported on annually. The current Green Bond Report 2025 is publicly available on the Allreal website at: https://allreal.ch/en/investors-and-media/download-centre.

The living space advisory board, consisting of two external experts – the CEO and the Head of Sustainability – also assesses the socio-spatial impact of selected projects. The external experts bring their specialist expertise to the assessment, while the CEO and Head of Sustainability offer a strategic perspective and act as a sounding board.

In 2025, the integration of sustainability in the company was strengthened further. In addition to the further organisational anchoring, sustainability topics were individually integrated into target systems and training formats, as well as central processes and procedures. Specifically, the following measures were implemented:

- Continued and increased integration of sustainability aspects into employees' individual annual targets
- Anchoring of sustainability performance indicators in the managers' agreed targets; from 2026, the variable remuneration of management will have a binding link to the achievement of defined ESG goals.
- The standardised introduction to sustainability and Allreal's sustainability strategy for all new members of staff was continued
- Several presentations and training courses on the strategy period 2025–2028, as well as other sustainability topics, were held at all function levels
- Implementation of individual sustainability goals by all members of staff as part of their individual targets

In the reporting year, all employees were informed about key sustainability topics and included in the implementation of the measures for all relevant processes.

Ethics and compliance

Allreal consistently aligns its business activities to ethical principles and to the statutory and regulatory requirements in force. As the company operating exclusively in Switzerland, Allreal is subject to a comprehensive regulatory framework which forms the binding basis of the corporate management. Based on this, Allreal employs additional governance structures, processes and steering instruments in order to ensure that it acts lawfully, responsibly and with integrity.

The aim of the ethical, integrity and compliance structures is to ensure lawful behaviour, systematically minimise risks and strengthen the trust of employees, business partners and other stakeholders over the long term.

Integrated quality and process management

Allreal has a comprehensive and standardised quality and cost management system that is implemented across the Group and refined regularly. The web-based process database "Processes at Allreal for Quality" (PAQ) defines binding standards and provides all employees with key tools such as process descriptions, regulations, templates and work instruments. This will support the consistent implementation of compliance and quality requirements in everyday operations.

Code of Conduct and corruption prevention

(GRI 2-24, 205)

The Code of Conduct, which has been approved by the Board and is binding for the entire Allreal Group, defines the principles of the business conduct expected and sets binding guidelines for behaving lawfully and with integrity. Among other things, it comprises the topics of integrity, non-discrimination, data protection and confidentiality, workplace health and safety, environmental protection, and compliance with human rights.

In the Code of Conduct, Allreal explicitly commits to responsible and sustainable corporate governance. The internal auditor and Human Resources are responsible for these topics; the IT department handles questions relating to information and data security. All employees share equal responsibility for complying with the Code of Conduct.

Allreal has identified specific corruption risks as material in the Code of Conduct: the award of planning and sub-contracting services, the award of property management and facility management contracts, the acquisition of development properties, the acquisition of GC/TC contracts and the purchase/sale of investment properties. All new employees are informed of the Code of Conduct. On the instructions of the Board of Directors and Group Management, all employees also receive annual compulsory training on selected issues covered in the Code of Conduct. In the reporting year, the training focused on the topic of mental health, which was addressed as part of a responsible working environment with integrity.

Supplier’s Code of Conduct, duty of care under human rights and material sustainability

Allreal consistently aligns its procurement and awarding processes to ethical principles, statutory requirements and high quality standards. As a company operating exclusively in Switzerland, Allreal is subject to a comprehensive regulatory framework that forms the binding basis of its procurement activity, as well as its dealings with suppliers. On that basis, Allreal employs additional internal standards, processes and control mechanisms in order to ensure responsible and sustainable procurement.

The company has a binding code of conduct for suppliers. This obliges suppliers to comply with human rights and the law in force, and defines clear expectations in relation to working conditions, integrity and responsible business conduct.

As part of this responsible procurement, Allreal addresses the sustainability of the materials used in addition to social and ethical aspects. Allreal pursues a resource-efficient and responsible material strategy that systematically integrates aspects of the circular economy, material health and emissions reduction into the construction and supply chain. Its aim is to promote the use of low-pollution, low-emission and circular building materials whilst at the same time ensuring transparency and comparability on the materials used.

For new-build and renovation projects, recognised sustainability standards such as the SNBS are applied, which defines and externally audits binding requirements for material outlay, material quality and circularity. The material declaration is an integral part of the tender and offer documents and must be completed in full by the contractor. Compliance with the requirements is checked on a random basis by the site manager; in addition, an independent external audit is carried out as part of the SNBS certification.

For further systematisation of material transparency, the digital building product data platform “Materius” was used in a development project for the first time in the reporting year. From 2026, it is envisaged that this approach will gradually be extended to all new construction projects in order to consistently manage project-specific sustainability requirements along the entire certification process.

In addition, binding ESG procurement requirements apply to all projects that set minimum standards in relation to material health, certified origin, emissions intensity and the ESG performance of suppliers. These requirements are an integral part of the award documentation, including chapter NPK 102 “Special Regulations for Ecological and Sustainable Building”, and are monitored by means of defined controls and indicators.

Allreal complies with the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour. Work contracts specify that companies engaged by Allreal must likewise meet the statutory due diligence obligations under the Swiss Code of Obligations. Owing to the fact that Allreal operates exclusively in Switzerland, the framework in force and the contractual provisions, there are currently no material identifiable risks to human rights in its business activities or relationships.

Risk management and control instruments in the construction and supply chain

The requirements from the Supplier’s Code of Conduct, the statutory due diligence obligations and the contractual provisions apply in particular to the construction and supply chain, in which there may potentially be increased risks as a result of cost and deadline pressure in relation to work and social law breaches.

Allreal performs services as a total and general contractor and is responsible for compliance with minimum wage laws and the statutory working and social insurance law provisions offered by both contractors and all of their subcontractors.

Allreal strongly condemns illegal labour and wage dumping, and obliges all contractors to strictly adhere to the applicable provisions. In 2025, no breaches of labour or social insurance law were identified at Allreal’s building sites in the inspections carried out.

To minimise the risks in the construction and supply chain, Allreal is taking various preventative measures. These include strict contract terms, an ID requirement for construction workers and access checks on large construction sites.

In addition, Allreal has developed the Qualiconstruct programme – a collaborative model in which it works in very close partnership with selected companies that are known for their high standards in record in terms of quality, cost-effectiveness, credit rating and innovative capacity. As at the end of 2025, a total of 45 companies in 17 employment categories had joined the programme. Affiliations to Qualiconstruct are reviewed annually.

Since 2020, Allreal has also been a member of the matching information system Allianz Bau (ISAB). The platform is supported by the social partners in the construction and renovation sectors and enables a data-based check of compliance with minimum working conditions. ISAB membership is a vital criterion for us when awarding tenders.

Sustainable procurement and quality control

For new builds and conversions of properties, Allreal defines binding sustainability requirements that are anchored in the procurement and contract documentation. The SNBS is binding.

Operational monitoring of compliance with statutory requirements, norms and quality standards is carried out throughout the construction phase by site managers deployed at the location. After handing over a building, the company's own service organisation ensures that any defects are rectified as soon as possible. An specially developed online platform is used for the administration of the defects. Systematically recording and evaluating the defects enables us to identify recurring problems at an early stage and already take account of them in the planning phase.

Procurement structure

During the 2025 reporting year, 99.1% of work by project volume was placed with companies and suppliers based in Switzerland. Allreal thereby contributes to short supply chains and regional value creation, as well as high transparency and controllability in the procurement processes.

Whistleblower hotline and continuous improvement

(GRI 2-16, 2-27, 406, 418)

Allreal provides employees and external stakeholder groups with an independent external notification body to which they can report suspected or identified breaches of law that is in force, internal guidelines or the Code of Conduct. The report can be made via an online form that can be accessed on the Intranet or on the company's website. Use of an external third-party provider ensures whistleblowers always remain anonymous and information is kept confidential. Furthermore, the notification body ensures that there will be no repercussions for the whistleblower as a result of making contact.

In addition to the external notification body, Allreal also works with an independent Swiss centre addressing bullying and harassment. The centre is on hand to advise employees and members of Group Management who are concerned about signs of bullying, sexual harassment and discrimination in the workplace, with anonymity maintained at all times. Making employees aware of these topics is part of the internal training; new members of staff are informed accordingly as part of their onboarding.

No justified indications or reports via the external notification body or the Swiss centre addressing bullying and harassment were recorded in the reporting year.

In addition, no legal proceedings were filed against Allreal during the year, nor were any penalties or fines imposed. There were also no breaches of information security.

Group Management sends a standardised report to the Board every quarter on relevant events that could potentially negatively affect Allreal's business relationships or operating business.

Allreal employees can also submit ideas and suggestions for improvement via a digital tool as a way of ensuring continuous improvement of working processes. The suggestions received are being reviewed by Group Management; the implementation status is updated half-yearly.

In 2025, the existing ethics and compliance structures were continued and individually strengthened. In doing so, the following measures in particular were implemented:
— Compulsory training on the Code of Conduct and provision of training documents for all employees
— Introduction of binding sustainability standards (EcoVadis, ISO 9001/14001/45001) for facility management contracting parties including systematic monitoring; in the reporting year, 94.6% of contracting parties (in terms of order volume) had the relevant certification
— Application of the Supplier's Code of Conduct
— Maintain collaboration with the independent external specialist centre for reports in connection with bullying and harassment

The codes of conduct for employees and suppliers can be accessed publicly on Allreal's website: allreal.ch/en/investors-and-media/download-centre.

Digitalisation and cyber security

Digitalisation and cyber security are key cross-cutting issues for management and form an important basis for ethics, integrity and compliance, especially in respect of data protection, information security and the integrity of business processes. Even if these topics are not shown as focus areas in the materiality analysis in their own right, they are systematically addressed in the context of governance.

Allreal specifically combines digitalisation and cyber security with the material topic of ethics, integrity and compliance in which binding data protection and security standards are implemented, regular audits are carried out and employees are continually made aware of it. The aim is to identify, assess and reduce cyber risks at an early stage, while strengthening the digital resilience and reliability of the business processes in the long term. Specialist responsibility for the topics of digitalisation and cyber security lies with IT. Group Management is regularly made aware of any relevant developments and risks.

Specifically, the following measures were implemented or continued in the reporting year:
— Targeted training courses held for employees on how to handle Cloud applications and data releases safely
— Four company-wide awareness campaigns and training courses on IT security implemented

- External IT audit carried out on reviewing financially relevant processes
- External, independent penetration test carried out to review the security of the infrastructure
- Internal IT audit carried out based on IKT minimum standard
- M365 and Azure audits including review of the configurations in accordance with recognised best practices
- Development of an implementation plan for digital transformation in property management
- Pilot project run to test a digital tenant portal

Participation and inclusion of stakeholders

Allreal proactively and systematically exchanges views with relevant stakeholders on material sustainability topics and communicates transparently about goals, measures and progress.

Systematically incorporating stakeholder groups is a vital component of ESG integration at Allreal. Even if participation and incorporating stakeholders into the materiality analysis is not shown as a material topic in its own right, Allreal regards this cross-cutting topic as the key condition for implementation of the ESG strategy and the sustainability goals that were defined.

By holding a structured, regular dialogue with relevant stakeholders, Allreal is strengthening its values-based management and corporate culture, promoting market and customer orientation and supporting risk management by identifying and addressing potential conflicts of interest at an early stage. The relevant stakeholder groups and the dialogue formats used are presented in detail in the chapter “Stakeholder dialogue and material sustainability topics”.

In addition, a structured sustainability dialogue with commercial tenants was introduced in the 2025 reporting year in the context of green leases in order to jointly operationalise sustainability and make use of synergies.

To systematically gather feedback from tenants, Allreal holds representative surveys of residential and commercial tenants every two years. The last survey in 2024 showed overall satisfaction of 75%, in line with the level of the survey in 2022. Among the things valued were the quality of the property management, the property itself and the design of the outside and semi-public space. The findings form an important basis for specific improvement measures; the next survey is scheduled for 2026.

Once construction work has been completed, customers who purchase residential property from Allreal, as well as selected owners of third-party projects, are questioned on their level of satisfaction using a standardised questionnaire. The survey of the projects handed over in 2025 is being held as scheduled at the beginning of 2026. The findings will be presented in the next sustainability report.

In the 2025 reporting year, the measures implemented or continued included the following:

- Engagement in industry and specialist networks (inter alia NNBS/SNBS)
- Active participation in dialogue with authorities, in particular on circular economy topics

— Formation of a working group to harmonise the CO_2 reduction path, in line with the requirements of the Climate and Innovation Act (net zero by 2050), incorporating relevant stakeholders
— Development of a strategic framework governing the social commitment of Allreal and its employees
— Holding a stakeholder dialogue with important partners
— Holding a structured investor dialogue as part of investor roadshows
— Refinement of tenant engagement in the residential field (ESG guidelines)
— The living space advisory board supports selected issues in the area of community engagement (see chapter “Social”).

Appendix

GRI content index 2025

Allreal Holding AG has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.
GRI 1: Foundation 2021
No applicable sector standards available

GRI Standard		Disclosure	Text/location
General disclosures			
GRI 2: General Disclosures 2021	2-1	Organisational details	a. Allreal Holding AG b. Annual Report 2025 – Corporate Governance c. Legal and operational HQ: CH-8152 Glattpark (Opfikon) d. Switzerland
	2-2	Entities included in the organisation's sustainability reporting	a. Allreal Romandie SA, Allreal Generalunternehmung AG, Allreal Home AG, Allreal Office AG, Allreal Toni AG b. No differences c. All entities are treated the same
	2-3	Reporting period, frequency and contact point	a. Calendar year, annual (the reporting period for energy data is 1 July 2024 to 30 June 2025; the reporting period for all other information is 1 January 2025 to 31 December 2025) b. Calendar year, annual c. 20 February 2026 d. David Guthörl
	2-4	Restatements of information	a.i. Disclosure of Scope 3.13 – Downstream emissions (heat and electricity consumption outside the organisation based on the operational control approach) for the first time. Not reported in previous reports. a.ii. Disclosure of GRI 305-3 – Indirect greenhouse gas emissions (Scope 3 categories of the GHG Protocol) for the first time. Not reported in previous reports; current figures are based on calculations according to the GHG Protocol. a.iii. Disclosure of GRI 306-3 – Waste for the first time. Not reported in previous reports; current figures are based on data collected and calculations.
	2-5	External assurance	a. The Audit and Risk Committee was involved in drafting the specifications and the contract for the external audit. b. EY limited assurance (Appendix sustainability report 2025)
	2-6	Activities, value chain and other business relationships	a. Annual Report 2025 – Business model and strategy b. Annual Report 2025 – Business model and strategy c. No other relevant business relationships d. No material changes
	2-7	Employees	Sustainability report 2025 – Employment conditions and working environment; Sustainability report 2025 Appendix
	2-8	Workers who are not employees	Sustainability report 2025 – Employment
	2-9	Governance structure and composition	Annual Report 2025 – Organisation
	2-10	Nomination and selection of the highest governance body	a. Annual Report 2025 – Articles of Association and Corporate Governance b. Annual Report 2025 – Corporate Governance
	2-11	Chair of the highest governance body	Annual Report 2025 – Organisation
	2-12	Role of the highest governance body in overseeing the management of impacts	a. Annual Report 2025 – Corporate Governance Report and Organisational Regulations

GRI Standard		Disclosure	Text/location
			b. Annual Report 2025 – Corporate Governance c. Annual Report 2025 – Corporate Governance and Organisational Regulations, Sustainability report 2025 – Governance
	2-13	Delegation of responsibility for managing impacts	Sustainability report 2025 – Embedding sustainability in the organisational structure
	2-14	Role of the highest governance body in sustainability reporting	Annual Report 2025 – Corporate Governance, Sustainability report 2025 – Embedding sustainability in the organisational structure
	2-15	Conflicts of interest	Annual Report 2025 – Corporate Governance
	2-16	Communication of critical concerns	Sustainability report 2025 – Whistleblower hotline and continuous improvement
	2-17	Collective knowledge of the highest governance body	Sustainability report 2025 – Embedding sustainability in the organisational structure
	2-18	Evaluation of the performance of the highest governance body	Annual Report 2025 – Corporate Governance
	2-19	Remuneration policies	Annual Report 2025 – Compensation report
	2-20	Process to determine remuneration	a. Annual Report 2025 – Compensation report b. Minutes of the annual general meeting
	2-21	Annual total compensation ratio	Annual Report 2025 – Compensation report
	2-22	Statement on sustainable development strategy	Sustainability report 2025 – Sustainability at Allreal
	2-23	Policy commitments	Code of Conduct (2024 version) Supplier’s Code of Conduct (2024 version)
	2-24	Embedding policy commitments	Sustainability report 2025 – Whistleblower hotline and continuous improvement
	2-25	Process to remediate negative impacts	Sustainability report 2025 – Code of Conduct Sustainability report 2025 – Whistleblower hotline and continuous improvement
	2-26	Mechanisms for seeking advice and raising concerns	Sustainability report 2025 – Whistleblower hotline and continuous improvement
	2-27	Compliance with laws and regulations	Sustainability report 2025 – Governance
	2-28	Membership of associations	– Avenir Suisse – Verband Immobilien Schweiz – Verein Minergie – Circular Building Charter – öbu Verband für nachhaltiges Wirtschaften – Sustainable Construction Network Switzerland – CFO Forum
	2-29	Approach to stakeholder engagement	Sustainability report 2025 – Stakeholder dialogue and material sustainability topics
	2-30	Collective bargaining agreements	0% of employees covered by collective agreements
Material topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability report 2025 – Stakeholder dialogue and material sustainability topics
	3-2	List of material topics	Sustainability report 2025 – Stakeholder dialogue and material sustainability topics
Economic performance			
GRI 3: Material Topics 2021	3-3	Management of material topics	Annual Report 2025 – Financial report
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	Annual Report 2025 – Consolidated financial statements
	201-3	Defined benefit plan obligations and other retirement plans	Annual Report 2025 – Notes to the consolidated financial statements

GRI Standard		Disclosure	Text/location
Procurement practices			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2025 – Governance
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Sustainability report 2025 – Procurement structure
Anti-corruption			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2025 – Governance
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Sustainability report 2025 – Code of Conduct; Supplier's Code of Conduct and risk management
	205-2	Communication and training about anticorruption policies and procedures	Sustainability report 2025 – Code of Conduct; Supplier's Code of Conduct and risk management
	205-3	Confirmed incidents of corruption and actions taken	Sustainability report 2025 – Code of Conduct; Supplier's Code of Conduct and risk management
Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2025 – Environment
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Sustainability report 2025 – Energy consumption and CO_2 emissions Sustainability report 2025 – Appendix
	302-2	Energy consumption outside the organisation	Sustainability report 2025 – Appendix
	302-3	Energy intensity	Sustainability report 2025 – Energy consumption and CO_2 emissions Sustainability report 2025 – Appendix
Water and effluents			
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	Sustainability report 2025 – Appendix
Emissions			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2025 – Environment
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Sustainability report 2025 – Energy consumption and CO_2 emissions and Appendix
	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability report 2025 – Energy consumption and CO_2 emissions and Appendix
	305-3	Other indirect (Scope 3) GHG emissions	Sustainability report 2025 – Energy consumption and CO_2 emissions (Scope 3.13 – electricity used by the tenant and heating provided to the tenant) Sustainability report 2025 – Indirect greenhouse gas emissions Sustainability report 2025 – Appendix
	305-4	GHG emissions intensity	Sustainability report 2025 – Energy consumption and CO_2 emissions Sustainability report 2025 – Appendix
Waste			
GRI 306: Waste 2020	3-3	Management of material topics	Sustainability report 2025 – Environment
	306-3	Waste generated	Sustainability report 2025 – Waste management Sustainability report 2025 – Appendix
Employment			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2025 – Social

GRI Standard		Disclosure	Text/location
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Sustainability report 2025 – Employment conditions and working environment Sustainability report 2025 – Appendix
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability report 2025 – Employment conditions and working environment: All benefits are provided to all employees, regardless of whether they work full time or part time.
Workplace health and safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2025 – Social
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Sustainability report 2025 – Workplace health and safety
	403-2	Safety 2018 Hazard identification, risk assessment, and incident investigation	Sustainability report 2025 – Workplace health and safety
	403-5	Worker training on occupational health and safety	Sustainability report 2025 – Workplace health and safety
	403-8	Workers covered by an occupational health and safety management system	Sustainability report 2025 – Workplace health and safety
	403-9	Work-related injuries	Sustainability report 2025 – Workplace health and safety Sustainability report 2025 – Appendix
Training and education			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2025 – Social
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Sustainability report 2025 – Employment conditions and working environment Sustainability report 2025 – Appendix
	404-2	Programmes for upgrading employee skills and transition assistance programs	Sustainability report 2025 – Training and development of skills
	404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability report 2025 – Employment conditions and working environment
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2025 – Social
GRI 405: Diversity and equal opportunities 2016	405-1	Diversity of governance bodies and employees	Annual Report 2025 – Organisation Sustainability report 2025 – Employment conditions and working environment Sustainability report 2025 – Appendix
Non-discrimination			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2025 – Governance
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Sustainability report 2025 – Whistleblower hotline and continuous improvement
Customer privacy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2025 – Governance
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability report 2025 – Whistleblower hotline and continuous improvement

Methodology

Methodology for measuring energy consumption

- The components of energy consumption are as follows:
  - Primary energy demand for room heating and electrical energy for heat pump systems
  - Electrical energy used in the common areas and in general infrastructure, such as stairwells, corridors, lifts, cooling systems and ventilation systems
  - Electricity used by the tenant is now shown separately
- The energy consumption shown in this report covers all investment properties owned by Allreal in the financial year as at 31 December. Properties that were not rented out during the reporting period owing to complete renovations or refurbishments are not included. Where buildings were transferred to the portfolio of investment properties during the reporting period, these are included in the energy figures for the first time if consumption data is available for at least 12 months. As a result, the rentable area of properties with an energy evaluation may be less than the total rentable area shown in the Annual Report. In 2025, a total of 750,259.5 m^2 of rentable area and 880,483.4 m^2 of energy reference area was included in the energy figures.
- At present, energy consumption is in some cases still collected via the calculation of incidental costs, but increasingly using Avelon software. The incidental cost calculations cover different periods that do not always exactly match the energy year (from July of the previous year to June of the current year). So where data for the reporting year are incomplete or missing, they are projected using the accumulated temperature difference (atd) method for the previous year's data to fill in the gaps.
- The CO_2mpass simulation tool is used to make estimates when consumption data is missing. The tool uses a thermal model based on the standards of the SIA (the Swiss Society of Engineers and Architects), taking input data on the building in question (location, age, energy reference area, building envelope, heating system, etc.) and the thermal and electrical energy required. A final manual plausibility check improves the quality of this data.

Methodology for measuring water consumption

- Similar to the methodology for measuring energy consumption.

Methodology for measuring CO_2 data

- Operational emissions: Allreal calculates CO_2 emissions using the internationally recognised GHG Protocol. These cover Scope 1 (direct emissions), 2 (indirect emissions) and 3.3 (fuel and energy-related emissions), as well as the newly added 3.13 (downstream leased assets).
- The source Allreal uses for emission factors for Scope 1, 2 and 3 is data from intep or Intep/REIDA.[1]
- The consolidation approach used by Allreal is based on operational control and also shows energy consumption outside the organisation this reporting year for the first time under 3.13. The total amount of this energy can be seen under GRI 302-2.
- Allreal uses Sulytics and CO_2mpass as calculation tools.

1 intep.com/en/publications/treibhausgas-emissionsfaktoren-gebaeude/

The methodologies used to measure energy consumption and CO_2 emissions differ in the following ways:
— Since 2023 we have recorded data separately, depending on which property is connected to which district heating network. This is because the different district heating providers use different sources of heat and hence generate more or fewer CO_2 emissions.
— Since 2024, we have recorded biogas separately.
— Since 2025, electricity used by tenants has been recorded and energy consumption from Scope 1 is now shown in Scope 3.13 in accordance with operational control.
— Since 2025, embodied emissions from construction activity have been shown for the investment portfolio and the sale of condominiums

Methodology for recording and calculating waste amounts
— The waste data comprise the waste amounts incurred in the reporting year from Allreal's investment properties. The waste incurred in Allreal's own office operations is not reported separately due to its minor volume in comparison to property operations.
— The waste amounts recorded for the commercial properties are based on the previous year's settlements of the companies commissioned to dispose of it. Where available, the data are differentiated according to the type of waste and method of disposal: "non-hazardous waste" (recycling, waste-to-energy[1], landfill) and "hazardous waste". If waste data is not fully available or not differentiated, this is supplemented by defined calculation and extrapolation logic. Hazardous waste is reported solely on the basis of the quantities provided by waste disposal companies. No calculations or estimates are made for this purpose.
— No actual property-specific data on waste amounts are currently available for residential properties. The waste amounts are therefore extrapolated on the basis of official national average values[2] (kg per person and year), taking into account the statistical number[3] of residents per property. The national statistics currently available at the time the data are collected (Q1–Q2 of the reporting year) are used for this.
— The use of estimated figures is in line with standardised, documented calculation logic. The underlying assumptions, data sources and extrapolation factors are reviewed annually for plausibility. Changes in the assumptions or calculation methods are shown transparently.

1 The term "waste-to-energy" is used in the report in accordance with the GRESB terminology and refers to the incineration of waste with energy usage. In terms of waste legislation, this comes under thermal utilisation; it is not classified as recycling.
2 www.bafu.admin.ch/en/waste-statistics
3 *www.bfs.admin.ch/bfs/en/home/statistics/construction-housing/dwellings/housing-conditions/persons.html*

- Data are recorded decentrally by portfolio management (PFM) and property management (BEWI). Central consolidation, plausibility checks and validation of the waste data are carried out by the sustainability team.
  Striking discrepancies are analysed and corrected if necessary.
- Changes in the portfolio, scope of consolidation or data base are disclosed in the reporting year and taken into consideration when interpreting the indicators. In principle, the figures are comparable with those of the previous year; however, restrictions may arise as a result of a change in data availability or methodological adjustments.

Energy data

AMAS | REIDA[1]

Basic data	Unit	2021	2022	2023	2024	2025
Cover ratio	%	100.00	100.00	100.00	100.00	100.00
Energy reference area (ERA)	m²	898 745.10	893 754.10	928 472.60	913 546.00	880 483.40
Rentable space (RS)	m²	779 077.00	773 130.00	800 460.00	783 263.00	750 259.49
Energy consumption [MWh]	**MWh**	**77 160.43**	**73 309.05**	**71 250.68**	**68 886.56**	**112 294.02**
Non-renewable energy sources	%	58.68	58.60	56.56	47.53	31.75
Heating oil	%	5.70	5.17	7.94	6.09	3.19
Natural gas	%	33.70	34.60	31.31	23.82	15.86
District heating (non-renewable)	%	18.93	18.81	17.28	17.18	11.44
Electricity (non-renewable)	%	0.35	0.02	0.03	0.44	1.27
Renewable energy sources	%	41.32	41.40	43.44	52.47	68.25
Biogas	%	0.00	0.00	0.00	7.67	5.13
District heating (renewable)	%	14.32	14.86	13.28	13.06	9.16
Electricity (renewable)	%	25.63	25.03	28.61	30.37	52.82
Wood	%	1.37	1.51	1.55	1.37	1.14
Heat source [MWh]	**MWh**	**62 299.90**	**59 788.13**	**57 500.26**	**54 645.29**	**57 977.66**
Heating oil	%	7.06	6.34	9.84	7.68	6.18
Natural gas	%	41.74	42.42	38.79	30.03	30.72
Biogas	%	0.00	0.00	0.00	9.67	9.93
Electricity for heat pumps	%	1.26	1.59	1.61	2.12	2.31
Electricity for cooling	%	7.06	6.50	9.96	10.66	8.77
Wood	%	1.70	1.86	1.92	1.72	2.21
District heating (renewable)	%	17.74	18.22	16.46	16.47	17.74
District heating (non-renewable)	%	23.44	23.06	21.42	21.65	22.15

REIDA metrics as per GHG Protocol[1]

Market-based [ERA]	Unit	2021	2022	2023	2024	2025
Renewable share	%	41.32	41.40	43.44	52.47	68.25
Non-renewable share	%	58.68	58.60	56.56	47.53	31.75
Energy intensity	kWh/m²	85.85	82.02	76.74	75.41	127.54
CO_2 emissions intensity (Scope 1 + 2)	kg CO_2e/m²	10.73	10.25	9.35	7.79	7.64
Scope 1	kg CO_2e/m²	6.51	6.25	5.92	4.44	3.86
Scope 2	kg CO_2e/m²	4.22	4.00	3.44	3.36	3.78
Scope 3.3	kg CO_2e/m²	3.39	3.24	2.99	3.60	3.72
Scope 3.13 (only electricity used by the tenant)	kg CO_2e/m²	n.a	n.a	n.a	n.a	0.03
Scope 3.13 (only heating or cooling)	kg CO_2e/m²	n.a	n.a	n.a	n.a	0.86

REIDA metrics as per GHG Protocol[1]

Location-based [EBF]	Unit	2021	2022	2023	2024	2025
Renewable share	%	39.11	40.15	41.62	50.61	68.10
Non-renewable share	%	60.89	59.85	58.38	49.39	31.90
Energy intensity	kWh/m²	85.85	82.02	76.74	75.41	127.54
CO_2 emissions intensity (Scope 1 + 2)	kg CO_2e/m²	9.73	9.13	8.28	6.76	6.48
Scope 1	kg CO_2e/m²	6.51	6.25	5.92	4.44	3.86
Scope 2	kg CO_2e/m²	3.22	2.89	2.37	2.32	2.62
Scope 3.3	kg CO_2e/m²	1.56	1.46	1.30	1.30	1.42
Scope 3.13 (only electricity used by the tenant)	kg CO_2e/m²	n.a	n.a	n.a	n.a	0.60

1 Our REIDA calculation is not currently climate adjusted, so it is equivalent to the real consumption figures and not suitable as a benchmark.
2 The cover ratio refers to the composition of the portfolio as at 31 December 2025. It shows the percentage of properties in the total portfolio for which energy consumption data are collected.

Glossary:
Real Estate Investment Data Association (REIDA)
Asset Management Association Switzerland (AMAS)
Energy reference area (ERA)
Rentable space (RS)

Energy

GRI 302-1: Energy consumption within the organisation (landlord-controlled)

Name	Unit	2025	2024	2023
Natural gas	GWh	15.26	16.41	22.31
Biogas	GWh	4.92	5.29	n.a.
Heating oil	GWh	2.44	4.20	5.66
District heating	GWh	23.13	20.83	21.78
Wood	GWh	1.28	0.94	1.11
Electricity	GWh	14.12	14.24	13.75
Cooling (electricity)	GWh	4.83	5.82	5.73
Electricity for heat pumps	GWh	0.90	1.16	0.93

GRI 302-2: Energy consumption outside the organisation (tenant-controlled)

Name	Unit	2025	2024	2023
Natural gas	GWh	2.55	n.a.	n.a.
Biogas	GWh	0.83	n.a.	n.a.
Heating oil	GWh	0.00	n.a.	n.a.
District heating	GWh	1.14	n.a.	n.a.
Wood	GWh	0.00	n.a.	n.a.
Electricity	GWh	40.89	n.a.	n.a.

GRI 302-3: Energy intensity

Name	Unit	2025	2024	2023
Total rented space (RS)	**m²**	**750 259**	**783 263**	**800 460**
Scope 1 energy intensity; RS	kWh/m²	31.86	34.26	36.32
Scope 2 energy intensity; RS	kWh/m²	57.29	53.69	52.70
Scope 3.13 energy intensity (electricity+heating); RS	kWh/m²	60.53	n.a.	n.a.
Scope 3.13 (only electricity used by the tenant) energy intensity; RS	kWh/m²	54.49	n.a.	n.a.
Scope 3.13 (only heating/cooling) energy intensity; RS	kWh/m²	6.03	n.a.	n.a.
Total energy reference area (ERA)	**m²**	**880 483**	**913 546**	**928 473**
Scope 1 energy intensity; ERA	kWh/m²	27.15	29.37	31.31
Scope 2 energy intensity; ERA	kWh/m²	48.81	46.04	45.43
Scope 3.13 energy intensity (electricity+heating); ERA	kWh/m²	51.58	n.a.	n.a.
Scope 3.13 (only electricity used by the tenant) energy intensity; ERA	kWh/m²	46.44	n.a.	n.a.
Scope 3.13 (only heating/cooling) energy intensity; ERA	kWh/m²	5.14	n.a.	n.a.

Water data

GRI 303-3: Water withdrawal

	2025	2024
Total water withdrawal [m³]	**424 588.14**	**458 155.87**
Water withdrawal intensity [m³/m² rentable space]	0.57	0.58

The water withdrawal figure only includes fresh water from third parties.

Greenhouse gas emissions from operations (Scope 1, 2, 3.13 and 3.3)

Name	Unit	2025	2024	2023
Scope 1	t CO_2e	3 401.19	4 053.30	5 493.79
Scope 2	t CO_2e	3 326.63	3 065.80	1 490.13
Scope 3.3	t CO_2e	3 274.77	3 285.51	2 419.35
Scope 3.13	t CO_2e	783.40	n.a.	n.a.
Scope 3.13 electricity used by the tenant	t CO_2e	29.83	n.a.	n.a.
Scope 3.13 heating	t CO_2e	753.57	n.a.	n.a.
Scope 3	t CO_2e	4 058.18	3 285.51	2 419.35
Scope 1, 2 and 3	t CO_2e	10 785.99	10 404.61	9 403.27
Scope 1 emissions intensity; RS	kg CO_2e/m^2	4.53	5.17	6.86
Scope 2 emissions intensity; RS	kg CO_2e/m^2	4.43	3.91	1.86
Scope 3.3 emissions intensity; RS	kg CO_2e/m^2	4.36	4.19	3.02
Scope 3.13 (only electricity used by the tenant) emissions intensity; RS	kg CO_2e/m^2	0.04	n.a.	n.a.
Scope 3.13 (only heating/cooling) emissions intensity; RS	kg CO_2e/m^2	1.00	n.a.	n.a.
Scope 3 emissions intensity; RS	kg CO_2e/m^2	5.41	4.19	3.02
Scope 1, 2 and 3 emissions intensity; RS	kg CO_2e/m^2	14.38	13.28	11.75
Scope 1 emissions intensity; ERA	kg CO_2e/m^2	3.86	4.44	5.92
Scope 2 emissions intensity; ERA	kg CO_2e/m^2	3.78	3.36	1.60
Scope 3.3 emissions intensity; ERA	kg CO_2e/m^2	3.72	3.60	2.61
Scope 3.13 (only electricity used by the tenant) emissions intensity; ERA	kg CO_2e/m^2	0.03	n.a.	n.a.
Scope 3.13 (only heating/cooling) emissions intensity; ERA	kg CO_2e/m^2	0.86	n.a.	n.a.
Scope 3 emissions intensity; ERA	kg CO_2e/m^2	4.61	3.60	2.61
Scope 1, 2 and 3 emissions intensity; ERA	kg CO_2e/m^2	12.25	11.39	10.13

This table includes the requirements of GRI-Standards 305-1 (Direct (Scope 1) GHG emissions), 305-2 (Energy indirect (Scope 2) GHG emissions), 305-3 (Other indirect (Scope 3) GHG emissions from Scope 3.13 downstream leased assets) and Scope 3.3 (upstream and downstream fuel and energy-related activities) and 305-4 (GHG emissions intensity).

Embodied emissions (Scope 3.1, 3.2 and 3.5)

GRI 305-3: Other indirect GHG emissions

						Emmissions based on regular maintenance			
Type					EBF per Category				Scope 3.1
Portfolio		**2022**	**2023**	**2024**	**2025**	**2022**	**2023**	**2024**	**2025**
Benchmark Calculations		0.0	7.0	12.9	22.1	0.00	0.00	0.00	0.00
Spend-Based		512.4	603.7	639.9	618.8	1.25	0.31	0.80	0.42
LCA		0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00
Total	**Portfolio**	**512**	**611**	**653**	**641**	**1.25**	**0.31**	**0.80**	**0.42**
StWE									
Benchmark Calculations		4.9	1.3	0.0	0.0	0.00	0.00	0.00	0.00
Spend-Based		0.0	0.0	0.0	0.0	0.00	0.00	0.00	0.00
LCA		0.0	0.0	0.0	13.3	0.00	0.00	0.00	0.00
Total	**StWE**	**4.9**	**1.3**	**–**	**13.3**	**0.00**	**0.00**	**0.00**	**0.00**
Total	**Allreal**	**517**	**612**	**653**	**654**	**1.25**	**0.31**	**0.80**	**0.42**

	Emissions based on new builds and major rennovation projects				Emissions from demolishing existing buildings			
	Scope 3.2				Scope 3.5			
	2022	2023	2024	2025	2022	2023	2024	2025
	0.00	2.43	3.23	4.14	0.00	0.00	0.00	0.00
	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00	**2.43**	**3.48**	**4.14**	**0.00**	**0.00**	**0.00**	**0.00**
	1.58	0.38	0.00	0.00	0.00	0.00	0.00	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00	0.00	0.00	5.58	0.00	0.00	0.00	0.00
	1.58	**0.38**	**0.00**	**5.58**	**0.00**	**0.00**	**0.00**	**0.00**
	1.58	**2.81**	**3.48**	**9.72**	**0.00**	**0.00**	**0.00**	**0.00**

Waste data

GRI 306-3: Waste generated

The waste data shown in this report for 2025 are based on the actual values recorded in the previous year (2024). An extrapolation was made to take account of changes in space (additions and disposals in the portfolio).

The change in the amounts does not represent any real change in the waste generated; it solely reflects linear changes in area. A like-for-like analysis will be possible from 2026.

Category	2025	2024
Non-hazardous waste (incl. recycling) (t)	4781.4	4806.6
Hazardous waste (t)	7.7	7.8
Annual total (t)	**4789.1**	**4814.5**
Area-related		
Rentable area (m^2)	766 769	747 881
Waste intensity (kg/m^2)	6.2	6.4

GRI 306-4: Waste diverted from disposal

The percentage values for the processing methods exclusively refer to non-hazardous waste

Category	2025	2024
Recycling (%)	52	52
Waste to Energy (%)	48	48
Landfill (%)	**0**	**0**

GRI 306-5: Waste directed to disposal
None of the waste generated was intended for landfill (see GRI 306-4)

Employee data ►

GRI 2-7: Employees

Number of employees[1]	Permanent employees		Temporary employees		Full-time employees		Part-time employees	
	2025	2024	**2025**	2024	**2025**	2024	**2025**	2024
Gender								
Female	72	76	1	1	40	43	33	34
Male	148	148	3	4	134	134	17	18
Total	**220**	**224**	**4**	**5**	**174**	**177**	**50**	**52**
Region								
German-speaking Switzerland	202	203	4	5	159	159	47	49
French-speaking Switzerland	18	21	0	0	15	18	3	3
Total	**220**	**224**	**4**	**5**	**174**	**177**	**50**	**52**

1 As at 31 December 2025, four freelancers were working for Allreal representing one full-time equivalent. Freelancers are self-employed entrepreneurs who invoice for their services. They are not managed by Allreal's Human Resources department and are not included in the GRI indicators.

GRI 401-1a: Total number and rate of new employee hires during the reporting period, by age group, gender and region

Gender	Number of new employees	
	2025	2024
Female	12	15
Male	22	27
Total	**34**	**42**

Age group	Number of new employees		Rate in %	
	2025	2024	**2025**	2024
< 29	16	13	47.1	31.0
30–39	6	13	17.6	31.0
40–49	7	7	20.6	16.7
50–59	3	6	8.8	14.3
> 60	2	3	5.9	7.1
Total	**34**	**42**	**15.2**	**18.3**

Region	Number of new employees	
	2025	2024
German-speaking Switzerland	33	42
French-speaking Switzerland	1	0
Total	**34**	**42**

GRI 401-1b: Total number and rate of employee turnover during the reporting period, by age group, gender and region

Staff turnover in accordance with GRI 401-1 covers all contractually terminated employment relationships in the reporting year, irrespective of the time they were booked in the HR system. Owing to the internal reporting date definition, staff whose contracts end on 31 December (midnight) are therefore counted as terminations in the reporting year, even if they are still included in the staff headcount shown as at 31 December. Any discrepancies between the turnover indicator and staff headcount shown are solely a result of this.

Age group	Employee turnover		Rate in %	
	2025	2024	**2025**	2024
< 29	8	14	20.5	29.2
30–39	13	19	33.3	39.6
40–49	6	12	15.4	25.0
50–59	2	2	5.1	4.2
> 60	10	1	25.6	2.0
Total	**39**	**48**	**17.4**	**21.0**

Gender	Employee turnover	
	2025	2024
Female	16	17
Male	23	31
Total	**39**	**48**

Region	Employee turnover	
	2025	2024
German-speaking Switzerland	34	27
French-speaking Switzerland	5	21
Total	39	48

From 2025, the methodology for determining employee turnover was made more precise and aligned with the definition of GRI 401-1. Because of the change in the definition, comparability with the preceding years is limited. In addition, an internal staff turnover indicator is shown which is applied consistently across all years and allows a more differentiated definition for the purposes of internal management (see the chapter “Employment conditions and working environment”.

GRI 403-9: Work-related injuries (employees)[1]

All in all, four people employed by Allreal suffered minor injuries during working hours, equivalent to 1.79% of the workforce or two incidents per 200,000 hours worked. This disclosure covers all employees.

1 Accidents that happen to subcontractors are not included, as Allreal has no control of either their work or their workplace in terms of organisation or occupational health and safety legislation. Accidents that happen to subcontractors are shown independently of this in the chapter “Workplace health and safety” as a strategic management indicator (see chapter “Workplace health and safety”).

Name	2025	2024
Allreal employees		
Number of deaths resulting from work-related injuries	0.00	0.00
Rate of deaths resulting from work-related injuries (in %)	0.00	0.00
Number of work-related injuries with serious consequences	0.00	0.00
Rate of work-related injuries with serious consequences (in %)	0.00	0.00
Number of documented work-related injuries	4.00	5.00
Rate of documented work-related injuries (in %)	1.79	2.23
Number of hours worked	**447 267.94**	**444 932.04**

GRI 404-1: Average hours of training per year per employee[1]

Gender	Number of employees		Total training hours		Avg. number of hours per employee	
	2025	2024	2025	2024	2025	2024
Female	40	34	2 714.2	2 451.1	37.2	31.8
Male	67	74	4 082.6	3 609.5	27	23.7
Total	**107**	**108**	**6 796.7**	**6 060.6**	**30.3**	**26.5**

Employee category	Number of employees		Total training hours		Avg. number of hours per employee	
	2025	2024	2025	2024	2025	2024
Management	–	1	0	14.6	–	2.9
Management Team	10	8	590.9	380.3	21.9	14.1
Employees	97	99	6 205.8	5 665.7	32.3	28.8
Total	**107**	**108**	**6 796.7**	**6 060.6**	**30.3**	**26.5**

GRI 405-1: Diversity of governance bodies and employees

GRI 405-1a: Percentage of people on the governance body

Age structure	Number		Share in %	
	2025	2024	2025	2024
< 29	–	–	–	0.0
30–39	–	–	–	0.0
40–49	2	1	25	12.5
50–59	2	2	25	25.0
> 60	4	5	50	62.5
Total	**8**	**8**	**100**	**100**

Gender	Number		Share in %	
	2025	2024	2025	2024
Female	3	2	38	25
Male	5	6	63	75
Total	**8**	**8**	**100**	**100**

Region	Number		Share in %	
	2025	2024	2025	2024
German-speaking Switzerland	7	6	88	75
French-speaking Switzerland	1	2	12	25
Total	**8**	**8**	**100**	**100**

1 107 out of 224 employees completed training. The average number of hours was calculated across all 224.

GRI 405-1b: Percentage of employees per employee category

	Management				Management Team				Employees					
	Number		Share in %		Number		Share in %		Number		Share in %		Total	
	2025	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024
Gender														
Female	–	–	–	–	4	3	15	11	69	74	36	38	73	77
Male	5	5	100	100	23	24	85	89	123	123	64	62	151	152
Total	**5**	**5**	**100**	**100**	**27**	**27**	**100**	**100**	**192**	**197**	**100**	**100**	**224**	**229**
Age group														
< 29	–	–	–	–	–	0	–	0	33	31	17	16	33	31
30–39	1	1	20	20	8	10	30	37	50	59	26	30	59	70
40–49	–	1	–	20	10	10	37	37	47	41	24	21	57	52
50–59	3	2	60	40	7	6	26	22	42	42	22	21	52	50
> 60	1	1	20	20	2	1	7	4	20	24	10	12	23	26
Total	**5**	**5**	**100**	**100**	**27**	**27**	**100**	100	192	197	100	100	224	229
Region														
German-speaking Switzerland	5	5	100	100	22	22	81	81	179	181	93	92	206	208
French-speaking Switzerland	–	–	–	–	5	5	19	19	13	16	7	8	18	21
Total	**5**	**5**	**100**	**100**	**27**	**27**	**100**	**100**	**192**	**197**	**100**	**100**	**224**	**229**

Climate goals and scenarios Reporting on climate-related goals

Introduction

Climate change and the associated physical and transitional risks, as well as opportunities, have a high strategic and financial relevance for Allreal. As a real estate company with long-term tied-up capital, Allreal is affected both by climate-related changes – such as those resulting from increasing regulatory requirements, a change in market conditions or physical climate risks – and by part of the solution, as the building sector makes a considerable contribution to global greenhouse gas emissions. With this in mind, Allreal is pursuing the goal of systematically identifying, managing and reducing climate-related risks, as well as seizing specific opportunities, in order to ensure that the real estate portfolio retains its value in the long term.

Allreal is publishing a climate report in the reporting year for the second time. The climate-related reporting is based on the tried-and-tested structure of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The four disclosure pillars of governance, strategy, risk management, and indicators and goals continue to form the basis of the reporting and help make it easy to understand the financial impact of climate-related risks and opportunities.

In transferring the TCFD recommendations into the ISSB standards (IFRS S2), Allreal is preparing for the expanded requirements of international sustainability reporting. The additional disclosure requirements are checked and gradually integrated into the existing climate and sustainability reporting in order to ensure consistent, forward-looking and comparable reporting.

Governance

a. Board and Group Management oversight of climate-related risks and opportunities.

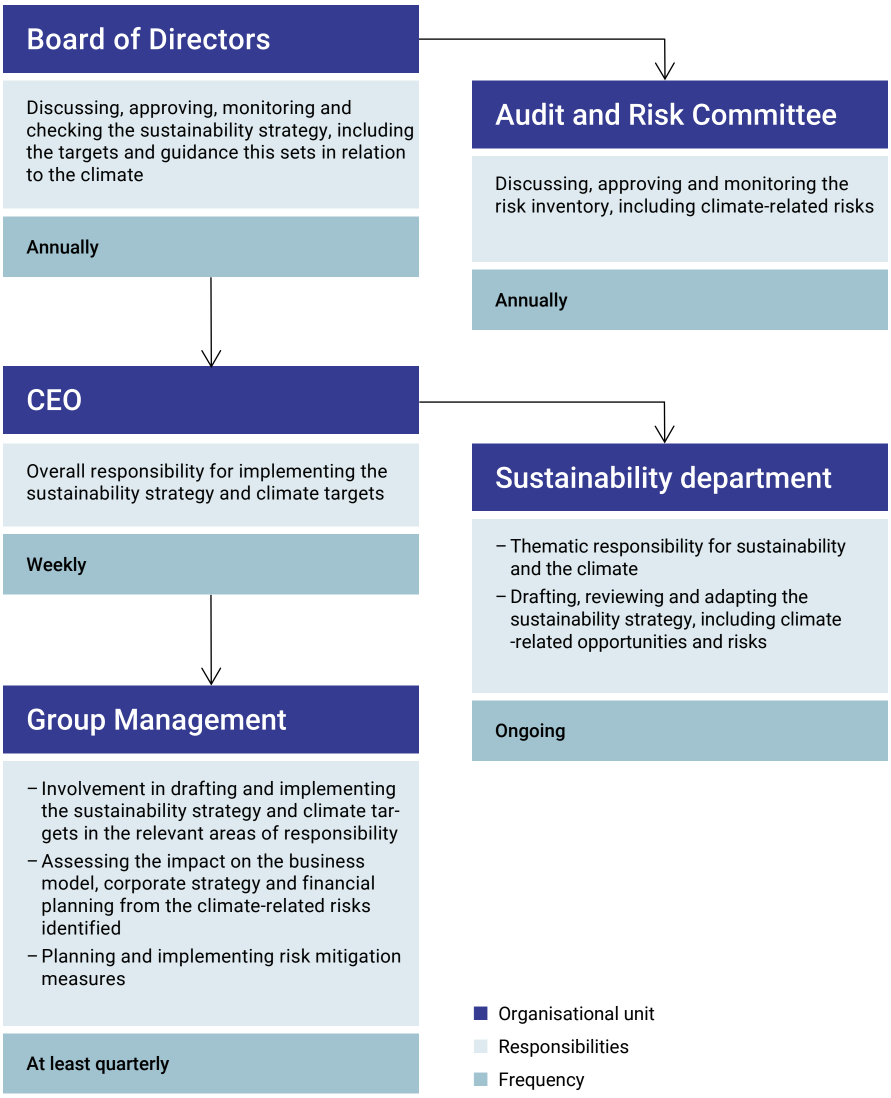
The Board of Directors is the supreme governing body of Allreal Holding AG. The Board is responsible for discussing, approving, monitoring and checking the sustainability strategy, including the targets and guidance this sets in relation to the climate. A Board meeting on sustainability is held at least once a year. One of the most important sustainability goals at Allreal is cutting greenhouse gas emissions. All Board committees take the sustainability strategy and goals, and the climate aspects therein, into consideration in their activities. The Board is responsible for designing the risk management concept and monitoring assessment of the risks the company is exposed to, including sustainability and climate-related risks. These form an integral part of risk management at Allreal. The Audit and Risk Committee is responsible for discussing and approving the risk inventory, including climate-related risks. The risk inventory is discussed and approved annually.

b. Management’s role in assessing and managing climate-related risks and opportunities

Group Management is responsible for identifying and assessing risks and opportunities and setting measures to minimise risk in a risk inventory. This includes sustainability and climate-related risk and is circulated to the Board for approval.

The CEO has overall responsibility for implementing the sustainability strategy and achieving the climate goals. He is supported by the sustainability department, which reports directly to him. Group Management is responsible for implementing the sustainability strategy including climate-related risks and opportunities, and for achieving the sustainability targets in the different divisions. Meetings of Group Management consider sustainability and climate issues at least four times a year. Operational implementation of measures is carried out by the Development, Realisation and Real Estate divisions and Human Resources and Finance, with support from the Sustainability team (see the chapter "Governance").

Organisational ownership



Strategy

a. Climate-related risks and opportunities over the short, medium and long term

b. Impact of climate-related risks and opportunities

Climate change is one of the greatest social challenges of our age and offers both risks and opportunities. The aim of Allreal is to minimise risks as far as possible and seize opportunities. In doing so, it takes into account the following time horizons:

— Short term: out to 2028 (the end of the 2025–2028 sustainability strategy period)
— Medium term: 2029–2034 (interim target in line with the ten-year planning in real estate management)
— Long term: 2035–2050 (target net zero by 2050)

Opportunities

Allreal has incorporated the opportunities arising from the changes into its sustainability strategy as follows:

Opportunities	Time horizon[1]	Measures	Responsibilities	Financial impact
Transition to circular economy	Short Medium Long	– Founder member of the Circular Building Charter – Select the right material – Reduce use of materials – Re-use – Reduce waste – Use material passports to track planning of new builds and renovations	Development Realisation	● High
Reduce dependency on fossil fuels	Medium Long	– Extend use of PV systems to generate electricity – Improve energy efficiency in building technology – Electricity charging points/public transport connections – Swap/install most efficient heating systems	Development Realisation Real Estate	● High
Market positioning	Medium Long	– Develop innovative sustainable own projects → boost reputation, enhance attractiveness as an employer – Move into new business models for sustainable renovations in the third-party market – High sustainability standard in the portfolio → low vacancy rate – Issue more green bonds → cheaper financing – Engage with tenants for higher satisfaction and good reputation on the market	Development Realisation Real Estate	● High

1 Short term: out to 2028 (the end of the 2025–2028 sustainability strategy period); medium term: 2029–2034 (in line with the ten-year planning in real estate management); long-term: 2035–2050 (target net zero by 2050)

Risks

Allreal has analysed physical risks and transition risks. Physical risks arise, for example, from extreme weather events and have a direct impact on the real estate portfolio, while transition risks come from new legal, social, economic and technological framework conditions. Allreal considers the following risks in particular to be material and takes them into account as an integral part of risk management:

Physical risks	Transformation risks
– Extreme weather risks (earthquake, floods, storms, landslides and avalanches): acute – Changing weather (rising temperatures, hot periods in the summer, sometimes cold periods in the winter): chronic	– Regulatory risks – Rising legal requirements concerning energy efficiency, use of renewable energy, circular economy – Tighter regulation: increased CO_2 tax on fuels – Rising legal requirements and higher expectations of sustainability reporting and sustainability ratings, including rules on reduction paths – Technological risks – Rising demand for efficient, sustainable technologies and materials – Rising costs for inefficient technical facilities for energy generation and air conditioning – Market risks – Shift in customer attitudes to responsible products and services – Rising demand for flexible use

Physical risks

Risk	Probability of occurrence[1]	Time horizon[2]	Impact on Allreal	Measures	Financial impact
Extreme weather events – Earthquake, floods, storms, landslides and avalanches	Low	Medium Long	– Damage to properties, injuries – Higher insurance costs	– Deliberately select locations with low risk, plan measures to reduce risk (build to resist earthquakes, etc.) – Insure against extreme weather events	Low
Changing weather – Rising temperatures – Hot periods in the summer (and sometimes cold periods in the winter)	High	Short Medium Long	– Rising ancillary costs and CO_2 emissions due to greater need for energy for cooling (sometimes heating) – Rising vacancy rate due to loss of comfort – Increased requirements on building shell and technical facilities	– Include greenery in developments, leave surfaces uncapped, plant trees for shade, use construction materials and paint that reduce heat, etc. – Carry out tenant survey on satisfaction and wellbeing in the property and implement measures	Medium

1 Low, medium, high
2 Short term: out to 2028 (the end of the 2025–2028 sustainability strategy period); medium term: 2029–2034 (in line with the ten-year planning in real estate management); long-term: 2035–2050 (target net zero by 2050)

Transition risks

Risk	Probability of occurrence	Time horizon	Impact	Measures	Financial impact
Regulatory risks					
Rising legal requirements concerning energy efficiency, use of renewable energy, circular economy	● High	Medium Long	– Rising demand for efficient, sustainable buildings – Rising costs of construction and renovation – Rising demand for efficient, sustainable materials and technologies (see above) – Decline in value of less sustainable buildings	– Base business and financial planning on sustainability, focus on circular economy, energy efficiency, renewable – Clear renovation plan, including funding – Greater use of green bonds – Devise clear guidelines for developing, planning, going out to tender and building new properties	● Medium
Tighter regulation: increased CO_2 tax on fuels	● High	Short Medium Long	– Rising demand for efficient, sustainable buildings – Rising costs of construction and operation	– Greater focus on innovation, etc. – Continue to invest in line with reduction path	● Low
Rising legal requirements and higher expectations of sustainability reporting and sustainability ratings, including rules on reduction paths	● High	Short Medium Long	– More onerous processes, more reports and ratings – More effort and expense to gather and monitor data and produce reports – More specific specialist knowledge on reporting and climate required – More accurate recording of Scope 3 – Increased external review (EY)	– Monitor context and reporting landscape – Take part in cross-sector dialogue – Focused use of external specialist consultants – New partnerships to cut Scope 3 emissions	● Low
Technological risks					
Rising demand for efficient, sustainable technologies and materials	● Medium	Medium Long	– Higher prices – Supply bottlenecks	– Greater focus on circular economy and labels – Greater focus on innovation, possibly partnerships with Research & Development, manufacturers of efficient, sustainable materials and technologies – Internal staff training	● Medium
Rising costs for inefficient technical facilities for energy generation and air conditioning	● High	Short Medium Long	– Rising property costs – Property becomes less attractive, vacancy rate increases	– Clear guidelines for planning, going out to tender and constructing new properties, and renovations – Clear renovation plan, including funding	● Medium

Risk	Probability of occurrence	Time horizon	Impact	Measures	Financial impact
Market risks					
Shift in customer attitudes to responsible products and services	High	Short Medium Long	– Decline in value of properties that are not sustainable → Lower share price	– Circular economy, energy efficiency, renewable energy – Clear guidelines for planning, going out to tender and constructing new properties – Clear renovation plan, including funding – Carry out tenant survey on satisfaction and wellbeing in the property and implement measures	Medium
Rising demand for flexible use	Low	Medium Long		– Lend more weight to flexible use as a criterion for projects	Low

Impact on strategy and business activity
Climate-related risks and opportunities affect the strategy and business activity of Allreal. They have been included in the Allreal sustainability strategy and corresponding targets and metrics formulated. The measures to mitigate climate risks and achieve net zero by 2050 have a major impact on the portfolio structure and financial planning. The measures required to hit the planned reduction targets are reflected in our renovation plan. Value-enhancing investments in the double-digit millions in renewable energy sources and energy efficiency measures are planned out to 2030 to achieve the CO_2 reduction path. Allreal also issued green bonds in 2023, 2024 and 2025 to invest in sustainable, efficient buildings and photovoltaic systems.

The Sustainable Construction Switzerland standard (SNBS) is applied for new builds and conversions; this covers all dimensions of sustainability including climate-related opportunities and risks. Allreal is represented on the Board of Sustainable Construction Network Switzerland (NNBS) and is committed to working with business, the public sector, educators, politicians and scientists to develop sustainable and climate-friendly solutions. Along with 11 other larger construction companies, Allreal was also a founding member of the Circular Building Charter in 2023. Our stated ambition by 2030 is to cut the use of non-renewable primary raw materials to 50% of total volume, rigorously log and significantly reduce indirect greenhouse gas emissions and improve the circularity of renovation work and new builds, so as to promote more sustainable building materials.

Regular training sessions and workshops are held to ensure sustainability and climate issues are firmly rooted in the company and to improve knowledge among employees and managers. In addition, sustainability-related metrics are integrated into management target agreements and variable remuneration.

The targets, metrics and measures arising from climate-related risks and opportunities are described in more detail in the next chapter.

Resilience of the corporate strategy, taking into account climate-related scenarios

Allreal has investigated how physical risks might develop in different climate scenarios. The current starting position and future scenarios RCP 4.5 and RCP 8.5 were used for this. RCP 4.5 assumes a considerable reduction in emissions and moderate warming, while RCP 8.5 is based on rising emissions and greater warming. The analysis considered the time horizons of 2000, 2030 and 2050, and allows for risks such as flooding rivers, wind storms, heavy rain, drought, heat stress and cold stress. For each of these dangers, CLIMADA produced location-specific risk assessments including climatic, hydraulic and geomorphic factors. The scenarios examined only look at the physical risks, without allowing for measures taken by the authorities to protect against natural dangers.

The analyses indicate that the physical risks for the Allreal portfolio are currently low to medium. Starting from this low level however, climate change could have the following potential impacts:

- Flooding of rivers: according to the CLIMADA analysis, this risk will probably increase in locations in Zurich and Geneva
- Heavy rain: the risk of heavy rain will probably increase
- Heat stress: a higher risk is forecasted for Geneva by 2030, which may spread to Zurich and Basel by 2050
- The risks of wind storm, drought and cold stress remain largely stable under both scenarios

Allreal is taking the following measures to increase strategic resilience to climate risks:

- Allreal is integrating climate-related opportunities and risks in its strategies, processes and decision making. Climate risks have been taken into consideration in the sustainability strategy and form part of Group-wide risk management. We have devised an ambitious and far-reaching sustainability strategy for the period 2025–2028 with concrete targets and measurable indicators, along with a CO_2 reduction path, a label strategy and a renovation plan.
- Allreal's properties are mostly in urban locations. With each new acquisition the site is examined for climate resilience (risk of flooding, earthquake, heat).
- Allreal monitors international climate discussions and changes in ELI and Swiss legislation and proactively reflects these in its strategies and business activities.

Risk management

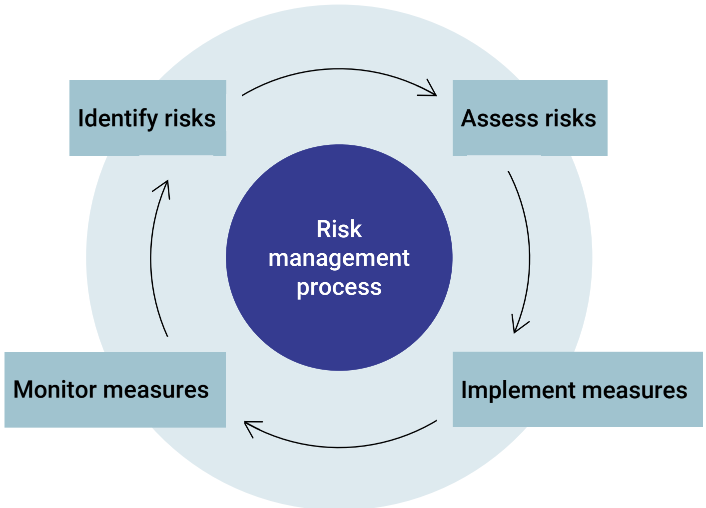
Risk management looks at the following areas:

a. **Processes for identifying and assessing climate-related risks**
b. **Processes for managing/controlling climate-related risks**
c. **Processes for identifying, assessing and managing climate-related risks as part of the organisation's overall risk management**

Climate-related risks are an integral part of the risk management process. The Sustainability department identifies and assesses the materiality of climate risks annually; these are then forwarded to Group Management for discussion, review and approval. For each risk, the probability of occurrence, time horizon and impacts (potential damage) are assessed and suitable risk mitigation measures defined. The material climate risks in terms of impact and probability of occurrence are included in the company risk inventory and risk management, allowing for the time horizon. Where possible, these risks are quantified; otherwise they are given a qualitative rating.

The risk inventory is submitted to Group Management in the first half of each year for review and discussion, to the Audit and Risk Committee for their response and to the Board of Directors for approval. The risk inventory contains a list of all risks, concrete mitigation measures, who is responsible for these and the deadlines for implementation. The members of Group Management are the risk owners for their areas and are responsible for implementing the mitigation measures. The internal auditor monitors that actions are taken within deadline. A review is conducted in Group Management in the second half of the year.

Risk management process



Metrics and targets

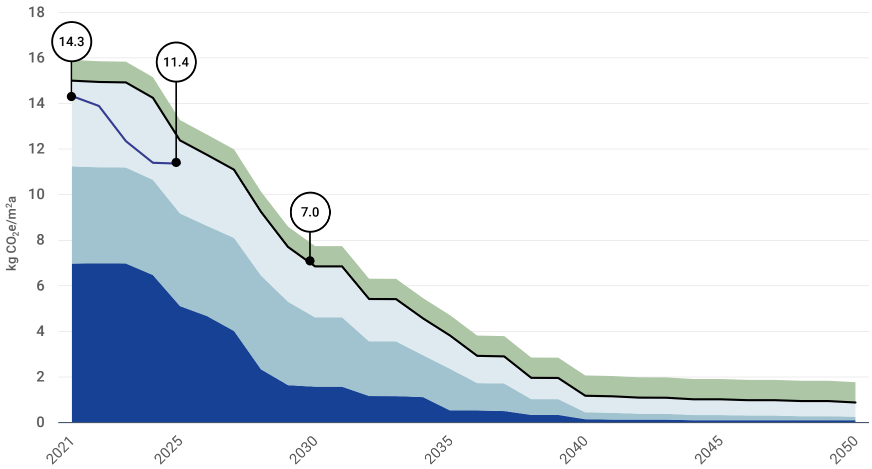
This chapter considers the following TCFD aspects:

a. **Metrics used to assess climate-related risks and opportunities**
b. **Scope-1-, Scope-2- and Scope-3-greenhouse gas emissions and associated risks**
c. **Targets for managing climate-related risks and opportunities**

Collecting and monitoring climate targets and metrics form a major part of the sustainability strategy at Allreal. Reducing CO_2 and other emissions and the use of resources have been defined as sustainability topics by Allreal in a broad-scale, participative process. All environmental targets, metrics and measures contribute to minimising climate-related risks and seizing opportunities (see measurements and goals in the chapter "Environment").

One of the focuses in Allreal's environmental commitment is to achieve net zero by 2050 at the latest (this target covers Scope 1, 2, 3.13 and 3.3 and includes CO_2 compensation to the end of the strategy period in 2024). A key intermediate goal is to reduce greenhouse gases from 14.3 kg CO_2e/m^2a in 2021 to 7.0 kg CO_2e/m^2a by 2030.

CO_2 reduction path
Greenhouse gas emissions in the investment portfolio in kg CO_2e/m^2 of energy reference area (ERA)



■ **Scope 1**
(direct emissions:
burning oil and gas)

■ **Scope 2**
(indirect emissions:
electricity, district heating)

■ **Scope 3.3**
(upstream emissions:
fuels and energy-related emissions)

■ **Scope 3.13**
(tenant-controlled energy)

■ **Allreal target path**
(Scope 1 + 2 + 3.3)

■ **Allreal performance 1+2+3.3**
(real consumption based on measured data)

To hit these ambitious targets under the reduction path Allreal has set clear guidelines for renovations and building new properties with thresholds for permissible greenhouse gas emissions based on the Sustainable Construction Switzerland standard (SNBS) but considerably stricter. Allreal has also drawn up a renovation plan and budgeted funds in the double-digit millions for value-enhancing investments in renewable energies sources and energy efficiency measures. This will make it possible to cut CO_2 emissions, minimise climate-related risks and seize opportunities (see chapter "Label strategy").

Allreal monitors energy use in all properties to provide data for taking targeted measures to improve energy efficiency. The greenhouse gas emissions for Scope 1, 2, 3.3 and 3.13 are also monitored and reported based on the energy data (see graphic on greenhouse gas emissions).

When it comes to new build and conversions, Allreal has set itself the target of providing buildings that are climate and heat-resistant. The key SNBS criteria for this are already included in feasibility studies and study requests and assessed accordingly. Allreal conducts analyses on how properties are affected by heat and plans design measures and sun protection features to cool them in the summer. Greater protection is also paid to external areas and green spaces to ensure these contribute to cooling, as well as helping to retain precipitation in the event of heavy rain. This is one way of adapting our portfolio to climate change. In the 2025–2028 sustainability strategy the topics of biodiversity and climate will become more significant and targets will be more ambitious.

Sustainability metrics are included in management target agreements and variable remuneration as a way of ensuring sustainability is embedded in the company.

The most important climate-related metrics are summarised in the table below:

Key figures	As of 2025	Short-term goal 2028 (end of sustainability strategy period 2025–28)	Medium-term goal 2034 (in line with 10-year planning in real estate management)	Long-term goal 2050 (net zero target by 2050)[1]
CO_2 emissions (1000 tCO_2e)	**10.3**	**9**	**4.5**	**0.9**
Scope 1	3.2	2.3	1.1	0.1
Scope 2	3.5	4.0	1.8	0.2
Scope 3.3	2.7	2.7	1.6	0.6
Scope 3.13	0.9	0.9	0.9	0.9
CO_2 emission intensity ($kgCO_2e$/EBFa)	**10.8**	**9.2**	**4.5**	**0.9**
Scope 1	3.4	2.3	1.1	0.1
Scope 2	3.7	4.1	1.8	0.2
Scope 3.3	2.8	2.8	1.6	0.6
Scope 3.13	0.9			
Renewable energy share (without tenant electricity) (%)	**54.3**	**55.4**	**67.4**	**91.5**

1 We do not achieve net zero here because we have made conservative assumptions on decarbonising the district heating network. These will be updated regularly once the network operators' respective plans are available.

Shape the future
with confidence

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To the Board of Directors of

Allreal Holding AG, Opfikon

Zurich, 18 February 2026

Independent Assurance Report on selected sustainability Indicators in the Sustainability Report

We have been engaged to perform assurance procedures to provide limited assurance on selected disclosures and indicators (including GHG emissions) included in Allreal Holding AG's and its consolidated subsidiaries' (the Group´s) Sustainability Report for the year ended 31 December 2025 (the Report).

Our limited assurance engagement focused on following selected disclosures and indicators (including GHG emissions) marked with the check mark ►:

Environment

- Energy consumption within the organization and Energy intensity (GRI 302-1, 302-3), p. 46 - 48 and p. 74
- Water withdrawal (GRI 303-3), p. 74
- GHG emissions and GHG emissions intensity (GRI 305-1, 305-2, 305-3 category 3.3 Fuel- and energy-related activities and category 3.13 Downstream leased assets, 305-4), p. 46 - 49 and p. 75
- Waste generated (GRI 306-3), p. 43 and p. 77

Social

- Employees, Employment (GRI 2-7, 401-1, 401-2), p. 52 - 53 and p. 78 - 79
- Occupational Health and Safety (GRI 403-5, 403-9), p. 55 - 56 and p. 79 - 80
- Training and Education (GRI 404-1, 404-2, 404-3), p. 52, p. 54 - 55 and p. 80
- Diversity and Equal Opportunity (GRI 405-1), p. 52 - 53 and p. 80 - 81

We did not perform assurance procedures on other information included in the Report, other than as described in the preceding paragraph, and accordingly, we do not express a conclusion on that information.

Applicable criteria

The Group defined as applicable criteria (the Applicable Criteria):

- Global Reporting Initiative Sustainability Reporting Standards (GRI Standards)

A summary of the standards is presented on the GRI homepage.

Inherent limitations
The accuracy and completeness of selected disclosures and indicators (including GHG emissions) are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the quantification of the non-financial matters indicators is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors related to the emissions factors and the values needed to combine e.g. emissions of different gases. Our assurance report should therefore be read in connection with the section “Methodology”, its definitions and procedures on non-financial matters reporting therein.

Responsibility of the Board of Directors
The Board of Directors is responsible for the selection of the Applicable Criteria and for the preparation and presentation, in all material respects, of the selected disclosures and indicators (including GHG emissions) in accordance with the Applicable Criteria. This responsibility includes the design, implementation, and maintenance of internal control relevant to the preparation of the selected disclosures and indicators (including GHG emissions) that are free from material misstatement, whether due to fraud or error.

Independence and quality management
We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies ISQM 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibility
Our responsibility is to express a conclusion on the selected disclosures and indicators (including GHG emissions) based on the evidence we have obtained.

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the selected disclosures and indicators (including GHG emissions) are free from material misstatement, whether due to fraud or error.

Summary of work performed
Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

The Greenhouse Gas (GHG) quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

Our limited assurance procedures included, amongst others, the following work:

- Assessment of the suitability of the Applicable Criteria and their consistent application
- Interviews with relevant personnel to understand the business and reporting process, including the sustainability strategy, principles and management
- Interviews with the Group's key personnel to understand the sustainability or non-financial reporting system during the reporting period, including the process for collecting, collating and reporting the disclosures and the indicators
- Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Applicable Criteria
- Analytical review procedures to support the reasonableness of the data
- Identifying and testing assumptions supporting calculations
- Testing, on a sample basis, underlying source information to check the accuracy of the data

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusions.

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected disclosures and indicators (including GHG emissions) in the Report of Allreal Holding AG have not been prepared, in all material respects, in accordance with the Applicable Criteria.

Ernst & Young Ltd

Tobias Meyer
(Qualified Signature)
Executive in charge

Leandra Wolf
(Qualified Signature)
Senior Manager

Corporate governance report

Corporate governance report

Basic principles and introduction

The corporate governance report outlines the principles of management and control at the highest corporate level of Allreal. The information in this report complies with the Corporate Governance Directive (DCG) of SIX Exchange Regulation AG of 29 June 2022 and follows the structure used in the DCG.

The articles of association of Allreal Holding AG can be accessed on the company's website: allreal.ch/en/investors-and-media/download-centre#unternehmen

1. Group structure and shareholders

1.1 Group structure

Allreal Group operates solely in Switzerland. Its legal structure and participating interests as at 31 December 2025 are shown below.

Allreal Holding AG
Glattpark (Opfikon)

Allreal Home AG Glattpark (Opfikon)	**Allreal Office AG** Glattpark (Opfikon)	**Allreal Romandie SA** Plan-les-Ouates	**Allreal Toni AG** Glattpark (Opfikon)	**Allreal Generalunternehmung AG** Glattpark (Opfikon)	**Allreal Développement Romandie SA** Plan-les-Ouates

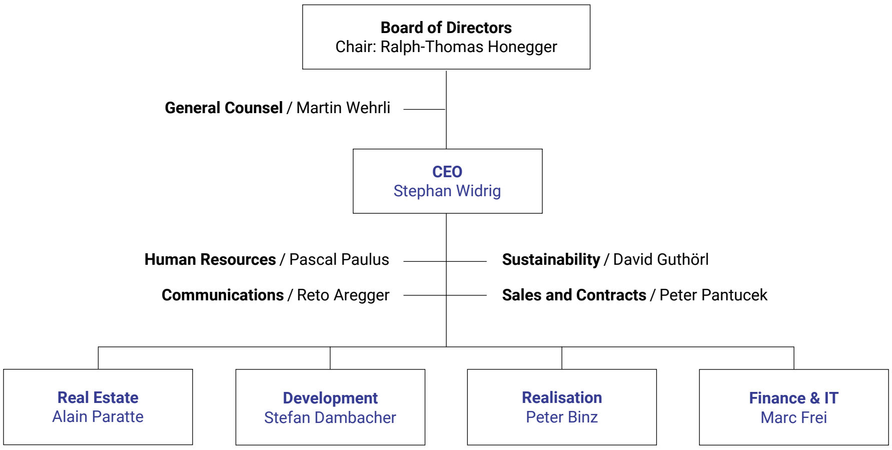
Company	Registered office	Share capital in CHF million	% of shares held
Allreal Generalunternehmung AG	Opfikon ZH	10.00	100%
Allreal Home AG	Opfikon ZH	26.52	100%
Allreal Office AG	Opfikon ZH	150.00	100%
Allreal Romandie SA	Plan-les-Ouates GE	0.10	100%
Allreal Toni AG	Opfikon ZH	90.00	100%
Creactive Properties SA[1]	Plan-les-Ouates GE	–	0%
Allreal Développement Romandie SA[2]	Plan-les-Ouates GE	0.10	100%

1 Merged with Allreal Romandie SA effective 1 January 2025
2 Name change from Roof SA to Allreal Développement Romandie SA effective 4 December 2025

All shareholdings are unlisted companies which are fully consolidated in the Group's financial statements.

During the reporting year, Creactive Properties SA was absorbed by Allreal Romandie SA. The company was already fully owned directly or indirectly by Allreal Holding AG in the previous year, meaning that there are no changes for consolidation purposes. In addition, Roof SA was renamed Allreal Développement Romandie SA.

Allreal divides its activities into two business segments: Real Estate and Development & Realisation. The Group's operating structure comprises the Real Estate, Development and Realisation divisions, Finance & IT and other head office departments.



Real Estate division
In this division, Allreal combines its investment activity in commercial and residential properties and provides portfolio management, operational and building management services for its own portfolio.

Development division
In Development, the Group concentrates on buying and developing real estate projects and developing sites, as well as selling condominiums and consulting services.

Realisation division
The Realisation division is responsible for project management and implementing own and third-party construction projects.

1.2 Significant shareholders
Allreal Holding AG has its registered office in Opfikon, Switzerland, and is listed on SIX Swiss Exchange. On 31 December 2025, market capitalisation amounted to CHF 3369.0 million. The registered shares are traded on the main segment (security number 883756, ISIN CH0008837566, symbol ALLN).

As at 31 December 2025, the following shareholders had informed the company of a participation (direct and/or indirect) of more than 3% by means of disclosure notification ("Significant shareholders"):

	2025	2024
UBS Fund Management (Switzerland) AG, Basel	12.45%	14.10%
Plan Olivier, Geneva[1]	6.74%	6.74%
BlackRock Inc., USA – New York	4.72%	4.93%
Spuhler Peter, Weiningen[2]	4.33%	4.33%
Dimensional Holdings Inc., USA – Delaware[3]	3.64%	3.64%
Swisscanto Fondsleitung AG	3.02%	3.02%

* The information provided by SIX Swiss Exchange AG regarding disclosure notifications is used exclusively.

1 Held directly and indirectly by Immosynergies Holding SA, Plan-les-Ouates
2 In the case of Peter Spuhler, the management transactions reported are included in the shareholding details
3 Held directly by Dimensional Ireland Limited, Dublin

For further details of the composition of the shareholder base, see page 22 of the Annual Report. A total of 37 disclosure notices were submitted in 2025 by significant shareholders who had exceeded or fallen below the level at which a stake in Allreal Holding AG had to be reported.

All notices disclosing shareholdings pursuant to Article 120 FinMIA published during the year and since 1 January 2026 can be accessed at the following link to the Disclosure Office of SIX Swiss Exchange AG (ser-ag.com/de/resources/notifications-market-participants/significant-shareholders.html#/).

1.3 Cross-shareholdings
There are no cross-shareholdings.

2. Capital structure
2.1 Capital
As at 31 December 2025, Allreal Holding AG had the following capital structure:

CHF million	**2025**	2024
Share capital issued	16.6	16.6
Capital band	between a maximum of 18.25 and minimum 15.76	between a maximum of 18.25 and minimum 15.76

2.2 Capital band
On 21 April 2023, the annual general meeting authorised the Board of Directors to increase or decrease the share capital via the capital band at any time, on one or more occasions and in any amount, up to 21 April 2028 or until the capital band lapses.

The ceiling stands at CHF 18,252,103 and would be reached by issuing up to 1,659,282 fully paid-up registered shares of CHF 1.00 par value each. The floor stands at CHF 15,763,180 and would be reached by cancelling up to 829,641 fully paid-up registered shares of CHF 1.00 par value each.

Capital reductions may take the form of reducing the par value of the shares or cancelling shares. A combination of the two methods is also permissible. In the event of a capital increase, the Board of Directors is authorised to exclude or restrict the subscription rights of shareholders on important grounds and assign subscription rights to individual shareholders, third parties, the company or one of its affiliated companies. Important grounds and other arrangements for a capital increase within the capital band are set out in detail in Article 3a of the articles of association of Allreal Holding AG.

Subscription and purchase of new shares and any subsequent transfer of shares are also subject to restrictions specified in Article 6 of the articles of association.

No capital increases or capital reductions within the capital band were approved during the reporting year.

2.3 Changes in capital

There were no changes in capital in 2025.

CHF	31.12.2025	31.12.2024	31.12.2023
Ordinary share capital	16 592 821	16 592 821	16 592 821
Capital band	between maximum 18 252 103 and minimum 15 763 180	between maximum 18 252 103 and minimum 15 763 180	between maximum 18 252 103 and minimum 15 763 180

2.4 Shares and participation certificates

The share capital is divided into 16,592,821 fully paid-in registered shares with a par value of CHF 1.00 each. All shares belong to a single class. There are no preference shares or shares with special voting rights. The registered shares are issued in the form of book-entry securities.

All shares are dividend-bearing. Exercise of membership rights is conditional on entry in the share register. Each registered share carries one vote at the annual general meeting.

Treasury shares have no votes. No dividends are paid on such shares.

The company has no participation certificate capital.

2.5 Dividend-right certificates

Allreal has not issued any dividend-right certificates.

2.6 Limitations on transferability and nominee registrations

Every shareholder is entitled to be entered in the share register, which simultaneously serves as a register of uncertificated securities. Under Article 6 para. 3 of the articles of association, the Board of Directors may reject an entry for the following two reasons:

- Insofar and as long as recognising an acquisition as a full shareholder could prevent the company from providing proof that it is Swiss-controlled as stipulated by Swiss law (“Lex Koller”), in particular if the sum of shares not entered in the share register and held by non-Swiss persons exceeds one-third of the total number of registered shares entered in the commercial register.
- If the number of registered shares held by the buyer, or by a group of shareholders acting jointly, exceeds 5% of the total number of registered shares entered in the commercial register.

Subject to these two points, nominee registrations are admissible without any limitations on voting rights.

These registration restrictions also apply to shares subscribed or acquired by exercising subscription, option or conversion rights.

The Board of Directors did not reject any entries in the share register in the year under review.

2.7 Convertible bonds and options

The company had issued neither convertible bonds or warrant bonds nor option plans on Allreal registered shares as at the balance sheet date.

3. Board of Directors

3.1 Members of the Board of Directors

Under the articles of association, the Board of Directors of Allreal Holding AG must consist of a minimum of three and a maximum of nine members. Since 2022, there have been eight members. With the exception of the mandates disclosed below, none of the members holds an official or political position.

Ralph-Thomas Honegger
Dr. rer. pol. (1959, Swiss)

Chair, member since 2012

Member of the Investment Committee

2002–2019
Chief Investment Officer and Member of the Executive Management of the Helvetia Group

1996–2001
Various management functions at Helvetia Patria Versicherungen and Member of the Executive Management Switzerland

1987–1995
Various management functions at Patria Versicherungen

Other activities and vested interests
— Member of the investment committee of Ricola’s occupational pension fund, Laufen

Andrea Sieber
Lawyer, lic. iur. HSG, LL. M. (1976, Swiss)

Vice Chair, member since 2016

Chair of the Nomination and Compensation Committee

Since 2003
Lawyer and partner at law firm MLL Legal AG

2020–2023
Member of the executive management (CFO) at law firm MLL Legal AG

Other activities and vested interests
— Member of the Board of Directors of SoftwareOne Holding AG, Stans
— Member of the Board of Directors of Calida Holding AG, Oberkirch
— Member of the Board of Directors of PCS Holding AG, Frauenfeld
— Member of the Board of Directors of Inergies Capital AG, Wollerau
— Member of the Board of Directors of Global-e CH AG, Baar and Borderfree PayCO Switzerland GmbH, Baar (same group of companies)

Peter Spuhler
(1959, Swiss)

Member since 2013

Member of the Nomination and Compensation Committee

Chair of the Board of Directors of Stadler Rail AG since 2017

1989–2017
Owner, Chair of the Board of Directors and Group CEO of Stadler Rail AG

Other activities and vested interests
- Chair of the Board of Directors of Stadler Rail AG, Bussnang and board member at five further group companies
- Member of the Board of Directors of Rieter Holding AG, Winterthur and Aebi Schmidt Holding AG, Frauenfeld
- Member of the Supervisory Board of Robert Bosch GmbH (Foundation), Stuttgart (DE)
- Chair of the Board of Directors of Rana Aps AG, Warth-Weiningen and PCS Holding AG, Frauenfeld
- Vice Chair of DSH Holding AG, Warth-Weiningen
- Member of the Board of Directors of European Loc Pool AG, Chesa Sül Spelm AG, PMT Management AG and Wohnpark Promenade AG, all of Frauenfeld, and Sönmez Transformer Company (STS), Dilovasi (TR) and Florhof Immobilien AG, Zurich
- Member of the Board of Trustees of Tele D, Diessenhofen

Thomas Stenz
Swiss-certified accountant / auditor (1959, Swiss)

Member since 2016

Chair of the Audit and Risk Committee

Since 2014 independent business consultant

2002–2014
Partner at Ernst & Young AG (Head of Auditing 2007–2010, Chair of the Board of Directors 2009–2014)

1978–2002
Management functions at Arthur Andersen AG (appointed partner in 1990, Head of Auditing 1999–2002)

Other activities and vested interests
- Chair of the Board of Directors of AAC Consulting AG and Controva AG, both of Zurich
- Member of the Board of Directors of Capvis AG, Baar
- Chair of the Audit Committee of the International Ski Federation (FIS), Oberhofen

Philipp Gmür
Lawyer, Dr. iur., LL. M. (1963, Swiss)

Member since 2019

Member of the Audit and Risk Committee, Investment Committee and Nomination and Compensation Committee

2016–2023
CEO of the Helvetia Group (Group CEO)

2003–2016
CEO of Helvetia Switzerland and Member of the Helvetia Group Management Board

1993–2002
Various management functions at Helvetia Versicherungen

1991–1993
Clerk at the High Court of Lucerne

Other activities and vested interests
— Chair of the Board of Directors of Kursaal Casino AG, Grand Casino Luzern AG and Casino Online AG, all Lucerne
— Chair of the Board of Directors of Parkhaus Casino-Palace AG, Lucerne
— Member of the Board of Directors of CONCORDIA Schweizerische Kranken- und Unfallversicherung AG and the group companies, Lucerne
— Member of the Board of Directors of Hotel Cascada AG, Lucerne
— Member of the Board of Trustees of Kuoni- und Hugentobler-Stiftung, Stans
— Member of the Board of Trustees of the Museum Rosengart Foundation, Lucerne

Jürg Stöckli
Lawyer, Executive MBA HSG (1969, Swiss)

Member since 2019

Chair of the Investment Committee

Since 2019 independent entrepreneur and Board member

2010–2018
Head of Real Estate and Member of the Management Board of SBB

2007–2010
Various management functions at Privera AG

2001–2006
Head of Legal Affairs and Procurement and member of management of SBB Real Estate

Other activities and vested interests
— Chair of the Board of Directors of Migros Aare Cooperative, Bern
— Chair of the Board of Directors of Gashi Bodenbeläge AG, Dietlikon, Namlha Real Estate AG, Zurich and Fore Immobilien AG, Zug
— Board Member of Swiss Mobiliar Cooperative, Bern, Erne Gruppe, Laufenburg, Merbag Holding AG, Baar, Schulthess Maschinen AG, Cham, Markstein AG, Baden and Garaio REM AG, Bern

Anja Wyden Guelpa
MA in Politics/ MSc in Public Management (1973, Swiss)

Member since 2022

Member of the Investment Committee

Since 2018 CEO of civicLab and Director and lecturer at the University of Lausanne

2009–2018
State Chancellor for the Canton of Geneva

2003–2009
Various senior positions within the administration of the Canton of Geneva

2001–2003
Consultant at IBM Business Consulting Services

1998–2001
Project Manager at the State Secretariat for Economic Affairs (SECO)

Other activities and vested interests
— Member of the Board of Directors of the Cantonal Bank of Valais, Sitten and Swiss Mobiliar Cooperative, Bern

Sandra Berberat Kecerski
Eidg. dipl. Accountant, Executive MBA HSG (1976, Swiss / Canadian)

Member since 2025

Member of the Audit and Risk Committee

Independent entrepreneur and director since 2020

2014–2020
Head of the Audit Office of the City of Winterthur

2011–2013
Specialist for financial reporting, equity and going-concern risks, UBS

2005–2010
Audit & Advisory Manager, Deloitte

Other activities and vested interests
— Member of the Board of Directors and Chair of the Audit Committee of Zürcher Kantonalbank, Zurich
— Managing Partner of Goldenberg Immobilien GmbH, Kefikon and Winterthurer Bau & Immobilien GmbH, Winterthur
— Member of the Board of Directors of EXPERTsuisse, Zurich
— Owner, Rychenberg Consulting GmbH, Kefikon
— Trustee of Stiftung für Kleinsiedlungen Winterthur, Winterthur

For details of the work and functions performed by individual members of the Board of Directors outside Allreal see also pages 124 to 125 of the Annual Report.

Signatory authority

Members of the Board of Directors have joint signatory authority for Allreal Holding AG.

Significant business connections with Allreal

None of the Board members perform executive duties in the company and none have performed operational management functions within Allreal in the past.

MLL Legal AG is a tenant of office space in the commercial properties at Schiffbaustrasse 2 and Hardstrasse 319 (Escher-Wyss site) in Zurich. The annual rent is in line with the arm's length principle. Andrea Sieber is one of around 50 partners in MLL Legal AG and was not involved in the negotiations or decisions concerning the signing of the lease for either MLL Legal AG or Allreal.

Allreal signed a total contractor agreement with WBZ Immobilien AG in the reporting year concerning the planning and realisation of three blocks in Brüttisellen on market terms. The shares of WBZ Immobilien AG are fully owned by PMT Swiss Real Estate Limited Qualified Investor Fund. PCS Holding AG, which is owned by Peter Spuhler and includes him (Chair) and Andrea Sieber on its Board of Directors, owns the majority share (no voting rights) of PMT Swiss Real Estate Limited Qualified Investor Fund. Neither Peter Spuhler nor Andrea Sieber were involved or included in the negotiations and decisions for Allreal. In addition, the contract for the civil engineering work in this project was awarded to Barizzi AG, whose owner and Chair of the Board of Directors is Daniela Spuhler-Hofmann, wife of Peter Spuhler. This contract was awarded by Allreal at market prices and without the involvement or inclusion of either Peter Spuhler or Andrea Sieber.

There are no other business relationships between Allreal and members of the Board of Directors.

3.2 Other activities and vested interests

For details of other work and functions performed by individual members of the Board of Directors outside Allreal see pages 124 to 125 of the Annual Report.

3.3 Articles of association provisions relating to the number of permissible activities

Members of the Board of Directors may not hold more than five mandates in publicly owned companies or more than 15 mandates in unlisted companies (Article 28 of the articles of association).

Mandates in various legal entities under single control or identical beneficial ownership count as one mandate, while mandates in companies in which the company has a direct or indirect holding are not counted. Holding companies and associated management or portfolio companies are counted only once.

3.4 Elections and terms of office

The members of the Board of Directors, the Chair of the Board of Directors and the members of the Nomination and Compensation Committee are all elected individually on an annual basis by the annual general meeting. Re-election is permitted. The age limit is 70.

Ralph-Thomas Honegger was first elected to the Board of Directors in 2012, Peter Spuhler in 2013, Andrea Sieber and Thomas Stenz in 2016, Philipp Gmür and Jürg Stöckli in 2019, Anja Wyden Guelpa in 2022 and Sandra Berberat Kecerski in 2025.

3.5 Internal organisation

The annual general meeting of 25 April 2025 elected Ralph-Thomas Honegger as Chair of the Board of Directors. The Board of Directors constitutes itself otherwise and has appointed Andrea Sieber to serve as Vice Chair. The function of Board Delegate does not exist.

The Board of Directors has a quorum if at least half of its members are present. It passes its resolutions with the majority of the votes cast; the Chair has the casting vote.

The Board of Directors held four ordinary meetings and a one-and-a-half-day off-site meeting in 2025. The ordinary meetings each lasted an average of around four and a half hours. All members were present throughout all meetings apart from Peter Spuhler, who sent apologies for one meeting, and Sandra Berberat Kecerski, who sent apologies for one and a half hours of a meeting. In addition, the Board of Directors passed one resolution by circular letter.

The meetings focused on the areas of responsibility of the Board of Directors as set down in the articles of association and organisational regulations. Particular attention was paid to supervising management, the finances and financing of Allreal Group, budgeting, setting and reviewing the company strategy on an ongoing basis, planning the appointment of future members of the Board of Directors, and taking decisions reserved for the Board of Directors under the delineation of powers.

The members of Group Management normally take part in the meetings of the Board of Directors. The Board of Directors also invited Allreal's senior management to its meetings for the purpose of exchanging information on individual agenda items. Each meeting normally has a session where just the members of the Board of Directors speak among themselves.

The Chair is the main point of contact for the CEO between meetings. The performance of these duties generally includes at least one meeting per month and frequent telephone contact (weekly).

The Board of Directors regularly carries out performance assessments of its work and that of its individual members, most recently in early 2024. The next performance assessment is scheduled for early 2026. Its Chair initialises the process and can call upon external support if needed. The performance assessment covers composition of membership, cooperation, working methods, division of responsibilities, selection of topics and organisation of meetings.

3.6 Board committees

With a view to integrating the specialist expertise and experience of individual Board members into the decision-making process and enabling the Board to produce reports as part of its supervisory duties, the Board of Directors has formed three permanent committees as provided for in the organisational regulations.

Each of these has its own regulations approved by the Board of Directors. These govern the respective duties and powers. The Chairs of the committees inform the Board of Directors of the key findings of the committee meetings and/or present the resulting proposals.

Audit and Risk Committee

The Audit and Risk Committee deals with all Board matters involving financial and non-financial reporting, risk management and compliance and external and internal audit.

Its duties primarily consist of:

- Reviewing the structure of the accounting system (accounting regulations to be applied, internal financial reporting to the Board of Directors and external financial reporting)
- Reviewing the structure of non-financial external reporting
- Monitoring the liquidity and financing guidelines
- Defining the risk management concept
- Monitoring corporate risk assessment
- Assessing the structure, effectiveness and efficiency of the internal control system
- Assessing the relevance of new legal requirements
- Monitoring compliance with stock market regulations
- Reviewing the performance and independence of the external auditors and making recommendations for elections to the Board of Directors and the annual general meeting
- Assessing and approving the audit plan and the focal points of the external and internal audits
- Discussing and approving the green bond report and the annual sustainability report focusing on ESG issues

The Audit and Risk Committee comments on matters over which the Board of Directors has the authority to make decisions. Under its own, final authority, the Audit and Risk Committee decides on the approval of the annual audit plan for the external and internal audits, the detailed consultation on the audit reports, the monitoring and implementation of recommendations from the auditors and the auditors' remuneration, including authorisation and remuneration of additional work.

The Audit and Risk Committee is made up of Thomas Stenz (Chair), Philipp Gmür (member) and Olivier Steimer (member until the 2025 annual general meeting) / Sandra Berberat Kecerski (member as of the 2025 annual general meeting). The CFO and, on occasion, CEO attend its meetings. The external and internal auditors attend Audit and Risk Committee meetings for agenda items that are relevant to them. In addition, the Chair of the Audit and Risk Committee regularly meets with the Head of Internal Audit.

Three meetings were held in 2025, lasting around eight and a half hours altogether. The focus of activities included reviewing the 2024 annual results, the 2025 half-year results and the process for auditing ESG reports, as well as publishing a report that follows the recommendations of the Task Force on Climate-Related Financial

Disclosures (TCFD). In addition, cooperation with the external auditors and the operational management was assessed and specific results from the internal audit were discussed in detail. Furthermore, an analysis was carried out of the acquisition of companies in Western Switzerland from Immosynergies Holding Sàrl in 2021. Meetings were attended by all Audit and Risk Committee members for the full duration.

Investment Committee

The Investment Committee deals with all Board matters relating to the purchase and sale of investment and development properties, the definition of lease conditions for investment properties and tendering for third-party realisation projects above a set threshold.

Its duties primarily consist of:

- Buying and selling investment and development properties, including setting the acquisition strategy
- Defining lease conditions for investment properties
- Tender approval and actual costing for third-party realisation projects
- Holding discussions with and preparing market forecasts in collaboration with the external valuation expert, plus assessing their performance
- Monitoring the portfolio strategy and portfolio management
- Monitoring compliance with the investment and financing guidelines

In addition, the Investment Committee comments on business and transactions that are directly assigned to the Board of Directors. Under its own authority, the Investment Committee makes final decisions on matters that are assigned to it according to the definition of the areas of responsibility.

It is made up of Jürg Stöckli (Chair), Ralph-Thomas Honegger (member), Anja Wyden Guelpa (member) and Olivier Steimer (member until the 2025 annual general meeting) / Philipp Gmür (member as of the 2025 annual general meeting). Meetings are attended by the CEO and, depending on the matter at hand, other members of Group Management.

Six meetings were held in 2025, lasting around nine and a half hours altogether. The meetings were attended by all Committee members for the full duration. In addition, the Investment Committee passed one resolution by circular letter.

Nomination and Compensation Committee

The Nomination and Compensation Committee deals with all Board matters related to compensation issues, staff and succession planning at the most senior level of management, mandates and secondary employment, non-compete arrangements and similar matters concerning members of the Board of Directors and Group Management.

Its specific tasks include managing the selection process and succession planning for members of the Board of Directors and Group Management, the composition of the Board of Directors’ individual committees, reviewing and submitting the total annual remuneration and composition of the components of remuneration, examining and discussing the annual compensation of members of the Board of Directors and Group Management, and reviewing the salary policy suggested by the CEO for employees of Allreal Group, as well as the resulting submission of proposals to the Board of Directors.

The annual general meeting of 25 April 2025 elected Andrea Sieber (Chair), Philipp Gmür (member) and Peter Spuhler (member) to the Nomination and Compensation Committee for a further year. The chair of the Board of Directors and/or CEO attend some of the meetings depending on what is on the agenda.

The Nomination and Compensation Committee held seven meetings in 2025, each lasting around two hours on average. All members took part in these meetings. Peter Spuhler had to give his apologies for three meetings. In the reporting year, the Nomination and Compensation Committee focused on medium-term and staggered succession planning for the Board of Directors, including the selection process. The Nomination and Compensation Committee also dealt with the compensation of the members of Group Management and their agreement and attainment of targets, as well as the salary policy for the entire company, the review and discussion of the remuneration system, and the remuneration components for the Board of Directors and its committees. In addition, the Chair of the Nomination and Compensation Committee was in regular contact with external advisers (headhunters) in preparation for the meetings.

3.7 Definition of areas of responsibility

By law, the Board of Directors is responsible for the ultimate direction and oversight of Allreal Group. The Board of Directors performs its non-transferable and irrevocable duties in accordance with Art. 716a para. 1 of the Swiss Code of Obligations. The Board of Directors can also make decisions on all matters that do not need to be taken to the annual general meeting by law or according to the articles of association.

According to Art. 21 para. 3 of the articles of association, the Board of Directors has delegated all company operations to the CEO and set down their responsibilities in the organisational regulations, with important operational decisions to be presented to the Board of Directors for approval. The CEO heads up Group Management and is supported by the members of Group Management.

Besides its legal duties in line with the articles of association, the main duties and powers of the Board of Directors are as follows:

— Definition and periodic review of the company strategy, business policy and organisation of Allreal Group
— Strategic planning, including the definition of the investment strategy
— Strategic acquisitions and other major and/or strategic changes to the Group structure
— Definition of the sustainability strategy and targets in relation to ESG issues and discussion and approval of the annual sustainability report focusing on ESG issues
— Definition of the overall financing strategy and external financing through the capital market
— Decisions on major transactions, in particular investments and divestments

— Appointment, dismissal and compensation of members of Group Management (subject to the approval authority of the annual general meeting)
— Review of the key aspects of succession planning for the Board of Directors and Group Management
— Approval of share and option schemes, including allocation (subject to the approval authority of the annual general meeting)
— Definition of the risk management strategy of Allreal Group and monitoring and assessment of risks to the company, including climate-related risks
— Responsibility for ensuring compliance with applicable standards

3.8 Information and control instruments vis-à-vis Group Management

The following are some of the supervisory and control instruments the Board of Directors has at its disposal:

— Monthly management information (MIS) on key business events and the most important facts and figures from the divisions
— Quarterly statements with presentation of the financial situation (including budget comparison, end-of-year forecast and corresponding variance analysis) and management reports on key business events and project risks (monthly)
— Balanced scorecard on key data and targets (quarterly)
— Reports on compliance with the investment and financing guidelines (quarterly)
— Comparative calculation of the annual budget for business planning and corresponding variance analysis (annually)
— Reporting on the functioning and effectiveness of the internal control system (ICS) for financial reporting (annually)
— Risk matrix and assessments at Group level and of specific major projects, divided into quantifiable and non-quantifiable risks (half-yearly)
— Detailed reports from Group Management on the trend of business in the individual business areas through presentations at the ordinary meetings of the Board of Directors (quarterly)

Allreal has internal auditors, who report directly to the Audit and Risk Committee on a regular and at least half-yearly basis.

3.9 Gender quotas

With the re-election of the members of the Board of Directors who were standing as candidates and the election of Sandra Berberat Kecerski for the first time at the annual general meeting of 25 April 2025, the highest governing body of Allreal Holding AG consists of three female (37.5%) and five male (62.5%) members.

4. Group Management

4.1 Members of Group Management

Group Management is appointed by the Board of Directors. On the balance sheet date, it consisted of five members. The Group Management has overall responsibility for running the operations of the company. The contractual period of notice for all members of Group Management is six months, with the exception of the CEO, whose period of notice is twelve months. There are no agreements in place for severance payments or signing bonuses. With the exception of the mandates disclosed below, none of the members holds an official or political position.

Stephan Widrig
lic. rer. publ. HSG
(1972, Swiss)

CEO since 2023

2008–2023
Member of the Executive Board of Flughafen Zürich AG, CEO from 2015

2005–2008
Chief Financial and Chief Commercial Officer at Bangalore International Airport Ltd, India

1999–2005
Senior functions at Flughafen Zürich AG

1997–1999
Business Consultant at Arthur Andersen

Other activities and vested interests
— Member of the Board of Directors of Schweiter Technologies AG, Steinhausen

Marc Frei
Swiss-certified expert in accounting and controlling (1986, Swiss)

CFO since 2023

2019–2022
Joined Allreal as Group Controller; Head of Controlling from 2021

2013–2017
Controller and Head of Group Accounting at Maerz Ofenbau AG

Alain Paratte
Graduate architect Graduate ETH/SIA, postgraduate studies in general building management (ETH) (1964, Swiss)

Head of Real Estate, member since 2013

2009
Joined Allreal Generalunternehmung AG as Head of Portfolio Management

2003–2009
Portfolio manager Turidomus real estate foundation at Pensimo Management AG

1998–2003
Project developer at Oerlikon-Bührle Immobilien AG / Allreal Generalunternehmung AG

1992–1996
Regional planning specialist at Planpartner AG

Stefan Dambacher
Degree in architectural engineering. Executive MBA HSG, MSc in Real Estate (1975, Swiss)

Head of Development, member since 2018

2010–2017
Head of Project Development at Mobimo Management AG

2006–2010
Team Head Project Development at Karl Steiner AG

2003–2006
Project Head at Theo Hotz Architects

Peter Binz
Swiss-certified construction manager and project manager (1969, Swiss)

Head of Realisation, member since 2024

2015–2024
Site manager Gross Generalunternehmung AG

1998–2015
Various positions at Allreal Generalunternehmung AG in the Realisation division, appointed department manager in 2009

Other activities and vested interests
- Chair of Dübendorf Building Cooperative, Dübendorf

Signatory authority

Members of Group Management have joint signatory authority for Allreal Holding AG.

Significant business connections with Allreal

At Spiserstrasse in Zurich Albisrieden, Allreal realised a project with 63 condominiums. Stefan Dambacher purchased one of these apartments from Allreal on market terms.

4.2 Other activities and vested interests

CEO Stephan Widrig is a member of the Board of Directors of Schweiter Technologies AG, a listed company. Peter Binz, Head of Realisation, chairs the Dübendorf Building Cooperative. All other members of the Group Management have no other significant activities or interests.

For details of the work and functions performed by individual members of Group Management outside Allreal see also page 133 of the Annual Report.

4.3 Articles of association provisions relating to the number of permissible activities

According to Article 28 of the articles of association, each member of Group Management may hold a maximum of two remunerated mandates outside Allreal. Any member of the Group wishing to accept a mandate/appointment outside Allreal Group must receive the prior approval of the Board of Directors.

4.4 Management contracts

Allreal has not outsourced any management activities to third parties.

4.5 Gender quotas

When filling vacancies in Group Management, the emphasis is on candidates' skills and experience. Soft skills are also important, however, if open positions are to be filled successfully for the long term. Where two equal candidates are available, Allreal will pick the female one. The company will continue to strive to improve the gender balance in Group Management when filling future vacancies.

5. Compensation, shareholdings and loans

Details of the remuneration and shareholdings of members of the Board of Directors and Group Management as well as loans granted to them can be found in the compensation report (page 136). The compensation report also outlines the content and procedures for determining compensation, as well as the associated statutory rules.

6. Shareholders' participation rights

6.1 Voting right restrictions and representation

All shareholders entered in the share register as having a vote on the relevant qualifying date are entitled to participate in the annual general meeting and vote. Apart from restricted transferability, the articles of association do not provide for any restriction on shareholder voting rights (see page 99 of this report). Each share has one vote. The registration restrictions may be lifted by a qualified majority decision taken by the annual general meeting. There are no further restrictions beyond this.

In the 2025 financial year, the Board of Directors did not reject any entries of shareholders with voting rights in the share register.

Every shareholder also has the option of representing his shares personally at the annual general meeting or of having himself represented by a proxy, authorised in writing, who need not be a shareholder.

Moreover, every shareholder may have his shares represented by the independent proxy, who is elected annually by the annual general meeting. The proxy exercises the voting rights assigned to them as instructed. In the absence of any instructions they abstain.

The articles of association do not contain any provisions regarding the issuance of instructions to the independent proxy.

The Board of Directors determines the type and location of general meetings. In particular, it can arrange for shareholders who are unable to attend the general meeting in person to exercise their rights electronically (hybrid general meetings).

The articles of association and the minutes of annual general meetings of Allreal Holding AG can be accessed on the Allreal website: allreal.ch/en/investors-and-media/download-centre#unternehmen

6.2 Statutory quorums

The annual general meeting always passes resolutions and conducts votes based on a majority of the voting shares represented, with abstentions not being counted. The right to otherwise worded legally binding regulations, specifically Article 704 para. 1 and 2 of the Swiss Code of Obligations (CO) and the articles of association, is reserved.

The articles of association do not specify any quorums over and above the statutory rules on the adoption of resolutions (Articles 703 and 704 CO). This applies namely to voting on the remuneration of the Board of Directors and Group Management at the annual general meeting (see page 136 of the Annual Report).

6.3 Convocation of annual general meetings

The convocation of the annual general meeting is governed by the statutory provisions (Articles 699 and 700 CO) and by Article 10 of the articles of association.

6.4 Agenda

Shareholders individually or jointly representing at least 0.5% of the share capital or votes may request that written proposals and requests for items be added to the agenda provided that they are submitted to the Board of Directors in writing before the annual general meeting is convened.

With the items to be discussed or the proposals, shareholders can submit a brief presentation of their reasons, which is to be included in the convocation of the annual general meeting.

If so decided by the annual general meeting, items to be discussed can be admitted for discussion without prior announcement. However, with the exception of the convening of an extraordinary general meeting or conducting a special audit, as well as the selection of auditors, a resolution may only be passed at the next annual general meeting.

No prior announcement is required to submit proposals to the annual general meeting in connection with items to be discussed.

6.5 Entries in the share register

The agenda for the annual general meeting is published in the Swiss Official Gazette of Commerce (SHAB) at least 20 days in advance. Shareholders are entitled to vote if they are entered in the share register as shareholders with a vote on the date on which the invitation to the annual general meeting is published in the SHAB.

The qualifying date for the 27th annual general meeting on 17 April 2026 is 25 March 2026.

7. Changes of control and defence measures

7.1 Obligation to make an offer

Allreal's articles of association do not contain any provisions for an opting-out or opting-up clause. Accordingly, the obligation to make an offer in accordance with the Financial Market Infrastructure Act shall apply under which a shareholder is required to make a public takeover offer if their holding has reached the threshold of $33^1/_3$%.

7.2 Change-of-control clauses

In the event of a change in the majority control of the company, there are no agreements in place benefiting the members of the Board of Directors or other members of senior management. For the variable remuneration of Group Management, however, it should be noted that the individual target bonus for the respective reporting year, as well as all outstanding PSUs, are adjusted pro rata on the basis of the completed months in the corresponding reporting year/corresponding vesting period. Furthermore, the group and performance factor amount to 100%, and the individual bonus for the relevant reporting year is paid out as soon as administratively possible. It is paid out in cash without delay. All outstanding PSUs are converted to shares immediately at the time of the change in the majority control of the company (or at an earlier time determined by the Board of Directors in the event of a public takeover offer in order to allow participants to take part in any such offer).

7.3 Transparency in non-financial matters

Since 2019 Allreal has published a sustainability report that meets the requirements of the Global Reporting Initiative (GRI). Selected metrics are reviewed by the company's external auditors (limited assurance). In this report, the company provides transparent information on non-financial matters, especially relating to issues concerning the environment (including the CO_2 reduction path), social issues (including employee concerns and compliance with human rights) and governance (combating corruption, amongst other things); please see pages 28 to 94.

8. Statutory auditors

8.1 Duration of the mandate and term of office of the lead auditor

The annual general meeting of 25 April 2025 elected Ernst & Young AG as auditors of Allreal Holding AG and all subsidiaries included in the scope of consolidation for the 2025 financial year.

Ernst & Young AG was first chosen as the auditor by the annual general meeting in 2013. Tobias Meyer, Partner, took over the function of lead auditor from the 2020 financial year.

The Board of Directors has not conducted an audit tender since 2012, so is planning to do so in the course of 2026 for the 2027 financial year.

8.2 Audit fees

An audit fee of CHF 0.41 million was agreed for 2025. This includes the fees for auditing the consolidated financial statements and the statutory financial statements of all subsidiaries, the sustainability report the green bond report and the audit confirmation for the compensation report. In addition, the scope of services covers complementary risk-based audit procedures.

8.3 Additional fees

With regard to the acquisition of one property in Petit-Saconnex, Geneva and two in Zumikon, Ernst & Young was commissioned to carry out an audit in connection with the request to exempt these acquisitions from being subject to the Swiss Federal Act on the Acquisition of Immovable Property in Switzerland by Foreign Non-Residents (ANRA) and the associated ordinance (ARENRO) in terms of the nationality of the shareholders of Allreal Holding AG and Allreal Office AG. The fee paid for this was below CHF 0.01 million.

8.4 Information tools pertaining to the external audit

The Audit and Risk Committee maintains an exchange of information with the external auditors within the scope of the tasks described on page 107 of the Annual Report.

During the reporting period, the auditors spent several weeks inspecting the half-year results, checking the existence of the internal control system (ICS), auditing the annual results and auditing the sustainability report. The results and recommendations were discussed with management in advance.

In addition to the statutory report to the annual general meeting, the auditors also prepare a comprehensive report to the Board of Directors which, together with further findings and proposals for improvement, is presented to a meeting of the Audit and Risk Committee and discussed in detail.

To this end, the external auditors held two meetings with the Audit and Risk Committee in the 2025 financial year.

Specifically, the comprehensive report for the reporting period contained key audit matters with material findings on the consolidated financial statements, the focus of the audit, individual matters from an accounting perspective, the impact of estimation processes, and uncorrected audit differences, as well as comments on the internal control system (ICS). Another area on which the audit focused and commented in consultation with the Audit and Risk Committee was the audit of development properties and reserves. The auditors also presented their digital approach to the audit using data analysis and automation as well as disclosing additional findings from the year under review and other information in a comprehensive report. The Chair of the Audit and Risk Committee conveyed the key findings of these discussions to the Board of Directors.

9. Information policy

Allreal provides information on its business performance and financial situation twice yearly by means of an annual and a half-year report, as well as an annual sustainability report on its efforts in the area of ESG. Financial reporting is in compliance with Swiss GAAP FER and the provisions of the SIX Exchange Regulation AG Listing Rules. Moreover, the consolidated financial statements and the annual financial statements as at 31 December are in accordance with Swiss legislation. The Sustainability Report is prepared in accordance with the Global Reporting Initiative (GRI) standard. In addition, Allreal has published a climate report that follows the recommendations of the Task Force on Climate-Related Financial Disclosure (TCFD).

Shareholders entered in the company's share register receive a short report on business performance ("Value Update") together with the invitation to, and agenda for, the annual general meeting. Annual and half-year reports are no longer produced in printed form. The Annual Report, Audit Report and Compensation Report will be made available no later than 20 days before the annual general meeting. Should the documents not be accessible electronically, each shareholder can request that they be sent to them.

All information published by Allreal Group, including the Annual Report, can be accessed in printable PDF format on the company website: www.allreal.ch.

Analysts' and media conferences are held half-yearly. Furthermore, Allreal is subject to the ad hoc publicity obligation according to Art. 53 of the Listing Rules. The ad hoc communications can be accessed on the Allreal website: allreal.ch/en/investors-and-media/media

Ad hoc communications will be e-mailed to interested parties on request. To subscribe or unsubscribe, please go the company's website: allreal.ch/en/investors-and-media/media/subscribe-to-media-releases

The address of the company and the contact addresses are shown on page 218 of the Annual Report.

We provide below a schedule of key dates:

Annual shareholders meeting 2026	17 April 2026
Half-year results 2026	24 August 2026
Annual results 2026 (incl. conference)	26 February 2027
Annual shareholders meeting 2027	9 April 2027
Half-year results 2027	27 August 2027

10. Blackout periods

All members of the Board of Directors and Group Management as well as managers and other employees of Allreal Group who have access to insider information are subject to special provisions contained in a separate internal regulation. This stipulates that trading in the securities of the company is not permitted during a 40-day blackout period before publication of Allreal's annual and half-year results. The blackout period ends on the day on which the results are published.

Variable blackout periods also apply when there are specific facts relevant to the share price that are not intended to be released publicly, such as important corporate projects (for example M&A deals, planned transactions in the capital markets, impending restructurings, etc.). These are notified to everyone involved. These blackout periods apply from the time notification is given of the facts relevant to the share price that are not intended to be released publicly until stock exchange closing time one trading day after the insider information has been announced (cooling-off period). No exceptions to these rules were permitted during the year.

Compensation report

Compensation report

Dear shareholders

It is important to us that the presentation of Allreal Group's remuneration policy is transparent and easy to understand. Our remuneration system aims to reconcile the long-term interests of the company with those of its shareholders. We guarantee performance-based, transparent remuneration that is in line with the market, allowing us to attract the right managers and employees and tie their performance to the long-term success of the company.

This compensation report provides a comprehensive overview of Allreal's remuneration system, as well as the effective remuneration paid to the Board of Directors and Group Management in the reporting year. We also disclose the principles according to which the remuneration is determined and show how they contribute to the long-term development of the Group. Our remuneration system is based on clear targets that are linked to Allreal's strategic priorities and operating profit, taking into account environmental, social and governance aspects.

The regulatory environment and expectations of society are constantly changing, including in relation to remuneration. Having a direct dialogue with all stakeholder groups is therefore important to us. We maintain an open and continuous dialogue with them so that we can identify expectations at an early stage. Feedback from the annual general meeting, roadshows and discussions with shareholders and proxy advisers directly influences the further development of the remuneration system. This ensures that our remuneration policy is not just lawful, but also transparent, sustainable and geared towards long-term value creation.

This year, our work again focused on continuous renewal and succession planning for the Board of Directors. This process was initiated three years ago and has already been successful with the election of Anja Wyden Guelpa in 2022 and Sandra Berberat Kecerski in 2025. As Ralph-Thomas Honegger and Peter Spuhler will not be standing for re-election at the 2026 annual general meeting, the Board of Directors will propose the election of two new Board members at the meeting. Ensuring that the composition of the Board of Directors is balanced whilst at the same time maintaining continuity will remain one of the key tasks of the committee and the Board in the coming years.

On behalf of the Nomination and Compensation Committee, I would like to thank you for your support and the trust you have placed in us.

Andrea Sieber
Chair of the Nomination and Compensation Committee

Introduction and principles

The compensation report of Allreal Holding AG contains information on the remuneration paid to members of the Board of Directors and Group Management in the reporting period. The compensation report is in accordance with the following regulations and guidelines:

— Swiss Code of Obligations (CO)
— Corporate Governance Directive (DCG) issued by SIX Exchange Regulation AG
— Articles of association of Allreal Holding AG

The company's articles of association can be found on the Allreal website: allreal.ch/en/investors-and-media/download-centre

The remuneration system in place for members of the Board of Directors and Group Management is designed to achieve sustainable business success with corporate leadership which takes a long-term view, supported by a competitive, performance-based remuneration policy based on the following principles:

Principles of the remuneration system

Simplicity and transparency	Long-term orientation and sustainability	Competitiveness and performance-based approach
The level of variable remuneration is dependent on meeting challenging financial and qualitative targets. Upper and lower limits apply for the maximum degree to which these targets can be achieved.	Disclosure in respect of remuneration takes into account the company's internal and external expectations, conforms to best practice and the practices of good corporate governance.	The remuneration system encourages the sustainable achievement of the strategic corporate goals and allows to attract talented individuals and retain them over the long term.

The Nomination and Compensation Committee periodically reviews the remuneration paid to the Board of Directors and Group Management. This includes regular benchmarking analysis of the remuneration for similar roles in other listed companies of a comparable size (market capitalisation, sales, number of employees). This was last conducted in 2023 using external experts as part of the comprehensive overhaul and formed the basis of the implementation of the current remuneration system that was first applied in the 2024 reporting year. The insights gained and feedback received since then show that we are on the right track.

1. Responsibilities and procedures for determining remuneration

1.1 Responsibilities of the annual general meeting

In accordance with the company's articles of association, shareholders approved the maximum possible remuneration paid to the Board of Directors and Group Management separately at the annual general meeting as follows:

a. total fixed remuneration to be paid to the Board of Directors for the period until the next annual general meeting;

b. total fixed remuneration to be paid to Group Management for the financial year following the time of the annual general meeting and

c. total variable remuneration to be paid to Group Management for the financial year following the time of the annual general meeting.

The vote passed at the annual general meeting is binding. The annual general meeting also holds a consultative vote on this compensation report. Other rules can be found in Art. 17 of the company's articles of association.

1.2 Responsibilities of the Board of Directors

The Board of Directors makes the final decision on appointing and dismissing members of Group Management and the key terms of their employment contracts, as well as defining the annual targets for Group Management and assessing the degree to which they have been met at the end of the year. On that basis, it determines the exact level of short-term variable remuneration and the long-term variable remuneration to be paid out in the form of performance share units (PSUs). The Board of Directors budgets the maximum remuneration to be requested for Group Management for the next financial year in advance of each annual general meeting.

It ensures forward-looking succession planning in line with the required skills and submits proposals to the annual general meeting for the appointment of existing and new members to the Board of Directors as well as of the Chair and the members of the Nomination and Compensation Committee. It proposes to the annual general meeting the remuneration to be approved for the coming year of office.

The Board of Directors submits yearly to the annual general meeting a compensation report detailing the remuneration paid to the Board of Directors and Group Management.

Activities and vested interests outside Allreal

As of the reporting date, 31 December 2025, the functions of the members of the Board of Directors in other companies are as follows:

Member of the Board of Directors	Company name	Position held	31.12.2025	31.12.2024
Ralph-Thomas Honegger, Dr. rer. pol.	Ricola Personalstiftung, Laufen	Member of the Investment Committee	X	X
Andrea Sieber, lic. iur. HSG, LL. M.	SoftwareOne Holding AG, Stans	Member of the Board of Directors and Chair of the NCC	X	X
	Calida Holding AG, Oberkirch	Member of the Board of Directors, Member of the NCC Member of the Audit & Risk Committee	X	
	PCS Holding AG, Frauenfeld	Member of the Board of Directors	X	
	Inergies Capital AG, Wollerau	Member of the Board of Directors	X	X
	Global-e CH AG, Baar, and Borderfree PayCO Switzerland GmbH, Baar[1]	Member of the Board of Directors and Managing Director	X	X
	JJF-Gemma Capital AG, Küsnacht	Chair of the Board of Directors		X
Peter Spuhler	Stadler Rail AG, Bussnang	Chair of the Board of Directors	X	X
	Group companies of Stadler Rail (five)	Member of governing bodies	X	X
	Rieter Holding AG, Winterthur	Member of the Board of Directors	X	X
	Robert Bosch GmbH (Stiftung), Stuttgart (DE)	Member of the Supervisory Board	X	X
	Aebi Schmidt Holding AG, Frauenfeld	Chair of the Board of Directors		X
	Aebi Schmidt Holding AG, Frauenfeld	Member of the Board of Directors	X	
	Rana Aps AG, Warth-Weiningen	Chair of the Board of Directors	X	X
	DSH Holding AG, Warth-Weiningen	Vice-chair	X	X
	European Loc Pool AG, Frauenfeld	Member of the Board of Directors	X	X
	Sönmez Transformer Company (STS), Dilovasi (TR)	Member of the Board of Directors	X	X
	Florhof Immobilien AG, Zurich	Member of the Board of Directors	X	X
	Chesa Sül Spelm AG, Frauenfeld	Member of the Board of Directors	X	X
	Tele D, Diessenhofen	Member of the Board of Trustees	X	X
	PMT Management AG, Frauenfeld	Member of the Board of Directors	X	X
	Wohnpark Promenade AG, Frauenfeld	Member of the Board of Directors	X	X
	PCS Holding AG, Frauenfeld	Chair of the Board of Directors	X	X
Thomas Stenz, Swiss-certified. accountant / auditor	AAC Consulting AG, Zurich	Chair of the Board of Directors	X	X
	Controva AG, Zurich	Chair of the Board of Directors	X	X
	Capvis AG, Baar	Member of the Board of Directors	X	X
	Fédération Internationale de Ski, Oberhofen	Chair of the Audit Committee	X	
Philipp Gmür, Lawyer, Dr. iur., LL. M.	Kuoni and Hugentobler Foundation, Stans	Member of the Board of Trustees	X	X
	Kursaal Casino AG, Lucerne	Chair of the Board of Directors	X	X
	Grand Casino Luzern AG, Lucerne	Chair of the Board of Directors	X	X
	Casino Online AG, Lucerne	Chair of the Board of Directors	X	X
	Museum Rosengart Foundation, Lucerne	Member of the Board of Trustees	X	X
	Parkhaus Casino-Palace AG, Lucerne	Chair of the Board of Directors	X	
	CONCORDIA Gruppe, Lucerne	Member of the Board of Directors	X	
	Hotel Cascade AG, Lucerne	Member of the Board of Directors	X	
Jürg Stöckli, Lawyer, lic. iur., Executive MBA HSG	Gashi Bodenbeläge AG, Dietlikon	Chair of the Board of Directors	X	X
	Genossenschaft Migros Aare, Moosseedorf	Chair of the Board of Directors	X	
	Fore Immobilien AG, Zug	Chair of the Board of Directors	X	X
	Swiss Mobiliar Cooperative, Bern	Member of the Board of Directors	X	X
	Erne Gruppe, Laufenburg	Member of the Board of Directors	X	X
	Merbag Holding AG, Baar	Member of the Board of Directors	X	X
	Schulthess Maschinen AG, Cham	Member of the Board of Directors	X	X
	Tibits AG, Zurich	Member of the Board of Directors		X
	Markstein AG, Baden	Member of the Board of Directors	X	X
	Garaio REM AG, Bern	Member of the Board of Directors	X	X
	Namlha Real Estate AG, Zurich	Chair of the Board of Directors	X	X

Member of the Board of Directors	Company name	Position held	31.12.2025	31.12.2024
Sandra Berberat Kecerski[2], eidg. Dipl. Wirtschaftsprüferin Executive MBA HSG	Zürcher Kantonalbank, Zurich	Member of the Board of Directors, Chair of the Audit Committee	X	
	Goldenberg Immobilien GmbH, Kefikon, und Winterthurer Bau & Immobilien GmbH, Winterthur	Managing Partner	X	
	EXPERTsuisse, Zurich	Member of the Board Committee	X	
	Rychenberg Consulting GmbH, Kefikon	Owner	X	
	Stiftung für Kleinsiedlungen Winterthur, Winterthur	Member of the Board of Trustees	X	
Anja Wyden Guelpa, MA in Politics / M. Sc. in Public Management	Cantonal Bank of Valais, Sitten	Member of the Board of Directors	X	X
	Swiss Mobiliar Cooperative, Bern	Member of the Board of Directors	X	X

1 The two companies are part of the same group
2 Member of the Board of Directors since the 2025 AGM

1.3 Responsibilities of the Nomination and Compensation Committee

The Nomination and Compensation Committee prepares all Board matters related to remuneration, as well as recruitment and succession planning for members of the Board of Directors and Group Management, and submits the resulting proposals to the Board of Directors. The tasks and responsibilities of the Nomination and Compensation Committee are set out in separate regulations and described in detail in the corporate governance report (see pages 96 to 118).

The Committee meets at the invitation of the Chair or the request of a member and as often as business requires, but at least twice a year. The Chair reports to the Board of Directors on the activities of the Committee when the Board next meets.

As part of the remuneration assessment, a regular comparison is made with the remuneration at listed competitors within the same sector. The proposals of the Nomination and Compensation Committee for the remuneration paid to the members of the Board of Directors and Group Management are addressed at meetings of the Board of Directors at which the members of Group Management are not present, except for the CEO. Thus, they have neither the right to attend nor to be heard, with the exception of the attendance of the CEO in relation to the remuneration proposals for the other members of Group Management.

The annual general meeting of 25 April 2025 appointed Andrea Sieber (Chair), Philipp Gmür (member) and Peter Spuhler (member) to the Nomination and Compensation Committee.

1.4 Gender balance on the Board of Directors and in Group Management

The Board of Directors consists of eight members in total. Three of those members are female (corresponding to a proportion of women of 37.5%).

There is currently no female representation in Group Management. There are, however, no vacancies in Group Management at the moment. When recruiting and promoting members, including middle management, female candidates are to be preferred in cases where there are male and female candidates who are equally qualified for the post, in line with gender diversity policy. The relevant targets are to be defined as early as the recruitment and evaluation process and actively pursued.

As part of the sustainability strategy 2025–2028, new targets were defined, including increasing the share of women on the Board of Directors to over 30%, in Group Management to 20% and in senior management to over 30%. The Board of Directors and Group Management are aware of the importance of diversity and going forward will intensify their commitment to further improving it at Allreal.

2. Remuneration system

2.1 Articles of association provisions

Art. 30 to 33 of the articles of association of Allreal Holding AG govern the principles and structure of remuneration. They provide that Members of the Board of Directors may receive fixed remuneration in cash and/or equity securities, convertible and warrant bonds or other rights related to the company's equity securities. There are no plans for the Board of Directors to receive results and performance-based variable remuneration.

The articles stipulate that members of Group Management may, in addition to fixed remuneration, also receive results-based and performance-based cash remuneration, equity securities, convertible and warrant bonds or other rights related to the company's equity securities. The level of remuneration is based on the qualitative and quantitative targets and parameters set by the Board of Directors.

Members of Group Management appointed after the total fixed remuneration for the current year has been approved by the annual general meeting are entitled to an additional amount. In the case of a new CEO or CFO, this must be no more than 20% above the share accounted for by the former CEO or CFO of the maximum amount of remuneration approved by the annual general meeting for members of Group Management (adjusted for inflation). In the case of other new members of Group Management, this must be no more than 20% above the average total remuneration paid to a member of Group Management for the relevant financial year. The average total remuneration paid to a member of Group Management corresponds to the maximum total amount approved for members of Group Management after deducting the share of this taken by the CEO and CFO, divided by the number of members of Group Management (not including the CEO and CFO) on the day the amount is approved by the annual general meeting. This additional amount must not exceed 50% of the approved total remuneration (adjusted for inflation) for Group Management.

The articles of association do not contain any special rules regarding loans, credits and pension benefits granted to members of the Board of Directors and Group Management.

2.2 Remuneration paid to the members of the Board of Directors

The members of the Board of Directors receive fixed remuneration for their work. The remuneration takes account of the claims made on the individual members and their responsibilities, does not include any performance components and, accordingly, is not tied to company targets. No further remuneration (notably lump-sum expense allowances) is paid to the Board of Directors. The fee is currently paid to members once a year on completing their year of office, i.e. after the annual general meeting following the year of office.

For the year of office following the 2025 annual general meeting, the total fee is composed of basic remuneration and committee remuneration, which is standardised for all three committees (see corporate governance report) and slightly higher for the Chair. The Chair of the Board of Directors does not receive any committee fees. These are included in their basic remuneration as a lump sum.

The remuneration is regularly reviewed and compared with that of listed competitors. The current rates are as follows:

Function	CHF thousand
Basic remuneration per member:	
Chair of the Board of Directors	240
Vice Chair of the Board of Directors	120
Member of the Board of Directors	100
Committee remuneration (standardised for all committees):	
Chair	40
Member	30

In each case, the fee compensates the period of office between the two annual general meetings.

70% of the remuneration paid to the Board of Directors will be paid out in cash and, to support the company's long-term sustainability strategy, 30% in the form of company shares. The shares are subject to a three-year lock-up period and cannot be sold during this time. The shares are currently paid out / allotted on completion of each period of office, i.e. after the annual general meeting that concludes the preceding year of office. The allotment value corresponds to the volume-weighted average share price over the first ten trading days after the annual general meeting.

Members of the Board of Directors are not allowed to sell any allotted shares – even after the three-year lock-up period has expired – unless they own and hold shares at least equivalent to their basic remuneration. The three-year lock-up period remains in effect, including for members of the Board of Directors who have stepped down. However, the provision relating to the minimum ownership ceases to apply when a Board member steps down, i.e. members who have stepped down are entitled to sell shares that are no longer subject to the lock-up period.

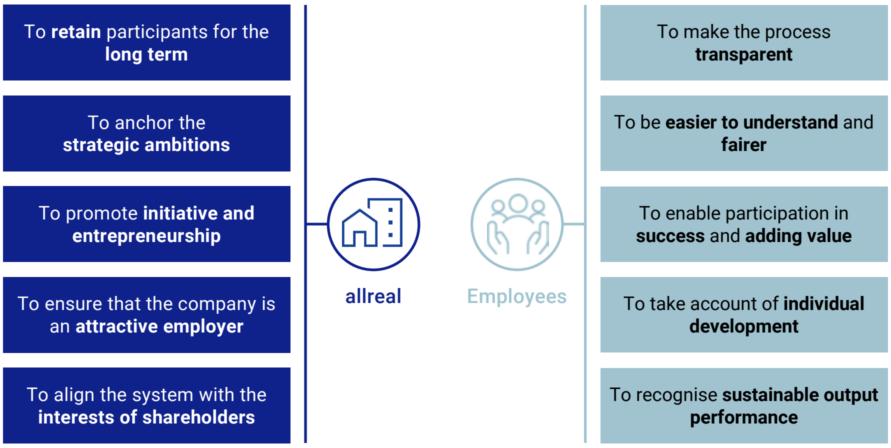
In the event of material deliberate or criminal action, fraud, wrongdoing or a serious violation of internal regulations or other harm inflicted on the company, the company has the right to reclaim all or some of the shares transferred or an equivalent amount in cash up to the third anniversary of the allotment (clawback).

The maximum remuneration paid to the Board of Directors for the following period of office is approved in advance at each annual general meeting.

The amounts paid out and shares allotted this reporting year relate to the previous year of office (i.e. the period between the 2024 and 2025 annual general meetings). The level of remuneration paid to members of the Board of Directors can be found in chapter 3.1.

2.3 Remuneration paid to the members of Group Management

The remuneration system for Group Management is described below. It has the following overarching objectives:



Members of Group Management receive fixed remuneration and performance-based variable remuneration. The variable remuneration consists of a short-term (STI) and long-term incentive (LTI) component.

The maximum possible fixed and variable remuneration is requested in advance of each annual general meeting for the financial year following the time of the annual general meeting.

Fixed remuneration

The fixed remuneration consists of a fixed annual salary which is paid in cash in monthly instalments. The annual salary is dependent on the tasks and responsibilities, experience and proven track record of the respective member of Group Management. The annual salary is determined on joining the company or on being appointed to Group Management. It is reviewed annually by the Board of Directors and adjusted if necessary. It is based on salary levels in the Swiss real estate sector and comparable listed companies.

In addition to the fixed annual salary, each member of Group Management receives a lump-sum expense allowance, as well as the employer's occupational pension contributions. The employer's statutory and regulatory social insurance and occupational pension contributions are deducted from the annual salary.

Performance-based variable remuneration

Individual target bonus

An individual target bonus forms the basis of the performance-based variable remuneration as absolute amount in Swiss francs. The Board of Directors annually reviews the individual performance bonuses paid to the members of Group Management in advance and, at its discretion, may make prospective adjustments (in compliance with employment law). This amount is set for each member of Group Management based on their position, role and responsibility, and fixed basic salary. The Board of Directors set the annual individual target bonus paid to each member of Group Management bar the CEO in the reporting year at 50% of their fixed annual salary; a target bonus of 80% of the fixed annual salary applies to the CEO.

The individual target bonus represents a non-binding target amount and cannot be regarded or construed as a legal entitlement to a payment of this or another amount. To calculate the effective variable compensation, it is multiplied by a group factor, which measures the performance in the reporting year.

Annual performance

Only group targets are taken into account when measuring the performance. Not taking individual targets into account allows the focus to be placed on the overarching goals and priorities of Allreal Group and promotes close cooperation between the divisions for shared success.

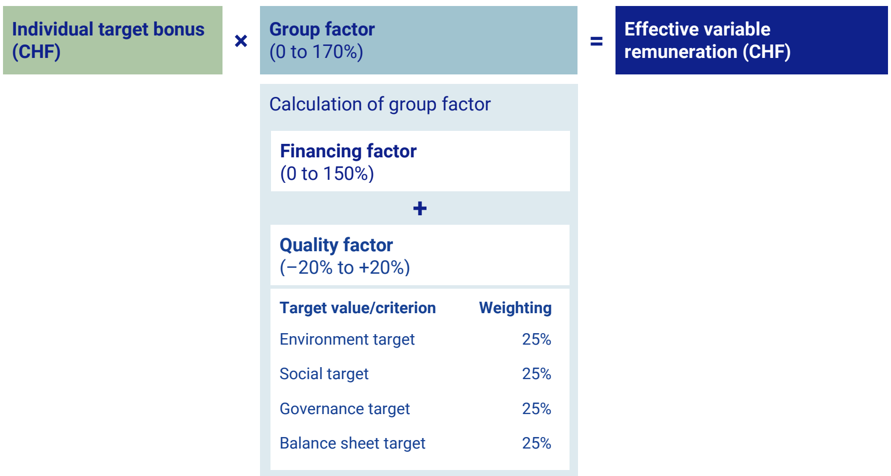
For variable remuneration, measurement of the annual performance of all members of Group Management is based on a uniform group factor (a percentage) set annually by the Board of Directors based on the degree to which the targets defined have been met.

The group factor is formed by adding

— a financing factor which shows the net profit for the reporting year (excl. revaluation gains; actual vs. budgeted),
— to a quality factor which defines qualitative targets and is heavily based on the dimensions of sustainability (ESG).

The financing factor ranges between 0 and 150%. The quality factor is aggregated to the financing factor in a spectrum of +/– 20%, resulting in the group factor for the respective financial year.

Thus, the group factor amounts to a minimum of 0 and a maximum of 170%. It is multiplied with the individual target bonus and in that way determines the variable remuneration paid to each member of Group Management. Variable remuneration can therefore fall to 0 or amount to a maximum of 170% of the individual target bonus (cap).



The extent to which the targets have been achieved for the financing and quality factor in the reporting year has been defined by the Board of Directors as follows:

	Target value/criterion	
Financing factor	Net profit excl. revaluation gains (actual vs. budgeted)	
Quality factors	Environment target:	CO_2 reduction path
	Social target:	Employee satisfaction and corporate culture
	Governance target:	Corporate development (in particular, establishment of an investment vehicle for development projects for third parties)
	Balance sheet target:	Loan-to-value

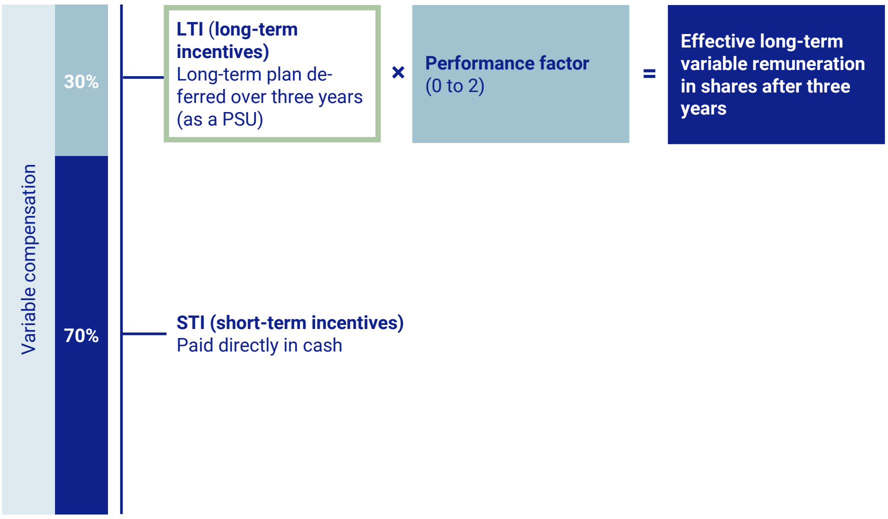
The financing factor cap was set at 150% and the floor at 50% for the reporting year, unless the Group were to achieve a negative annual result, in which case it would be 0.

— The 50% floor relates to achieving the target of budgeted net profit excl. revaluation gains of 70%.
— The 150% cap relates to achieving the target of budgeted net profit excl. revaluation gains of 130%.

Intermediate values are calculated proportionally along the curve defined by these key aspects.

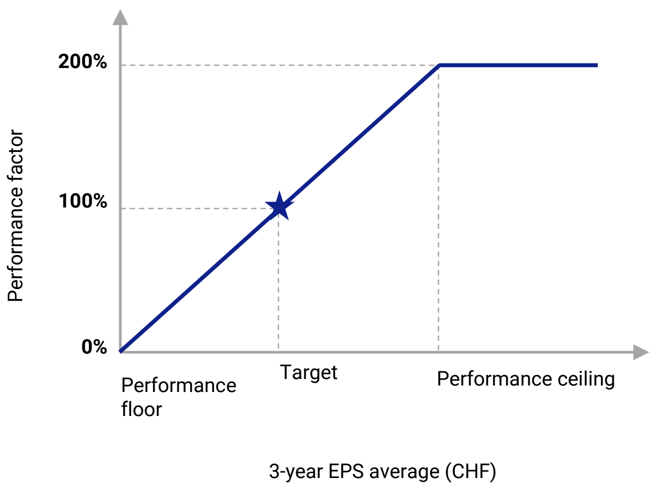
Weighting of the short-term vs long-term incentive

The percentage weighting of the LTI within variable remuneration ensures the long-term, sustainable achievement of targets. 70% of the annual effective variable remuneration determined on the basis of the aforementioned principles is paid out in cash (STI), while 30% is deferred over three years in a long-term plan (LTI) and converted into performance share units (PSUs). As a share-based plan, this follows best practice among listed Swiss companies and brings the interests of Group Management into line with those of shareholders in the long term. The conversion of the 30% of variable remuneration into PSUs is based on the volume-weighted average Allreal share price over the first ten trading days after the variable remuneration has been paid out in cash (STI) on the payday following the annual general meeting.



PSUs represent prospective share entitlements and are dependent on the performance of the company's share price during the three-year performance period. Provided that the targets are met, each PSU granted will be converted into 0 to 2 shares at the end of the vesting period. The achievement of the earnings per share (EPS) target relating to the net profit per share excl. revaluation effect is determined by means of a curve defined on the allotment date with a floor, target and ceiling. Targets are set and performance is measured on the basis of an average of the EPS values over the three financial years of the respective performance period. The annual EPS in Swiss francs (CHF) is determined when the annual results are available and audited externally.

Performance share units



The performance factor – which can vary between 0 and 200% – is determined by a comparison between the three-year EPS average in the "actual" and the three-year EPS average in the "target". Multiplying the performance factor by the allotted PSUs results in the number of shares, rounded up the next number of whole shares.

Clawback clause

In addition, the long-term variable remuneration has a clawback clause. This enables the Board of Directors to reclaim all or some of the shares transferred or an equivalent amount in cash up to the third anniversary of the respective vesting date at their own discretion in the event of material changes in the financial reporting, deliberate criminal action, fraud, wrongdoing, a serious violation of internal regulations or other harm inflicted on the company or its subsidiaries. The clawback clause will apply for the allotment of PSUs from the 2025 financial year.

Minimum shareholding

Any member of Group Management whose employment relationship has not been terminated may sell available shares for the first time if the total holding exceeds the defined equivalent value of an annual fixed basic salary ("minimum shareholding"). For the CEO, the minimum shareholding is 130% of the fixed basic salary.

Activities and vested interests outside Allreal Group

As of the reporting date, 31 December 2025, the functions of the members of Group Management in other companies are as follows:

Member of Group Management	Company name	Exercised function	31.12.2025	31.12.2024
Stephan Widrig, lic. rer. publ. HSG	Schweiter Technologies AG, Steinhausen	Member of the Board of Directors	X	X
Peter Binz, Swiss-certified construction manager and project manager	Dübendorf Building Cooperative, Dübendorf	President	X	X

2.4 Adjustments made in the reporting period

No adjustments were made to the remuneration system in the reporting period.

3. Remuneration for the year of office 2025/2026 or 2025 financial year

3.1 Remuneration paid to the members of the Board of Directors

Members of the Board of Directors receive fixed remuneration per year in office. Each member's year in office lasts from one annual general meeting until the next.

Members of the Board of Directors will receive remuneration totalling CHF 1,260,000 for the year in office between the 2025 and 2026 annual general meetings (previous year: CHF 1,260,000), divided up as follows:

Name		Title		TCHF 2025/26	TCHF 2024/25
	IC	NCC	ARC		
Ralph-Thomas Honegger (Chair)	M			240	240
Andrea Sieber (Vice Chair)		C		160	160
Philipp Gmür[1]	M	M	M	190	160
Peter Spuhler		M		130	130
Olivier Steimer[2]	M		M	0	160
Thomas Stenz			C	140	140
Jürg Stöckli	C			140	140
Anja Wyden Guelpa	M			130	130
Sandra Berberat Kecerski[3]			M	130	0
Total remuneration				**1260**	**1260**

1 Member of IC since 2025 AGM
2 Member of the Board of Directors, ARC and IC until 2025 AGM
3 Member of the Board of Directors and ARC from the 2025 AGM

Amounts including social insurance contributions
IC = Investment Committee, NCC = Nomination and Compensation Committee, ARC = Audit and Risk Committee
C = Chair, M = Member

The remuneration paid for the year of office between the 2025 and 2026 annual general meetings includes basic remuneration of CHF 240,000 for the Chair of the Board of Directors, CHF 120,000 for the Vice Chair and CHF 100,000 for each full member. The distribution amounts to CHF 40,000 for each chair and CHF 30,000 for each committee member. The Chair of the Board of Directors does not receive any committee fees. Remuneration will be paid to the Board of Directors following the 2026 annual general meeting, with 70% being paid out in cash and 30% in company shares that will be subject to a three-year lock-up period.

3.2 Remuneration paid to the members of Group Management

The variable remuneration paid to members of Group Management for the 2025 financial year is based on an individual target bonus which is multiplied by the group factor. The annual individual target bonus paid to each member of Group Management bar the CEO in the reporting year amounted to 50% of their fixed annual salary; in the case of the CEO, it was 80%.

The extent to which the targets have been achieved for the financing and quality factor in the reporting year was as follows:

	Target value/criterion	Weighting	Degree of target achievement (%)
Financing factor (0 to 150%)	**Net profit** excl. revaluation gains (actual vs. budgeted)	**100%**	0 – 100 – 150: **106.5%**
Quality factors (−20% to +20%)	**Environment target** CO_2 reduction path	**25%**	−20 – 0 – 20: **17%**
	Social target Employee satisfaction and corporate culture	**25%**	−20 – 0 – 20: **17%**
	Governance target Corporate development	**25%**	−20 – 0 – 20: **0%**
	Balance sheet target Loan-to-value	**25%**	−20 – 0 – 20: **0%**
Group factor Financing factor + Quality factor (0 to +170%)			0 – 100 – 170: **115%**

This results in a group factor of 115% in the 2025 reporting year. It is composed of a financing factor of 106.5% and a quality factor of 8.5%.

The total remuneration paid to the members of Group Management increased by 5.6% year on year to CHF 4,057,133 (2024: CHF 3,842,447).

Here is an overview of the outstanding PSUs:

Plan		Performance period	Number of (PSUs)	Total value at grant (CHF thousand)	Vesting level in % of grant	Number of shares (vesting)	Total value at vesting (CHF)
LTI 2024	Group Mgt	2024–2026	1 134	207	To be determined	To be determined	To be determined
	CEO	2024–2026	976	178	To be determined	To be determined	To be determined
LTI 2025	Group Mgt	2025–2027	To be determined	233	To be determined	To be determined	To be determined
	CEO	2025–2027	To be determined	193	To be determined	To be determined	To be determined

At CHF 1,555,358, the highest total remuneration was paid to Stephan Widrig, CEO. The remuneration paid to the CEO and the other members of Group Management is broken down as follows:

	2025	2024
	TCHF	TCHF
Stephan Widrig, CEO		
Fixed basic salary	700	700
Employer's contributions to pension plan	211	201
Variable bonus in form of cash payment	451	416
Prospective share entitlement variable remuneration under PSU plan	193	178
Total remuneration	**1555**	**1495**
Other members of Group Management		
Fixed basic salary	1350	1300
Employer's contributions to pension plan	376	359
Variable bonus in form of cash payment	543	482
Variable remuneration in form of shares	233	207
Total remuneration	**2502**	**2348**

4. Comparison of the remuneration paid with the remuneration approved at the annual general meeting of 19 April 2024 and 25 April 2025

4.1 Fixed remuneration paid to the members of the Board of Directors

Period	Remuneration paid TCHF	Remuneration approved TCHF
25.04.2025–17.04.2026	1260	1300

4.2 Fixed remuneration paid to the members of Group Management

Period	Remuneration paid TCHF	Remuneration approved TCHF
01.01.2025–31.12.2025	2637	3000

4.3 Variable remuneration paid to the members of Group Management

Period	Remuneration paid TCHF	Remuneration approved TCHF
01.01.2025–31.12.2025	1420	2300

5. Further transactions with members of the Board of Directors and Group Management

5.1 Former members

In the reporting period and in the previous year, no loans, credits or sureties were granted directly or indirectly to former members of these bodies, nor was remuneration of any kind paid to them.

5.2 Related parties

As in the previous year, no remuneration was paid directly or indirectly at non-market rates to parties related to current or past members of the Board of Directors or Group Management.

5.3 Loans and credits

As in the previous year, in the 2025 financial year, no loans, credits or sureties were granted to members of the Board of Directors or Group Management, or to parties related to them or former members of the Board of Directors or Group Management. Accordingly, there are no receivables outstanding.

5.4 Management transactions

In the 2025 financial year, one management transaction with shares of Allreal Holding AG was registered. Details can be accessed on the website of SIX Exchange Regulation AG:

Date	Title	Transaction	Number of shares	Transaction value CHF million
10.03.2025	Member of the Board of Directors	Buy	300	52

In addition, in the reporting period, a total of 1,112 shares of Allreal Holding AG were allocated to the members of Group Management as a component of their remuneration from previous years (2024: 735 shares).

5.5 Participation rights

As of the balance sheet date of 31 December 2025, the following participation rights in Allreal Holding AG were held by current members of the Board of Directors and Group Management and parties related to the respective member, with no member of the Board of Directors holding options on such rights:

Name	Title	**Number of shares**	**Value in TCHF 2025**	Number of shares	Value in TCHF 2024
Ralph-Thomas Honegger	Chair of the Board of Directors	2 144	440	1 750	290
Philipp Gmür	Member of the Board of Directors	1 762	360	1 500	248
Peter Spuhler	Member of the Board of Directors	719 022	146 680	718 809	119 035
Sandra Berberat Kecerski	Member of the Board of Directors	0	0	–	–
Thomas Stenz	Member of the Board of Directors	1 880	380	1 350	224
Jürg Stöckli	Member of the Board of Directors	848	170	600	99
Anja Wyden Guelpa	Member of the Board of Directors	477	100	247	41
Andrea Sieber	Member of the Board of Directors	448	90	186	31
Stephan Widrig	CEO	379	80	10	2
Stefan Dambacher	Member of Group Management	1 668	340	1 276	211
Alain Paratte	Member of Group Management	2 828	580	2 477	410
Peter Binz	Member of Group Management	1 919	391	1 919	318
Marc Frei	Member of Group Management	0	0	0	0

Table does not include the future restricted shares being allotted to the Board of Directors as share-based remuneration for the period between the 2025 and 2026 AGMs following the 2026 AGM.

The shares attributable to the Board of Directors and Group Management correspond to 4.4% of the company's share capital (31.12.2024: 4.4%).

6. Proposals to the annual general meeting

In addition to the consultative vote on the compensation report, the annual general meeting of 17 April 2026 will vote on the maximum total remuneration to be paid to the Board of Directors for the period from the annual general meeting of 2026 until the annual general meeting of 2027, as well as the maximum fixed and variable remuneration to be paid to Group Management for the 2027 financial year. The relevant proposals can be found in the invitation to the annual general meeting.

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To the General Meeting of
Allreal Holding AG, Opfikon

Zurich, 18 February 2026

Report of the statutory auditor on the audit of the compensation report

Opinion

We have audited the compensation report of Allreal Holding AG (the Company) for the year ended 31 December 2025. The audit was limited to the information pursuant to Art. 734a-734f of the Swiss Code of Obligations (CO) in the tables in chapter 1.2 on pages 124 to 125 and in chapters 3 to 5 on pages 133 to 137 of the compensation report.

In our opinion, the information pursuant to Art. 734a-734f CO in the compensation report complies with Swiss law and the Company's articles of incorporation.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the compensation report" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the tables in chapter 1.2 on pages 124 to 125 and in chapters 3 to 5 on pages 133 to 137 of the compensation report, the consolidated financial statements, the statutory financial statements and our auditor's reports thereon.

Our opinion on the compensation report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the compensation report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the audited financial information in the compensation report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the compensation report
The Board of Directors is responsible for the preparation of a compensation report in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of a compensation report that is free from material misstatement, whether due to fraud or error. It is also responsible for designing the remuneration system and defining individual remuneration packages.

Auditor's responsibilities for the audit of the compensation report
Our objectives are to obtain reasonable assurance about whether the information pursuant to Art. 734a-734f CO is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this compensation report.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement in the compensation report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

Ernst & Young Ltd

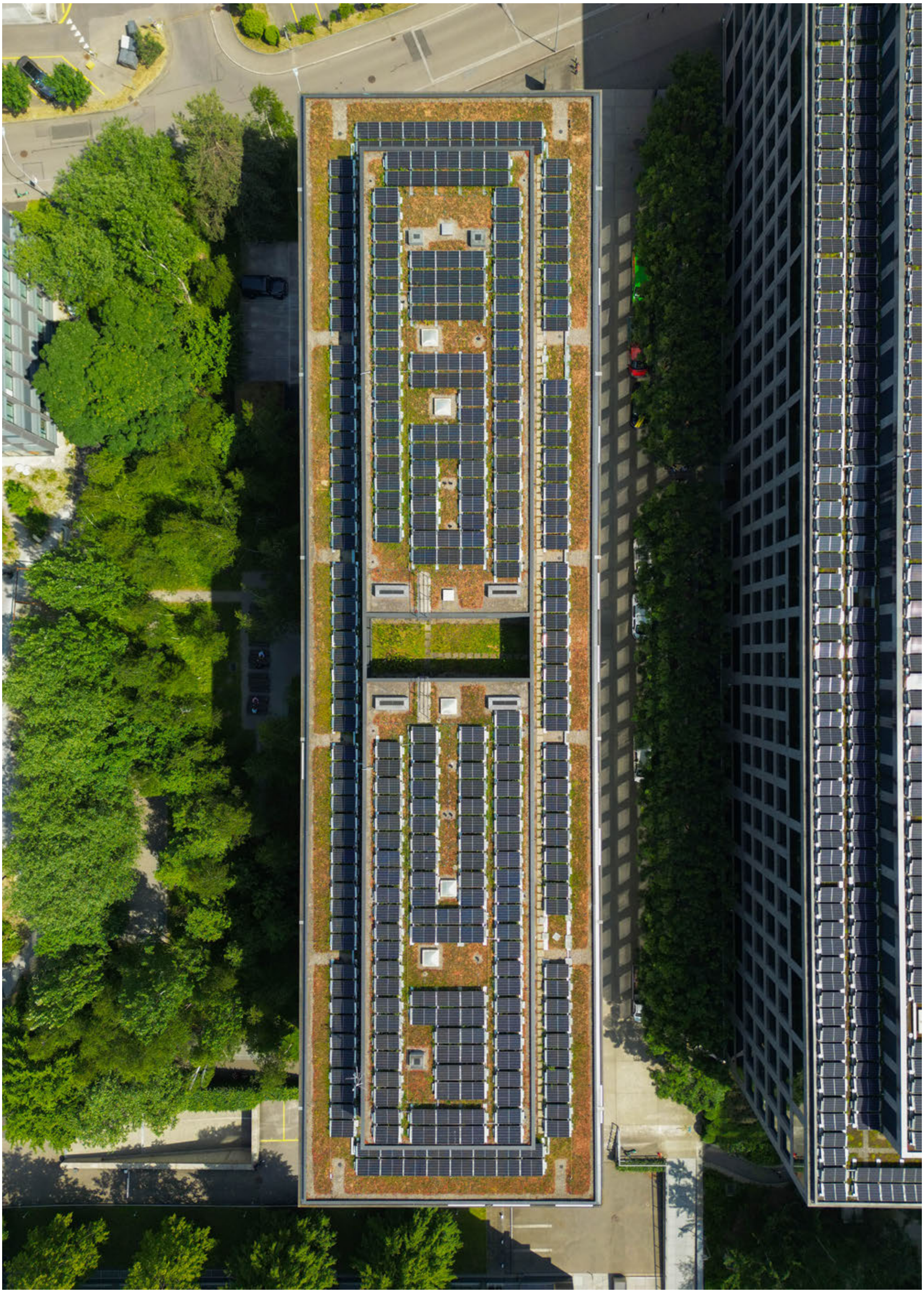
Tobias Meyer
(Qualified Signature)

Licensed audit expert
(Auditor in charge)

Silvan Rüegsegger
(Qualified Signature)

Licensed audit expert

Financial report



Consolidated financial statements of Allreal Group

Consolidated income statement

CHF million	Note	2025	2024
Rental income from investment properties	3.1	204.0	221.3
Income from Realisation	3.4	160.2	170.4
Income from sales Development	3.4	68.9	24.3
Other income	3.4	3.6	4.0
Operating income		**436.7**	**420.0**
Direct expenses for rented investment properties	3.2	−23.8	−27.2
Direct expenses from Realisation	3.4	−142.9	−152.8
Direct expenses from sales Development	3.4	−47.8	−13.1
Direct operating expenses		**−214.5**	**−193.1**
Personnel expenses	3.5	−40.6	−41.1
Other operating expenses	3.6	−9.6	−11.1
Operating expenses		**−50.2**	**−52.2**
Capitalised own developments	3.4	**10.9**	**10.0**
Earnings from sale of investment properties	3.3	**2.6**	**7.6**
Higher valuation of investment properties	4.1	144.0	246.3
Lower valuation of investment properties	4.1	−27.2	−125.9
Higher valuation of investment properties under construction	4.1	8.2	2.7
Lower valuation of investment properties under construction	4.1	0.0	−1.8
Earnings from revaluation of investment properties		**125.0**	**121.3**
EBITDA		**310.5**	**313.6**
Depreciation other property, plant and equipment	4.4	−1.6	−2.3
Depreciation intangible assets	4.6	−0.1	−0.1
Operating profit (EBIT)		**308.8**	**311.2**
Financial income	3.7	1.6	1.6
Financial expenses	3.8	−32.8	−36.6
Earnings before tax		**277.6**	**276.2**
Tax expenses	5.1	−58.3	−64.8
Net profit		**219.3**	**211.4**
Earnings per share in CHF	3.9	13.28	12.80
Diluted earnings per share in CHF	3.9	13.28	12.80

Consolidated balance sheet

CHF million	Note	**31.12.2025**	31.12.2024
Investment properties	4.1	5 132.7	5 110.2
Investment properties under construction	4.1	32.4	75.2
Other property, plant and equipment	4.4	8.5	17.3
Financial assets	4.5	93.3	90.2
Intangible assets	4.6	0.3	0.2
Deferred tax assets	5.1.2	0.5	0.8
Non-current assets		**5 267.7**	**5 293.9**
Development properties	4.2	577.6	501.5
Investment properties held for sale	4.3	101.9	10.5
Trade receivables	4.7	29.7	56.6
Tax receivables		0.0	0.7
Other receivables	4.8	16.5	12.8
Cash	4.9	5.4	4.3
Current assets		**731.1**	**586.4**
Assets		**5 998.8**	**5 880.3**
Share capital	4.10	16.6	16.6
Capital reserves		413.1	470.9
Goodwill	3.12	−47.1	−47.1
Treasury shares	4.10	−14.2	−14.8
Retained earnings		2 376.9	2 215.4
Equity		**2 745.3**	**2 641.0**
Long-term borrowings	4.11	2 083.6	2 155.4
Deferred tax liabilities	5.1.2	460.9	423.5
Long-term provisions	4.12	0.9	0.8
Long-term liabilities		**2 545.4**	**2 579.7**
Trade payables	4.13	60.1	67.1
Current tax liabilities		15.7	7.5
Other current liabilities	4.14	38.8	38.8
Provisions	4.12	2.1	1.9
Borrowings	4.11	591.4	544.3
Short-term liabilities		**708.1**	**659.6**
Liabilities		**3 253.5**	**3 239.3**
Equity and liabilities		**5 998.8**	**5 880.3**

Consolidated statement of changes in shareholders' equity

CHF million					Retained earnings		
	Share capital	Capital reserves	Treasury shares	Goodwill	Revaluation reserves	Other retained earnings	Total
As at 31 December 2023	**16.6**	**528.7**	**–14.8**	**–47.1**	**406.7**	**1 655.0**	**2 545.1**
Net profit						211.4	211.4
Purchase treasury shares			0.0				0.0
Sale treasury shares			0.1			–0.1	0.0
Distribution to shareholders		–57.8				–57.8	–115.6
Share-based remuneration			0.1				0.1
Reclassification					88.7	–88.7	0.0
As at 31 December 2024	**16.6**	**470.9**	**–14.6**	**–47.1**	**495.4**	**1 719.8**	**2 641.0**
Net profit						219.3	219.3
Purchase treasury shares			0.0				0.0
Sale treasury shares			0.0				0.0
Distribution to shareholders		–57.8				–57.8	–115.6
Share-based remuneration			0.6				0.6
Reclassification					97.2	–97.2	0.0
As at 31 December 2025	**16.6**	**413.1**	**–14.0**	**–47.1**	**592.6**	**1 784.1**	**2 745.3**

Capital reserves represent the amount (premium) earned by shareholders over and above the nominal value on subscription of share capital of Allreal Holding AG after deduction of the corresponding issue costs. The capital reserves and retained earnings can be distributed to shareholders up to the statutory minimum requirement of CHF 8.3 million (50% of share capital).

Consolidated cash flow statement

CHF million	Note	2025	2024
Net profit before tax		277.6	276.2
Net financial expenses	3.7/3.8	31.2	35.0
Earnings from revaluation of investment properties	4.1	−125.0	−121.3
Depreciation other property, plant and equipment	4.4	1.6	2.3
Depreciation intangible assets	4.6	0.1	0.1
Earnings from sale of investment properties	3.3	−2.6	−7.6
Capitalisation of own developments		−8.7	−5.9
Share-based remuneration	3.11	0.6	0.1
Other items		2.1	1.9
Decrease / (Increase) in development properties		1.7	−29.8
Decrease / (increase) in trade receivables		26.9	−14.6
Decrease / (increase) in other receivables		−3.7	−2.2
Increase / (decrease) in provisions		0.3	0.4
Increase / (decrease) in trade payables		−7.0	11.5
Increase / (decrease) in other current liabilities		0.3	−14.5
Cost of finance paid		−32.6	−34.3
Financial income received		1.5	1.3
Income tax paid		−7.8	−13.5
Cash flow from operating activities		**156.5**	**85.1**
Investment in investment properties	4.1	−29.2	−14.3
Divestment of investment properties		36.9	42.7
Investment in investment properties under construction	4.1	−18.5	−13.2
Acquisition of other property, plant and equipment	4.4	−0.2	−3.4
Divestment of other property, plant and equipment	4.4	0.2	0.5
Investment in intangible assets	4.5	−0.3	−0.2
Increase in financial assets		−15.7	−8.9
Decrease in financial assets		12.3	11.2
Cash flow from investing activities		**−14.5**	**14.4**
Increase in borrowings		217.0	214.5
Decrease in borrowings		−377.4	−207.1
Issue of bond loan	5.4.3	235.0	150.0
Repayment of bond loan	5.4.3	−100.0	−149.6
Purchase treasury shares		0.0	0.0
Sale treasury shares		0.0	0.0
Distribution to shareholders		−115.6	−115.6
Cash flow from financing activities		**−141.0**	**−107.8**
Change in cash		**1.0**	**−8.3**
Cash at 1 January		4.3	12.6
Cash at 31 December		**5.4**	**4.3**

Segment information for the financial year 2025

CHF million	Real Estate	Development & Realisation	Total segments	Holding/ eliminations	Total
Income statement					
Operating income	204.0	232.7	436.7	0.0	436.7
Profit from intercompany services	−9.2	9.8	0.6	−0.6	0.0
Direct operating expenses	−23.8	−190.7	−214.5	0.0	−214.5
Operating expenses	−7.1	−41.5	−48.6	−1.6	−50.2
Capitalised own developments	0.0	10.9	10.9	0.0	10.9
Earnings from sale of investment properties	2.6	0.0	2.6	0.0	2.6
Earnings from revaluation of investment properties	125.0	0.0	125.0	0.0	125.0
EBITDA	**291.5**	**21.2**	**312.7**	**−2.2**	**310.5**
Depreciation and amortisation	0.0	−1.7	−1.7	0.0	−1.7
Operating profit (EBIT)	**291.5**	**19.5**	**311.0**	**−2.2**	**308.8**
Financial income	1.6	0.0	1.6	0.0	1.6
Financial expense	−29.7	−3.1	−32.8	0.0	−32.8
Tax expense	−52.4	−5.7	−58.1	−0.2	−58.3
Net profit	**211.0**	**10.7**	**221.7**	**−2.4**	**219.3**
EBITDA excl. revaluation gains	166.5	21.2	187.7	−2.2	185.5
Operating profit (EBIT) excl. revaluation gains	166.5	19.5	186.0	−2.2	183.8
Net profit excl. revaluation effect	**113.8**	**10.7**	**124.5**	**−2.4**	**122.1**
Operating margin in percent[1]	91.1	36.9	78.9	0.0	78.0
Rental income from investment properties	204.0	0.0	204.0	0.0	204.0
Completed project volume third-party projects	0.0	160.2	160.2	0.0	160.2
Completed project volume own projects	0.0	122.4	122.4	0.0	122.4
Total sales (according to internal reporting)	204.0	282.6	486.6	0.0	486.6
less sales from intercompany services	0.0	−68.0	−68.0	0.0	−68.0
Total sales to third parties (according to internal reporting)	204.0	214.6	418.6	0.0	418.6
plus reconciliation item external reporting[2]	0.0	14.5	14.5	0.0	14.5
Other income	0.0	3.6	3.6	0.0	3.6
Operating income	204.0	232.7	436.7	0.0	436.7
Balance sheet as at 31.12.2025					
Non-current assets	5 258.4	9.3	5 267.7	0.0	5 267.7
Current assets	111.7	618.3	730.0	1.1	731.1
Total assets	**5 370.1**	**627.6**	**5 997.7**	**1.1**	**5 998.8**
Provisions	0.0	3.0	3.0	0.0	3.0
Other debt (excl. financing and taxes)	25.7	73.2	98.9	0.0	98.9
Financial liabilities	2 390.6	284.4	2 675.0	0.0	2 675.0
Tax liabilities	461.1	15.3	476.4	0.2	476.6
Total debt	**2 877.4**	**375.9**	**3 253.3**	**0.2**	**3 253.5**
Total assigned equity[3]	**2 492.7**	**251.7**	**2 744.4**	**0.9**	**2 745.3**

1 EBIT less revaluation gains as a percentage of income from business activity (balance of operating income, direct operating expenses, capitalised own development, and income from sale of investment properties)
2 See 2.6 for an explanation of the reconciliation item
3 Assignment of equity to individual segments corresponds to internal financial reporting guidelines requiring an equity ratio of 40% for the Development & Realisation segment; financial and tax liabilities will be assigned accordingly.

Segment information for the financial year 2024

CHF million	Real Estate	Development & Realisation	Total segments	Holding/ eliminations	Total
Income statement					
Operating income	221.3	198.8	420.1	0.0	420.1
Profit from intercompany services	−9.0	9.6	0.6	−0.6	0.0
Direct operating expenses	−27.2	−166.0	−193.2	0.0	−193.2
Operating expenses	−7.6	−42.6	−50.2	−2.0	−52.2
Capitalised own developments	0.0	10.0	10.0	0.0	10.0
Earnings from sale of investment properties	7.6	0.0	7.6	0.0	7.6
Earnings from revaluation of investment properties	121.3	0.0	121.3	0.0	121.3
EBITDA	**306.4**	**9.8**	**316.2**	**−2.6**	**313.6**
Depreciation and amortisation	0.0	−2.4	−2.4	0.0	−2.4
Operating profit (EBIT)	**306.4**	**7.4**	**313.8**	**−2.6**	**311.2**
Financial income	1.6	0.0	1.6	0.0	1.6
Financial expense	−33.2	−3.4	−36.6	0.0	−36.6
Tax expense	−63.1	−1.0	−64.1	−0.7	−64.8
Net profit	**211.7**	**3.0**	**214.7**	**−3.3**	**211.4**
EBITDA excl. revaluation gains	185.1	9.8	194.9	−2.6	192.3
Operating profit (EBIT) excl. revaluation gains	185.1	7.4	192.5	−2.6	189.9
Net profit excl. revaluation effect	**123.0**	**3.0**	**126.0**	**−3.3**	**122.7**
Operating margin in percent[1]	91.8	17.3	78.7	0.0	77.7
Rental income from investment properties	221.3	0.0	221.3	0.0	221.3
Completed project volume third-party projects	0.0	170.4	170.4	0.0	170.4
Completed project volume own projects	0.0	77.7	77.7	0.0	77.7
Total sales (according to internal reporting)	221.3	248.1	469.4	0.0	469.4
less sales from intercompany services	0.0	−57.2	−57.2	0.0	−57.2
Total sales to third parties (according to internal reporting)	221.3	190.9	412.2	0.0	412.2
plus reconciliation item external reporting[2]	0.0	3.9	3.9	0.0	3.9
Other income	0.0	4.0	4.0	0.0	4.0
Operating income	221.3	198.8	420.1	0.0	420.1
Balance sheet as at 31.12.2024					
Non-current assets	5 275.8	18.1	5 293.9	0.0	5 293.9
Current assets	25.8	559.8	585.6	0.8	586.4
Total assets	**5 301.6**	**577.9**	**5 879.5**	**0.8**	**5 880.3**
Provisions	0.0	2.7	2.7	0.0	2.7
Other debt (excl. financing and taxes)	36.2	69.7	105.9	0.0	105.9
Financial liabilities	2 438.6	261.1	2 699.7	0.0	2 699.7
Tax liabilities	418.3	12.7	431.0	0.0	431.0
Total debt	**2 893.1**	**346.2**	**3 239.3**	**0.0**	**3 239.3**
Total assigned equity[3]	**2 408.5**	**231.7**	**2 640.2**	**0.8**	**2 641.0**

1 EBIT less revaluation gains as a percentage of income from business activity (balance of operating income, direct operating expenses, capitalised own development, and income from sale of investment properties)
2 See 2.6 for an explanation of the reconciliation item
3 Assignment of equity to individual segments corresponds to internal financial reporting guidelines requiring an equity ratio of 40% for the Development & Realisation segment; financial and tax liabilities will be assigned accordingly.

Notes to the consolidated financial statements

1. Basic principles

1.1 Activity

Allreal Group is a real estate company which operates exclusively in Switzerland, with the main focus on the Zurich and Geneva business regions. It is involved in the development and management of its portfolio of residential and commercial properties and engages in management activities for its own investment properties (Real Estate segment). Allreal also handles basic planning, the execution of construction projects and the purchase and sale of properties (Development & Realisation segment).

Allreal Holding AG (parent company) has its registered office in Opfikon, Switzerland, and is listed on the SIX Swiss Exchange.

On 18 February 2026, the Board of Directors of Allreal Holding AG approved the consolidated financial statements for publication. They are also subject to the approval of the annual general meeting of Allreal Holding AG of 17 April 2026.

1.2 Basis of preparation

The consolidated financial statements were prepared as at 31 December 2025 in accordance with the Accounting and Reporting Recommendations (Swiss GAAP FER) and are compatible with the Listing Rules, as well as Article 17 of the Financial Reporting Directive (DFR) of SIX Swiss Exchange, and with Swiss law.

1.3 Method of consolidation

Subsidiaries are fully consolidated with effect from the date of their acquisition, i.e. from the date on which Allreal gains control. Allreal will be deemed to have gained control if, on the basis of existing rights, it is able to direct those activities of the subsidiaries that significantly affect their returns.

Capital is consolidated at the time of purchase using the acquisition method. Transaction costs in connection with a corporate acquisition are entered as part of the acquisition cost. The difference between the purchase price of an acquired company and the fair value of the net assets taken on at the time of the acquisition is offset against shareholders’ equity as goodwill. The impact of a theoretical capitalisation of the goodwill is shown in the Notes. When a company is sold, the theoretical book value of the goodwill is taken to income.

Subsidiaries are deconsolidated with effect from the date on which control ends.

All intra-Group balances, income and expenses, as well as unrealised gains and losses from intra-Group transactions, are fully eliminated.

1.4 Scope of consolidation

Company	Registered office	Share capital CHF million	Share-holding in 2025	Share-holding in 2024
Allreal Holding AG	Opfikon ZH	16.60	–	–
Allreal Generalunternehmung AG	Opfikon ZH	10.00	100%	100%
Allreal Home AG	Opfikon ZH	26.52	100%	100%
Allreal Office AG	Opfikon ZH	150.00	100%	100%
Allreal Romandie SA	Plan-les-Ouates GE	0.10	100%	100%
Allreal Toni AG	Opfikon ZH	90.00	100%	100%
Creactive Properties SA[1]	Plan-les-Ouates GE	–	–	100%
Allreal Développement Romandie SA[2]	Plan-les-Ouates GE	0.10	100%	100%

1 Merged with Allreal Romandie SA effective 1 January 2025
2 Name change from Roof SA to Allreal Développement Romandie SA

Compared to 31 December 2024, the scope of consolidation changed following the absorption of Creactive Properties SA by Allreal Romandie SA. The company was already fully owned directly by Allreal Holding AG in the previous year, meaning that there were no changes for consolidation purposes. In addition, Roof SA was renamed Allreal Développement Romandie SA.

1.5 Segment reporting

Allreal Group is subdivided into the two segments Real Estate and Development & Realisation, which in turn constitute divisions in their own right. This presentation is in line with the internal reporting to Group Management as the decision-making body that monitors the two segments on the level of net profit on a quarterly basis. Since the Group operates in Switzerland only, a geographical breakdown is not required.

The Real Estate segment comprises the companies Allreal Home AG (residential properties), Allreal Office AG (commercial properties), Allreal Toni AG (Toni site in Zurich-West) and Allreal Romandie SA (residential and commercial properties in Geneva).

The Development & Realisation segment largely comprises the companies Allreal Generalunternehmung AG and Allreal Développement Romandie SA.

The activities of Allreal Holding AG (parent company) are not assigned to the two segments, as their business activities do not generate any operating income. They are listed in the segment information under holding company/eliminations.

2. Accounting and valuation principles

2.1 General

The preparation of the consolidated financial statements requires estimates and assumptions to be made. These relate to the reported amounts of assets, liabilities and contingent liabilities on the balance sheet date and to income and expenditure during the reporting period. The balance sheet is prepared strictly on the basis of acquisition costs, with the exception of investment properties, which are entered at market values. For significant estimates and assumptions, see the following accounting and valuation principles, in particular 2.26.

2.2 Rental income from investment properties

Rental income from investment properties comprises net rental income after deduction of vacancy losses, of losses due to bad debts, and of ground rents. Management, operation, maintenance and repairs are reported separately in the income statement as direct expenses for rented investment properties.

Rent-free periods in commercial premises are recognised on a straight line basis over the contract term.

2.3 Earnings from sale of investment properties

Gains and losses on the sale of investment properties correspond to the difference between the realised net proceeds after deduction of transaction costs and the latest recorded market value of the properties sold. The earnings are taken to the income statement at the time of the transfer of control.

2.4 Earnings from revaluation of investment properties

The revaluation of investment properties and investment properties under construction shows changes in the market value of the property portfolio. The report of the external valuation expert serves as the basis. The property valuation underlying the revaluation excludes the deduction of transaction costs at the time of sale.

2.5 Earnings from Development & Realisation

Earnings from Development & Realisation include earnings from Realisation (third-party projects), earnings from sales Development (own projects), capitalised own development and other income.

Income from Realisation includes the project volume completed during the reporting period for third parties (third-party projects) and corresponds to the total of all project costs, fees and earnings from construction activity recognised by the percentage of completion (POC) method. In the case of loss-making projects, provisions are immediately made for the estimated final loss in the order balances.

Direct expenses from Realisation contain the accrued project costs of all third-party projects.

Income from the sale of development properties comprises the project volume completed during the reporting period and corresponds to the total of all project costs and gains on sales recorded under the percentage of completion (POC) method. Sales recorded under the POC method solely include the notarised development property units that were sold. In the case of loss-making projects, provisions are immediately made for the estimated final loss in the order balances.

Direct expenses from sales Development contain the accrued project costs.

Capitalised own development accrues from investment properties under construction as well as development properties and is taken to income at cost.

2.6 Reconciliation of segment reports to the income statement

The presentation of net profit in the internal reports is similar to that in the segment reports. As regards the Development & Realisation segment, the segment reports differ from the income statement in respect of the quantification of sales.

In the segment reports, the volume of projects completed for all third-party and own projects is taken as the relevant sales figure.

In the income statement, sales from Realisation and sales of development properties are recognised in accordance with 2.5. In the segment reports, in respect of the volume of projects completed for the Real Estate segment (intra-Group sales) and for own projects, the difference between projects completed and sales Development is stated.

2.7 Financial expense / capitalised building loan interest

Interest expenses are recognised in the income statement on an accrual basis using the effective interest method.

For development properties under construction and investment properties under construction, debt interest is capitalised. The underlying debt interest rate is the average borrowing rate during the reporting period.

2.8 Investment properties

The investment properties reported under non-current assets are divided into investment properties (residential and commercial properties) and investment properties under construction. All investment properties are carried at market value. The valuation of residential and commercial properties at the time of initial recognition is based on acquisition cost, including directly attributable transaction costs. After the initial recognition, the external valuation expert regularly determines the market values on the balance sheet date using the discounted cash flow method (DCF). For details of the valuation method and the key assumptions, see 2.26. Changes in the market value are taken to the income statement, factoring in deferred taxes. In the consolidated statement of changes in shareholders' equity, the cumulative difference between the acquisition cost and market value of all investment properties, factoring in deferred taxes encumbering said properties, is recognised as part of retained earnings (revaluation reserves). Investment properties whose book value is not likely to be derived from continued use but through a sale are reported separately at market value in current assets as investment properties held for sale. This is conditional on the sale being highly probable and the investment properties being in a condition ready to be sold immediately. For a sale to be classified as highly probable, it must be expected to take place within one year. For projects to be assigned to investment properties under construction, realisation must be intended for the portfolio of investment properties, which is conditional on a minuted decision by the Board of Directors. It must also be possible to form a reliable estimate of expenditure and income, and a building permit and construction approval which can no longer be contested by third parties need to have been issued for the project.

2.9 Development properties

Development properties include land reserves, buildings under construction, and completed properties whose ownership has not yet been transferred. If the criteria for investment properties under construction mentioned in **2.8** are not met, such projects are carried on the balance sheet as development properties.

Development properties are recognised at acquisition or production costs or, if lower, their net realisable value. The latter corresponds to the estimated selling price less expected project, construction and sales costs up until the disposal. Any impairment is taken to direct expenses from sales Development.

Land already owned by Allreal or payments on account for planned land purchases and third-party costs (but not own development) are capitalised under development reserves if the project is expected to be realised, but work has not yet started.

Projects in progress for which the transfer of ownership to a third party has not yet occurred are recognised as buildings under construction. Realised development properties which have reached structural completion and development properties destined for immediate sale to third parties are reported as completed buildings up to the transfer of ownership. The prepayments made by purchasers are offset against the costs incurred as of notarisation.

2.10 Other property, plant and equipment

Other property, plant and equipment is stated at acquisition or production costs less operationally necessary depreciation and, where appropriate, less additional depreciation as a result of impairment losses. The estimated useful life of tenant fit-outs is ten years, while for plant and equipment, vehicles and charging stations it is four to five years, and for IT infrastructure it is three years. The depreciation is carried out on a straight-line basis. Photovoltaic installations are reported directly under investment properties.

2.11 Financial assets

Financial assets include long-term loans in the context of usual business operations for prefinancing tenant fit-outs. Loans are stated using the amortised cost method since the associated payments qualify as repayment and interest only. They are freely disposable and not pledged.

2.12 Intangible assets

Intangible assets comprise software and IT developments, which are recognised at acquisition costs and, from the time they are first used, are depreciated to the income statement on a straight-line basis over their estimated useful life of three years.

2.13 Short-term receivables

Receivables from construction activities undertaken on behalf of third parties are recognised according to the net principle, i.e. payments on account received from clients and partial settlements of accounts arising from the construction activities are offset against each other (order balances). Positive net items are shown under trade receivables, while negative net items are shown under trade payables; see also 2.6.

Trade receivables and other receivables are reported at their transaction price less necessary value adjustments for irrecoverable claims. Value adjustments are based on an individual assessment of the claim in the light of deposited collateral and also take account of historical empirical values as well as future factors. All short-term receivables are freely disposable and are not pledged.

2.14 Cash

Cash includes cash on hand, sight deposits with banks and short-term time deposits with maximum maturities of 90 days. They are reported at nominal value and correspond to the fund for the cash flow statement.

2.15 Share capital / Equity / Goodwill

The share capital of Allreal Holding AG is reported as equity as it is not subject to any repayment obligation or dividend guarantee. Issuing costs which are incurred in connection with a capital increase and are directly attributable to the issuance of new shares are offset against the capital reserves under equity. The premium paid with capital increases or through conversion of a convertible bond is reported under capital reserves. The overall purchase price of the treasury shares is deducted from the consolidated equity.

Goodwill corresponds to the difference between the purchase price of an acquired company and the fair value of the net assets taken on at the time of the acquisition and is offset against shareholders' equity. The impact of a theoretical capitalisation of the goodwill is shown in the Notes. The depreciation of the goodwill would take place over five years.

2.16 Bonds

Bonds are recognised on issue on the basis of the proceeds received, net of transaction costs. The difference between reported financial liabilities and the repayment amount is amortised to the income statement over the bond's term to maturity using the effective interest method.

2.17 Long-term borrowings

In addition to bond issues, financial debt includes loans secured by mortgages and is recognised under financial liabilities. Borrowings are recognised at amortised costs using the effective interest method.

2.18 Long-term provisions

Provisions are made to the extent that corresponding obligations exist at the balance sheet date and the respective event is in the past. In addition, the amount can be estimated reliably and the probability of occurrence is rated higher than that of non-occurrence. If the effect is material, provisions are discounted.

2.19 Leasing

Leasing agreements are recognised as financial leasing if all risks and opportunities associated with ownership of the leased item are essentially handed over to Allreal. Each leasing agreement is classified at the beginning of the lease. In the initial recognition, the leased item is entered at the lower of the present value of the lease payments, or the market value. The payment instalments are divided into interest payments and repayments. The leased item is depreciated over its estimated useful life or the lease term where this is shorter.

Expenses for operating leases are taken to income at the time of recognition.

2.20 Current liabilities

Trade payables, prepayments for development properties up to notarisation and other liabilities (accrued liabilities) due within one year are recorded at their nominal value.

2.21 Impairment

If there is reason to believe that the value of property, plant and equipment and intangible assets has been impaired, an impairment test will be carried out and the realisable value will be estimated. The realisable value is the higher of value in use or market value less selling costs. Any difference between the asset and the realisable value is depreciated to the income statement and reported separately in the notes to the consolidated financial statements.

2.22 Taxes

Tax expense covers current taxes on business activities, deferred taxes on revaluation and other deferred taxes.

Current taxes on business activities include income taxes due for the financial year as well as property gains tax on the completion and sale of development properties (Development & Realisation segment) and the sale of investment properties (Real Estate segment).

Current income taxes are calculated net of tax loss carry-forwards and in compliance with the applicable tax regulations.

Deferred taxes are determined using the balance sheet liability method and are calculated at the tax rates in force or announced on the balance sheet date. Changes in deferred taxes are taken to the income statement.

Deferred tax liabilities take account of discrepancies in income and property gains taxes between the valuation for purposes of the consolidated financial statements and the applicable tax valuation of individual assets and liabilities for tax purposes. A deferred tax is calculated on discrepancies leading to delays in the timing of taxation. For the higher revaluation of investment properties, an individual tax rate is applied. For calculating the deferred tax liabilities, a 20-year holding period is assumed or the effective holding period if this period exceeds 20 years.

Deferred tax assets from tax loss carry-forwards and the lower revaluation of investment properties (negative difference between tax value and market value) are capitalised at the prevailing tax rate if they appear certain to be recoverable with future taxable income.

2.23 Employee pension plans

Employees of Allreal Generalunternehmung AG are covered by the Allreal pension fund for mandatory and extra-mandatory staff pension provision as required by the Swiss Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans (BVG).

The Allreal pension fund is a legally independent pension institution based on the principle of defined contributions in accordance with Swiss law and is financed by matching contributions from the employer and employees. Any surpluses or deficits are determined on the basis of the financial statements issued in accordance with Swiss GAAP FER 26.

Employees of Allreal Romandie SA are members of a semi-autonomous collective fund for mandatory and extra-mandatory staff pension provision as required by the Swiss Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans (BVG). The employer and employees pay matching contributions into the foundation, and any surpluses or deficits are determined on the basis of the financial statements issued in accordance with Swiss GAAP FER 26.

If permitted and intended, any economic benefit resulting from these pension plans is recorded in the balance sheet as to take the form of a reduction of future contributions to the pension fund. Any economic obligations are carried as liabilities, provided that the preconditions for the formation of accruals are met. Personnel expenses comprise the employer's pension expenses, as well as changes in the balance sheet items.

Some staff are also covered by a management insurance scheme arranged with an insurance company which is classed as a defined contribution plan. The expenditure reported during the reporting period corresponds to the employer's payments to the plan.

2.24 Share-based remuneration

Part of the variable remuneration may be paid to the members of Group Management in the form of shares of Allreal Holding AG. Beneficiaries have a right of disposal over the shares allocated to them after three years. Entitlements are satisfied by the company by means of treasury shares. The amount resulting from the share allocation is charged to personnel expenses over the vesting period. Shares are recognised at market value at the time of allocation.

2.25 Earnings per share

Net profit per share is calculated by dividing net profit by the weighted average number of shares outstanding during the reporting period. Diluted earnings per share take account of additional shares that may be created as a result of the exercising of option or conversion rights and will have a dilutive effect on the result.

2.26 Valuation uncertainties

Investment properties

As at 31 December 2025, Allreal holds investment properties and investment properties held for sale with a book value of CHF 5267.0 million (31.12.2024: CHF 5195.9 million). The investment properties are valued at market value calculated using the discounted cash flow method (DCF). The DCF method is based on various estimates and assumptions, with the yield potential of a property being derived on the basis of future revenue and expenditure. Market values do not take account of transaction costs upon sale.

Future rental income is forecasted on the basis of current contractual rents and target annual rental income. In the case of expiring commercial leases, a typical local market rent which appears sustainable from a current perspective is used.

Moreover, property-specific assumptions with regard to temporary and structural vacancies will be factored into the market valuation.

Management and building costs are in principle based on the relevant property accounts and include non-apportionable operating and maintenance costs, as well as future repair costs based on Allreal's multi-year budgets. These costs include costs for asset maintenance to secure the long-term level of contractual and market interest rates on which the valuation is based as well as value-enhancing investments generating future additional income. Interest expenses for existing leasehold agreements are also taken into account.

A property-specific discount is made on each investment property on the basis of macro and micro-locational considerations and depending on property segment. Inflation is taken into account in the forecasted cash flows. The discount and capitalisation rates are based on the interest paid on long-term, risk-free investments plus a specific risk premium.

If the actual market rents in subsequent years are lower than projected in the DCF valuations, this may lead to an adjustment of the market values. This devaluation effect on investment properties would be even stronger in combination with rising discount and capitalisation rates.

In the case of investment properties under construction, future rental income is also ascertained on the basis of typical local market rents or rents already contractually agreed. On the cost side, expenses are determined with the aid of investment calculations, the chronological progress of construction phases and cost forecasts.

Development properties

As at 31 December 2025, Allreal holds development properties with a book value of CHF 577.6 million (31.12.2024: CHF 501.5 million). It was valued at acquisition or production costs – including own development for buildings under construction – less value adjustments for impairment losses. On the balance sheet date at the latest, an impairment test is carried out for all development projects by comparing incurred and future costs with the realisable value. On the cost side, expenses are, among other methods, determined with the aid of investment calculations, the chronological progress of construction phases and cost forecasts. The proceeds are based on market assessments, empirical values and completed sales to date. If actual construction costs and sales proceeds in subsequent periods differ from the estimates and planned figures, the book values may need to be adjusted.

Taxes

Allreal has deferred tax assets totalling CHF 0.5 million (31.12.2024: CHF 0.8 million) and liabilities totalling CHF 460.9 million (31.12.2024: CHF 423.5 million), which stem mainly from valuation differences relating to investment properties; see **2.22**. For calculating the deferred tax liabilities, a 20-year holding period is assumed or the effective holding period if this period exceeds 20 years. If the actual holding period of the investment properties does not correspond to the assumed holding period, this may result in a considerable difference between the tax due and the capitalised deferred taxes when the property is sold.

2.27 Information on the implementation of a risk assessment

Allreal has the comprehensive management system "Processes at Allreal for Quality" (PAQ). This system describes all parent processes and associated controls, and integrates the tasks of management, operational processes and support processes. The PAQ also covers non-financial processes in particular. There is also a documented internal control system in place for accounting and financial reporting to prevent, minimise or identify the risk of material misrepresentation in the annual accounts.

Once a year, the Board of Directors evaluates at corporate level the risk assessment prepared by the Audit and Risk Committee (ARC) (identification, quantification, monitoring and control). In particular, the risk assessment must explicitly give consideration to the reliability and completeness of financial information (fair presentation), asset protection, compliance with laws, regulations and contracts, as well as the risk of balance sheet fraud.

Effective internal control and management systems are in place to ensure that the consolidated financial statements of Allreal Group comply with the applicable accounting rules and to ensure the fair presentation of reporting. Accounting and valuation involve making forward-looking estimates and assumptions. Estimates and assumptions which pose a significant risk in the form of an adjustment to the book values of assets and liabilities within the next financial year are shown under the individual positions in the Notes; see **2.26**.

3. Notes to the consolidated income statement

3.1 Rental income from investment properties

CHF million	**2025**	2024
Rental income from residential properties	54.0	53.2
Rental income from commercial properties	150.0	168.1
Rental income from investment properties	**204.0**	**221.3**

Rental income is calculated as follows:

CHF million	**2025**	2024
Target rental income	214.7	218.3
Vacancy	−7.4	−3.6
Collection losses, loss of income as a result of rent-free periods and ohter income	−2.0	8.0
Ground rents	−1.3	−1.4
Rental income from investment properties	**204.0**	**221.3**

The cumulated vacancy rate for the financial year 2025 amounted to a total of 3.4% of target rental income (2024: 1.6%), with residential properties accounting for 0.8% and commercial properties 4.3% (2024: 0.8% and 1.9%, respectively).

The rest of the rental income breaks down as follows:

CHF million	2025	2024
Residential properties held on a continuous basis	54.0	53.2
Commercial properties held on a continuous basis	149.2	167.2
Sold properties	0.8	0.9
Rental income from investment properties	**204.0**	**221.3**

The properties at Steinenvorstadt 36 in Basel and Materlochstrasse 21 in Bülach that were sold in 2025 generated rental income of CHF 0.8 million in the reporting period.

3.2 Direct expenses for rented investment properties

CHF million	2025	2024
Administrative and operating expenses, residential properties	−1.7	−2.0
Administrative and operating expenses, commercial properties	−6.1	−6.2
Maintenance and repair expenses, residential properties	−4.8	−5.0
Maintenance and repair expenses, commercial properties	−11.2	−14.0
Real estate expenses	**−23.8**	**−27.2**

The property expenses relate solely to the investment properties in the Real Estate segment.

CHF million	2025	2024
Administrative fees and costs	−1.9	−2.7
Insurance, fees and charges	−3.1	−2.9
Janitorial services	−0.6	−0.6
Other expense and ancillary costs (borne by owner)	−2.2	−2.0
Administrative and operating expenses	**−7.8**	**−8.2**

In 2025, real estate expenses for unlet properties amounted to CHF 1.7 million (2024: CHF 1.5 million).

3.3 Earnings from sale of investment properties

CHF million	2025	2024
Proceeds from sale	29.0	43.5
Transaction costs on sale	−0.5	−0.8
Balance sheet value = market value on 31 December of the previous year	−25.9	−35.1
Earnings from sale of investment properties	**2.6**	**7.6**

In 2025, commercial properties at Steinenvorstadt 36 in Basel and Marterlochstrasse 21 in Bülach were divested at a sale price of CHF 29.0 million. After deduction of transaction costs, earnings from sale of investment properties amounted to CHF 2.6 million.

3.4 Earnings from Development & Realisation

CHF million	2025	2024
Income from Realisation	160.2	170.4
Direct expenses from Realisation	−142.9	−152.8
Earnings from Realisation	**17.3**	**17.6**
Income from sales Development	68.9	24.3
Direct expenses from sales Development	−47.8	−13.1
Earnings from sales Development	**21.1**	**11.2**
Capitalised own assets	**10.9**	**10.0**
Other income	**3.6**	**4.0**
Earnings from Development & Realisation segment	**52.9**	**42.8**

Earnings from realisation consists of architects' and project & development fees (CHF 12.3 million) and earnings from construction activity (CHF 6.8 million) (2024: CHF 15 million / CHF 4.1 million). This contrasts with directly offset sales deductions of CHF −1.8 million for warranty expenses, construction insurance and guarantees, performance guarantees, bad debt allowances and third-party expenses arising from tendering (2024: CHF −1.5 million).

Income from sales Development is made up of revenue from the Spiserstrasse in Zurich, Panorama Eggen in Lucerne, Strubenacher Living in Zumikon, Avenue du Curé-Baud in Grand-Lancy and Avenue de l'Amandolier in Geneva residential real estate projects (CHF 68.9 million). This resulted in gains on sales of CHF 21.1 million.

Other income includes fees for third-party project development activities amounting to CHF 0.3 million, as well as other earnings from commissions and services provided for third parties amounting to CHF 0.7 million and rental income from development reserves in the amount of CHF 2.6 million.

3.5 Personnel expenses

CHF million	2025	2024
Salaries and wages	−31.3	−33.0
Social insurance costs	−3.1	−3.0
Employee pension plans	−2.9	−2.5
Share-based remuneration	−0.6	−0.1
Other personnel expenses	−2.7	−2.5
Personnel expenses	**−40.6**	**−41.1**

Other personnel expenses include spending on actual and flat-rate staff expenses (CHF −1.2 million), training and development (CHF −0.3 million), costs for the recruitment of new employees (CHF −0.2 million), freelancers for Realisation department projects (CHF −0.7 million) and other directly attributable staff expenses (CHF −0.3 million).

On the balance sheet date, the staff headcount stood at 224 employees, corresponding to 211 full-time equivalents (31.12.2024: 229 employees / 216 full-time equivalents).

3.6 Other operating expenses

CHF million	2025	2024
IT expenses	−1.8	−1.9
Rental expenses	−0.4	−0.8
Consultancy and legal fees	−1.3	−2.1
Administration expenses	−3.4	−3.7
Capital taxes	−2.1	−1.9
Other general operating expenses	−0.6	−0.7
Other operating expenses	**−9.6**	**−11.1**

3.7 Financial income

CHF million	2025	2024
Interest income on financial assets	1.6	1.6
Financial income	**1.6**	**1.6**

3.8 Financial expense

CHF million	2025	2024
Interest expense for bond issues	−15.9	−15.7
Interest expense payable to banks/insurance companies for liabilities	−17.0	−20.6
Capitalised building loan interest	0.4	0.1
Other financial expenses	−0.3	−0.4
Financial expense	**−32.8**	**−36.6**

The interest expense for bond issues includes paid and accrued interest of CHF −15.9 million as at the balance sheet date (2024: CHF −15.7 million) and amortisation of CHF 0.5 million between the debt components and the redemption amounts (2024: CHF 0.0 million).

Capitalised building loan interest of CHF 0.4 million (2024: CHF 0.1 million) relates in full to investment properties under construction and buildings under construction, applying an average interest rate of 1.13% and debt financing of 50% (2024: 1.25% and 50%).

3.9 Net profit per share / net asset value (NAV) per share

	2025	2024
Number of outstanding shares as at 1 January (in thousands)	16 511	16 510
Change in holdings of treasury shares (in thousands)	4	1
Number of outstanding shares as at 31 December (in thousands)	16 515	16 511
Average number of outstanding shares (in thousands)	16 516	16 514
Net profit excl. revaluation effect (in CHF million)	122.1	122.7
Earnings from revaluation of investment properties (in CHF million)	125.0	121.3
Deferred taxes on revaluation gains (in CHF million)	–27.8	–32.6
Net profit incl. revaluation effect (in CHF million)	219.3	211.4
Earnings per share incl. revaluation effect (CHF)	**13.28**	**12.80**
Earnings per share excl. revaluation effect (CHF)	**7.39**	**7.43**
Diluted earnings per share		
– incl. revaluation effect (CHF)	13.28	12.80
– excl. revaluation effect (CHF)	7.39	7.43

The share-based remuneration of members of Group Management has the effect of diluting the earnings per share. For this calculation, the average number of outstanding shares increases from 16,513,541 to 16,516,378 shares.

CHF million	2025	2024
Outstanding shares (in thousands) as at 31 December	16 515	16 511
Equity as at 31 December (CHF million)	2 745.3	2 641.0
Net asset value (NAV) per share after deferred taxes (CHF)	**166.23**	**159.95**
Equity plus provision for deferred taxes less deferred tax assets (CHF million)	3 205.7	3 063.7
Net asset value (NAV) per share before deferred taxes (CHF)	**194.11**	**185.56**

3.10 Employee pension plans

Swiss pension institutions are subject to the Swiss Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans (BVG). The BVG stipulates that pension institutions must be managed autonomously and as legally independent institutions. The Board of Trustees, as the governing body of the pension fund, is made up of an equal number of employee and employer representatives. The Board of Trustees defines and implements an investment strategy.

Plan members of the pension fund are insured against the economic consequences of old age, disability and death, in respect of which the BVG stipulates minimum benefits. Both employer and employee pay a share of the contributions to the pension fund; these are based on the insured salary and on the age of the plan member. Pension contributions and annual interest are credited to the individual savings accounts. Upon retirement of a plan member, the balance of the savings account is either paid out or, applying a statutory conversion rate, converted into a retirement pension. Benefits will also be paid in cases of long-term occupational disability.

All actuarial risks, comprising demographic risks (life expectancy) as well as financial risks (return on plan assets or development of wages, salaries and pensions), are borne by the pension fund and regularly assessed by the Board of Trustees. In the event of a shortfall in coverage as defined by the BVG, recourse may be taken to various measures. These primarily include increasing current contributions, payment of additional restructuring contributions by the employer, or adjusting the conversion rates.

On 31 December 2024, the pension institution of Allreal Generalunternehmung AG had a surplus totalling CHF 51.3 million, and there was also a surplus on the balance sheet date. At no point did Allreal Group derive any economic benefit from these surpluses. Expenses of CHF 2.2 million were recorded for the pension institution in the period (2024: CHF 1.8 million).

Employees of Allreal Romandie SA are members of a semi-autonomous collective fund. The fund had a surplus as at the balance sheet date from which the companies do not benefit. Expenses of CHF 0.2 million were recorded for this collective fund in the period (2024: CHF 0.2 million).

Some Allreal staff are covered by a management insurance plan taken out with an insurance company. This management insurance scheme is part of a collective fund and does not show a surplus or shortfall. Allreal's only commitment in respect of this plan is to pay the annual contributions. In the reporting period, these amounted to CHF 0.7 million (2024: CHF 0.7 million).

3.11 Share-based remuneration

Members of Group Management receive remuneration in the form of shares in Allreal Holding AG. Entitlements are satisfied by the company by means of treasury shares.

Time of allocation	Number of Allreal shares	Share price in CHF	Expenses 2025 in CHF million	Availability
14.03.2023	412	147.80	0.020	14.03.2026
11.03.2024	792	151.70	0.040	11.03.2027
15.05.2025	2 110	182.56	0.075	15.05.2028

Provided that all preconditions are met, a total of 3314 shares of Allreal Holding AG will in future be distributed to eligible beneficiaries. Total expenses for share-based remuneration amounted to CHF 0.2 million in the reporting period (2024: CHF 0.2 million), of which CHF 0.2 million was recognised in profit or loss and CHF 0.0 million in equity (2024: CHF 0.1 million / CHF 0.1 million).

3.12 Purchase of companies / Goodwill

On 15 October 2021, Allreal Holding AG acquired various companies in the amount of CHF 489.8 million. The companies hold investment and development properties and are also active in the Development & Realisation segment with the company Allreal Développement Romandie SA (formerly Roof SA). The acquisition resulted in goodwill of CHF 47.1 million. This was offset against retained earnings at the time of the acquisition.

In the event that it were capitalised and depreciated over five years, the goodwill would be written down by CHF 9.4 million in the financial year 2025 and have the following impact on the net profit and shareholders' equity of the company:

CHF million	**2025**	2024
Goodwill		
Goodwill at 1 January	16.9	26.3
Goodwill depreciation	−9.4	−9.4
Goodwill at 31 December	**7.5**	**16.9**
Impact on net profit		
Net profit before Goodwill depreciation	219.3	211.4
Goodwill depreciation	−9.4	−9.4
Net profit after Goodwill depreciation	**209.9**	**202.0**
Impact on equity		
Equity at 31 December after offsetting Goodwill	2 745.3	2 641.0
Capitalisation Goodwill	7.5	16.9
Equity at 31 December without offsetting Goodwill	**2 752.8**	**2 657.9**

4. Notes to the consolidated balance sheet

4.1 Investment properties

	Residential properties		Commercial properties		Total investment properties	
CHF million	**2025**	2024	**2025**	2024	**2025**	2024
Acquisition costs						
As at 1 January	1 111.8	1 110.5	3 220.4	3 243.3	4 332.2	4 353.8
Purchases	0.0	0.0	0.0	0.0	0.0	0.0
Investments	10.8	1.3	22.2	16.0	33.0	17.3
Capitalised building loan interest	0.0	0.0	0.0	0.0	0.0	0.0
Disposals	0.0	0.0	−53.4	−28.5	−53.4	−28.5
Reclassifications	−97.0	0.0	29.7	−10.4	−67.3	−10.4
As at 31 December	1 025.6	1 111.8	3 218.9	3 220.4	4 244.5	4 332.2
Revaluation						
As at 1 January	542.4	470.0	235.7	192.5	778.1	662.5
Higher valuations	82.4	108.6	61.6	137.7	144.0	246.3
Lower valuations	−4.9	−36.2	−22.3	−89.7	−27.2	−125.9
Rent-free periods	0.0	0.0	0.4	1.8	0.4	1.8
Disposals	0.1	0.0	27.6	−6.6	27.7	−6.6
Reclassifications	25.7	0.0	−60.4	0.0	−34.7	0.0
As at 31 December	645.7	542.4	242.5	235.7	888.2	778.1
Balance sheet value = market value on 1 January	**1 654.2**	**1 580.5**	**3 456.1**	**3 435.8**	**5 110.3**	**5 016.3**
Balance sheet value = market value on 31 December	**1 671.3**	**1 654.2**	**3 461.4**	**3 456.1**	**5 132.7**	**5 110.3**
of which pledged or subject	1 265.6	1 230.4	2 690.5	2 654.1	3 956.1	3 884.5
to restricted disposability	75.7%	74.4%	77.7%	76.8%	77.1%	76.0%

The reclassifications relate to Freiburgstrasse 130 in Bern, as well as Avenue de l'Amandolier 21 and Rue Edouard-Rod 10 in Geneva, which were all reclassified from investment properties under construction to investment properties upon completion. Baarermatte in Baar was reclassified from an investment property to an investment property under construction and a building under construction, while the property at Soodmattenstrasse 8/10 in Adliswil was reclassified as a development property. In addition, the properties Avenue Industrielle 18 and Rue Daniel-Gevril 10 in Carouge, Rue Jean-Jaquet 3 and Rue du Grand-Pré 57 in Geneva, and Chemin de la Traille 21/25/35 and Route de Loëx 51 in Onex were reclassified as investment properties held for sale.

The commercial and residential properties sold in 2025 at Steinenvorstadt 36 in Basel and the commercial property at Marterlochstrasse 21 in Bülach are recognised in disposals at their balance sheet value of CHF 25.9 million.

	Investment properties		Investment properties under construction		Total investment properties	
CHF million	**2025**	2024	**2025**	2024	**2025**	2024
As at 1 January	4 332.2	4 353.8	159.4	146.1	4 491.6	4 499.9
Purchases	0.0	0.0	0.0	0.0	0.0	0.0
Investments	33.0	17.3	18.5	13.2	51.5	30.5
Capitalised building loan interest	0.0	0.0	0.4	0.1	0.4	0.1
Disposals	−53.4	−28.5	0.0	0.0	−53.4	−28.5
Reclassification as revaluation	0.0	0.0	0.0	0.0	0.0	0.0
Reclassifications	−67.3	−10.4	−154.9	0.0	−222.2	−10.4
As at 31 December	4 244.5	4 332.2	23.4	159.4	4 267.9	4 491.6
Revaluation						
As at 1 January	778.1	662.5	−84.2	−85.1	693.9	577.4
Higher valuations	144.0	246.3	8.2	2.7	152.2	249.0
Lower valuations	−27.2	−125.9	0.0	−1.8	−27.2	−127.7
Rent-free periods	0.4	1.8	0.0	0.0	0.4	1.8
Disposals	27.7	−6.6	0.0	0.0	27.7	−6.6
Reclassification of acquisition costs	0.0	0.0	0.0	0.0	0.0	0.0
Reclassifications	−34.7	0.0	85.0	0.0	50.3	0.0
As at 31 December	888.2	778.1	9.0	−84.2	897.3	693.9
Balance sheet value = market value on 1 January	**5 110.3**	**5 016.3**	**75.2**	**61.0**	**5 185.5**	**5 077.3**
Balance sheet value = market value on 31 December	**5 132.7**	**5 110.3**	**32.4**	**75.2**	**5 165.1**	**5 185.5**
of which pledged or subject	3 956.1	3 884.5	0.0	0.0	3 956.1	3 884.5
to restricted disposability	77.1%	76.0%	0.0%	0.0%	76.6%	74.9%

The value-enhancing investments relate to the investment properties Freiburgstrasse 130, Bern (CHF 9.3 million), Richti site, Wallisellen (CHF 4.8 million), Toni site, Zurich (CHF 2.1 million), Vulkanstrasse 106, Zurich (CHF 1.3 million) and miscellaneous other investment properties (CHF 23.4 million). In total, CHF 29.2 million of the investments has an effect on liquidity.

4.2 Development properties

	Development reserves		Buildings under construction		Completed properties		Development properties	
CHF million	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024
As at 1 January	451.0	439.4	50.5	32.3	0.0	0.0	501.5	471.7
Purchases	35.9	7.2	0.0	0.0	0.0	0.0	35.9	7.2
From construction activity/development	5.9	8.9	47.8	11.9	0.0	0.0	53.7	20.8
Earnings from sales Development	0.0	0.0	21.2	11.3	0.0	0.0	21.2	11.3
Impairment	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Disposals/offsetting prepayments	−3.4	0.0	−108.9	−9.5	0.0	0.0	−112.3	−9.5
Reclassifications	−2.6	−4.5	80.3	4.5	0.0	0.0	77.7	0.0
As at 31 December = balance sheet value	**486.8**	**451.0**	**90.8**	**50.5**	**0.0**	**0.0**	**577.6**	**501.5**
of which pledged or subject to restricted disposability	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

The additions of development reserves relate to additional prepayments for existing properties in Western Switzerland, as well as the acquisition of a new development plot at Geissacher in Zumikon.

The reclassification concerns the projects Eggen in Lucerne and Strubenacher Living in Zumikon from development reserves to buildings under construction and Baarermatte in Baar from investment properties to buildings under construction, as well as Soodmattenstrasse 8/10 in Adliswil from investment properties to development reserves. The rest of the changes are in line with the normal progress of the projects shown in the balance sheet at their various stages.

The disposal relates to the sale of the development reserve at Spiserstrasse 15 in Zurich.

In the case of buildings under construction, the CHF 108.9 million relates to prepayments that were offset for notarised units from the ongoing and completed projects in Geneva, Grand-Lancy, Lucerne, Zumikon and Zurich.

As at 31 December 2025, the composition of the balance sheet position of development properties was as follows:

Location	Properties	Acquisition/ projectstart	Site area in m²	Register of suspected contaminated sites	Book value in CHF million²	Estimated investment volume CHF million¹	Project status	Expected completion
Development reserves								
Adliswil	Soodmattenstrasse 8/10	2017	10 043	no	49.5	75.0	in planning	open
Chavannes-près-Renens	Av. de la Gare 84 bis / Route de la Maladière	2021	33 111	no	126.1	341.0	in planning	open
Confignon	Route de Base / Ch. des Charrotons 25 / Ch. des Grands-Champs 23	2021	6 231	no	21.0	61.0	in planning	open
Geneva	Ch. Dr-J-L-Prévost 3	2021	1 186	no	7.7	30.0	in planning	open
Geneva	Ch. Buisson 6	2021	480	no	3.2	4.0	in planning	open
Geneva	Ch. Mestrezat 5A, 5B et 7	2021	3 762	no	22.0	40.0	in planning	open
Geneva	Av. de Joli-Mont 2 / Av. Louis-Casaï 12 / Av. de Riant-Parc	2021	2 038	no	14.5	29.0	in planning	open
Geneva	Av. Louis-Casaï 62	2023	1 932	no	2.3	23.0	in planning	open
Nyon	Route des Tattes d'Oie 83 et 91	2021	6 093	yes	10.1	42.0	in planning	open
Riehen	Inzlingerstrasse	2019	10 883	no	21.4	62.0	in planning	open
Sunikon-Steinmaur	Hohlgasse 7	2022	4 916	no	13.2	51.0	in planning	open
Veyrier	Pré des Dames	2021	15 441	no	21.0	92.0	in planning	open
Winterthur	Vitus-Areal	2023	75 000	yes	97.4	535.0	in planning	open
Zumikon	Geissacher	2025	5 500	no	35.9	85.0	in planning	open
Zurich	Badenerstrasse 501–505	2020	1 739	no	34.3	65.0	in planning	open
Zurich	Hauserstrasse	2019	1 341	no	7.2	11.0	in planning	open
Total development reserves					**486.8**	**1 546.0**		
Buildings under construction								
Baar	Baarermatte	2002	10 625	no	36.2	130.0	in progress	2028
Grand-Lancy	Av. du Curé-Baud 22	2021	1 040	no	5.4	12.0	in progress	2026
Lucerne	Eggen	2018	8 386	no	41.6	93.0	in progress	2027
Zumikon	Strubenacher	2019	4 569	no	14.3	42.0	in progress	2027
Zurich	Spiserstrasse	2018/2019	3 066	no	−6.7	74.4	in progress	2026
Total buildings under construction					**90.8**	**351.4**		
Completed properties					–	–		
Total completed properties					–	–		
Total development properties					**577.6**	**1 897.4**		

1 Land and building costs
2 Book value includes acquisition costs for the land 100% owned by Allreal, as well as accrued project costs of third parties offset against prepayments for the notarised units

Baarermatte, Baar

New build of four residential buildings with 104 condominiums and 6 studios. The project comprises covers floor space of 12,406 m² certified to the SNBS Gold standard. It is being built by the Realisation division and is scheduled for completion in 2028. As at 31 December 2025, marketing had not yet started.

Avenue du Curé-Baud, Grand-Lancy

New-build of 13 condominiums and 11 underground parking spaces. The project covers floor space (100% residential) of 1,373 m² certified to the Haut Standard Energétique standard. It is being built by the Realisation division and is scheduled for completion in 2026. As at 31 December 2025, all 13 residential units had been notarised.

Panorama Eggen, Lucerne

Construction of a new residential complex with 73 condominiums and 71 underground parking spaces. The project covers 7,849 m^2 in residential space and is certified to the Minergie-ECO standard. It is being built by the Realisation division and is scheduled for completion in 2027. As at 31 December 2025, 30 of the 73 residential units had been notarised.

Strubenacher Living, Zumikon

New-build of 19 terraced houses and 38 underground parking spaces. The project covers 3,356 m^2 in residential space and is certified to the Minergie-ECO standard. It is being built by the Realisation division and is scheduled for completion in 2027. As at 31 December 2025, 7 of the 19 residential units had been notarised.

Spiserstrasse, Zurich

Construction of a new residential complex with 57 condominiums, 6 townhouses and 35 underground parking spaces. The project covers 6406 m^2 in residential space. It is being built by the Realisation division and is scheduled for completion in the second half of 2025. As at 31 December 2025, all but one of the 63 residential units had been notarised.

4.3 Investment properties held for sale

CHF million	**31.12.2025**	31.12.2024
Investment properties held for sale	101.9	10.5
Investment properties held for sale	**101.9**	**10.5**

This item includes the properties at Avenue Industrielle 18 and Rue Daniel-Gevril 10 in Carouge, Rue Jean-Jaquet 3 and Rue du Grand-Pré 57 in Geneva, and Chemin de la Traille 21/25/35 and Route de Loëx 51 in Onex, for which the sale was notarised on 18 December 2025. Transfer of ownership took place in February 2026.

4.4 Other property, plant and equipment

	Tenant fit-out		Other		Total	
CHF million	**2025**	2024	**2025**	2024	**2025**	2024
Acquisition costs						
As at 1 January	10.2	10.2	21.3	18.5	31.5	28.7
Additions	0.2	0.0	0.0	3.2	0.2	3.2
Change in scope of consolidation	0.0	0.0	0.0	0.0	0.0	0.0
Disposals	0.0	0.0	−0.2	−0.4	−0.2	−0.4
Reclassification	0.0	0.0	−7.9	0.0	−7.9	0.0
As at 31 December	10.4	10.2	13.2	21.3	23.6	31.5
Accumulated depreciation						
As at 1 January	4.6	3.6	9.6	8.4	14.2	12.0
Additions	1.1	1.0	0.5	1.3	1.6	2.3
Disposals	0.0	0.0	0.0	−0.1	0.0	−0.1
Reclassification	0.0	0.0	−0.7	0.0	−0.7	0.0
As at 31 December	5.7	4.6	9.4	9.6	15.1	14.2
Book value as at 31 December	**4.7**	**5.6**	**3.8**	**11.7**	**8.5**	**17.3**
of which pledged or subject to restricted disposability	0.0	0.0	0.0	0.0	0.0	0.0

The tenant fit-out costs refer to the business premises at the site at Lindbergh-Allee 1, Opfikon. The leases for the other sites, with annual rents of CHF 0.4 million, have fixed terms, the longest of which runs until December 2031.

As at the balance sheet date, the book value of other property, plant and equipment includes photovoltaic installations under construction (CHF 2.6 million) and electric vehicle charging stations (CHF 0.7 million) in investment properties, as well as IT equipment (CHF 0.2 million) and vehicles used by the company and other property, plant and equipment (CHF 0.3 million). The reclassification relates to photovoltaic installations that were allocated to the relevant investment properties upon completion.

4.5 Financial assets

CHF million	**31.12.2025**	31.12.2024
Prefinancing of tenant fit-outs	93.3	90.2
Financial assets	**93.3**	**90.2**

In the Real Estate segment, Allreal provided tenants with prefinancing of costs for interior fit-outs of business and commercial premises which will be repaid in full by the tenants over the term of their leases on an annuity basis and consequently are not subject to scheduled depreciation. Final maturities for repayment of the prefinanced tenant fit-outs run until 2042, with interest rates at 1.00 to 5.55%, depending on the individual contractual arrangements. The Canton of Zurich as a counterparty accounts for the largest individual item for tenant fit-outs on the Toni site, Zurich (CHF 61.8 million) (31.12.2024: CHF 68.8 million).

As at the balance sheet date, the prefinanced tenant fit-outs break down as follows:

CHF million	**2025**	2024
Acquisition costs		
As at 1 January	91.9	93.6
Additions	17.3	12.5
Disposals	−14.1	−14.2
As at 31 December	95.1	91.9
Accumulated depreciation		
As at 1 January	1.7	1.7
Additions	0.1	0.0
Disposals	0.0	0.0
As at 31 December	1.8	1.7
Book value as at 31 December	**93.3**	**90.2**

4.6 Intangible assets

CHF million	**2025**	2024
Acquisition costs		
As at 1 January	2.3	2.1
Additions	0.2	0.2
Disposals	0.0	0.0
Reclassification	0.0	0.0
As at 31 December	2.5	2.3
Accumulated depreciation		
As at 1 January	2.1	2.0
Additions	0.1	0.1
Disposals	0.0	0.0
Reclassification	0.0	0.0
As at 31 December	2.2	2.1
Book value as at 31 December	**0.3**	**0.2**

4.7 Trade receivables

CHF million	31.12.2025	31.12.2024
Receivables Development & Realisation segment	5.2	32.8
Order balances Development & Realisation segment	17.0	13.1
Advance payments for development properties	5.0	0.0
Receivables Real Estate segment	2.5	10.7
Trade receivables	**29.7**	**56.6**

Prepayments for development properties relate to advance payments made in connection with the notarisation of Köschenrüti site in Zurich Seebach.

The maturities structure for the non-value-adjusted receivables of Development & Realisation was as follows as at 31 December:

CHF million	2025	2024
Not due	0.3	29.4
Overdue by up to 30 days	4.3	2.4
Overdue by between 31 and 60 days	0.4	0.3
Overdue by between 61 and 120 days	0.0	0.0
Overdue by more than 120 days	0.2	0.7
Receivables Development & Realisation segment	**5.2**	**32.8**

The stated values of the order balances are after deduction of prepayments made for each project which as at 31 December is under construction for third parties and has not yet been billed and paid.

CHF Mio.	2025	2024
Contract costs incurred	255.4	202.8
Fee income booked	37.6	18.8
Gains and losses booked	−0.1	1.7
Services provided	292.9	223.3
Less prepayments received	−323.3	−256.5
Total project balances	**−30.4**	**−33.2**
of which with credit balance (recognised as trade receivables)	17.0	13.1
of which with debt balance (recognised as trade payables)	−47.4	−46.4

4.8 Other receivables

CHF million	31.12.2025	31.12.2024
Prepaid expenses and accrued income	12.3	8.3
Receivables arising from WIR balances	0.0	0.1
Receivables arising from value-added tax	0.4	0.1
Diverse other receivables	3.8	4.3
Other receivables	**16.5**	**12.8**

4.9 Cash

Of the cash amounting to CHF 5.4 million (31.12.2024: CHF 4.3 million), CHF 2.5 million is freely disposable in the form of current account balances and CHF 2.9 million can only be used for certain third-party construction projects of the Realisation division.

4.10 Share capital

As at the balance sheet date, the share capital of Allreal Holding AG comprises 16,592,821 registered shares with a par value of CHF 1.00 each. Each share carries one vote and confers entitlement to attend the annual general meeting if entered in the share register.

Shareholdings developed as follows:

Number of shares	Shares issued	Treasury shares	Outstanding shares
2024			
As at 1 January	16 592 821	82 549	16 510 272
Purchase of treasury shares		11	
Sale of treasury shares		–227	
Share-based remuneration		–735	
As at 31 December	**16 592 821**	**81 598**	**16 511 223**
2025			
As at 1 January	16 592 821	81 598	16 511 223
Purchase of treasury shares		–	
Sale of treasury shares		–	
Share-based remuneration		–3 279	
As at 31 December	**16 592 821**	**78 319**	**16 514 502**

The average purchase price per treasury share stands at CHF 181.24 (31.12.2024: CHF 181.24).

On 21 April 2023, the annual general meeting approved the introduction of a capital range. Within the capital band, the Board of Directors is authorised to increase the share capital one or more times and by any amount up to a maximum of CHF 18,252,103 at any time up to 21 April 2028, or the expiry of the capital band if earlier, by issuing up to 1,659,282 fully paid-up registered shares with a par value of CHF 1.00 each and/or to reduce it down to a minimum of CHF 15,763,180 by eliminating up to 829,641 fully paid-up registered shares with a par value of CHF 1.00 each. Capital reductions may be conducted by either reducing the par value of the shares or eliminating shares, or a combination of both.

The Board of Directors will propose to the Allreal Holding AG annual general meeting of 17 April 2026 a stable distribution of CHF 7.00 per share, corresponding to a maximum total amount of CHF 116.1 million. Of this amount, CHF 3.50 per share is deemed to be repayment of reserves from contribution of capital and CHF 3.50 per share is deemed to be a dividend. In 2025, CHF 115.6 million was distributed to shareholders through repayments of reserves from contribution of capital of CHF 3.50 per share and as a dividend of CHF 3.50 per share (CHF 7.00 per share).

4.11 Borrowings
Maturity of liabilities at nominal values

CHF million	< 1 year	1–3 years	3–5 years	> 5 years	Total
As at 31.12.2024					
Borrowings	655.4	484.9	794.7	767.6	2 702.7
Total in %	**24.3**	**17.9**	**29.4**	**28.4**	**100.0**
As at 31.12.2025					
Borrowings	591.4	841.6	519.3	725.0	2 677.4
Total in %	**22.1**	**31.4**	**19.4**	**27.1**	**100.0**

The financial debt consists of loans secured by mortgage (fixed advances and fixed-rate mortgages) and of bond issues. The bank loans in the form of fixed advances are extended on a revolving basis.

Bond issues with a total nominal value of CHF 1441.3 million (31.12.2024: CHF 1306.2 million) and a book value of CHF 1438.9 million (31.12.2024: CHF 1304.5 million) are recognised under borrowings. CHF 0.5 million was spent on the amortisation of the issuing costs in the reporting period.

4.12 Long-term provisions
The provisions for construction guarantees cover risks arising from current or completed projects of the Realisation division. The other provisions comprise possible outflows of funds arising from pending litigation.

Short-term provisions

	Construction guarantees		Other		Total	
CHF million	**2025**	2024	**2025**	2024	**2025**	2024
As at 1 January	0.5	0.3	1.4	1.4	1.9	1.7
Allocation	1.1	0.9	0.0	0.0	1.1	0.9
Utilisation	−0.9	−0.3	0.0	0.0	−0.9	−0.3
Write-back	0.0	−0.4	0.0	0.0	0.0	−0.4
Reclassification	1.4	0.0	−1.4	0.0	0.0	0.0
As at 31 December	**2.1**	**0.5**	**0.0**	**1.4**	**2.1**	**1.9**

Long-term provisions

	Construction guarantees		Other		Total	
CHF million	**2025**	2024	**2025**	2024	**2025**	2024
As at 1 January	0.8	0.9	0.0	0.0	0.8	0.9
Allocation	0.1	0.0	0.0	0.0	0.1	0.0
Utilisation	0.0	0.0	0.0	0.0	0.0	0.0
Write-back	0.0	−0.1	0.0	0.0	0.0	−0.1
As at 31 December	**0.9**	**0.8**	**0.0**	**0.0**	**0.9**	**0.8**

4.13 Trade payables

CHF million	31.12.2025	31.12.2024
Payables Development & Realisation segment	11.2	13.7
Order balances Development & Realisation segment	47.4	46.4
Payables Real estate segment	1.5	7.0
Trade payables	**60.1**	**67.1**

4.14 Other current liabilities

CHF million	31.12.2025	31.12.2024
Accrued expenses and prepaid income	31.7	32.8
Prepayments for development properties	0.1	0.0
Accrual of staff holiday entitlements	1.0	0.8
Other liabilities	6.0	5.2
Other current liabilities	**38.8**	**38.8**

As at the balance sheet date, all holiday entitlement not yet utilised by employees is evaluated on the basis of individual rates of pay and is recognised as an accrual in the consolidated financial statements. As at 31 December 2025, accruals stood at CHF 1.0 million (31.12.2024: CHF 0.8 million).

Accrued expenses and prepaid income essentially comprise accrued interest expenses arising from financial liabilities, real estate expenses or operating expenses not yet settled and remuneration not yet paid to the Board of Directors and Group Management.

5. Additional information

5.1 Taxes

5.1.1 Tax expense

In the income statement, the tax expense for 2025 and 2024 breaks down as follows:

CHF million	2025	2024
Income taxes	−14.7	−13.2
Property gains taxes	−6.0	−5.2
Total current taxes on business activities	**−20.7**	**−18.4**
Deferred taxes on revaluation	−27.8	−32.6
Other deferred taxes	−9.8	−13.8
Total deferred taxes on business activities	**−37.6**	**−46.4**
Total tax expense	**−58.3**	**−64.8**

In the Development & Realisation segment, expenses for property gains taxes are contingent on the time of sale of development properties; in the Real Estate segment, they are contingent on sales from the portfolio. These property taxes are incurred on an irregular basis accordingly.

5.1.2 Deferred tax liabilities and assets

The deferred tax liabilities from the provision for deferred taxes reported under long-term liabilities break down as follows:

CHF million	31.12.2025	31.12.2024
From higher valuation of investment properties	276.7	258.0
From temporary valuation differences on investment properties	185.3	166.8
From temporary valuation differences on other balance sheet items	–1.6	–1.6
From recognition of bond issues	0.5	0.3
Provisions for deferred tax	**460.9**	**423.5**

The deferred tax liabilities in connection with the higher valuation of investment properties are based on a tax rate of up to 28% (2024: 39%) and assume a 20-year holding period or the effective holding period if this period exceeds 20 years.

Valuation differences on write-downs on investment properties in the Canton of Zurich and on other balance sheet positions are calculated at a rate of 18%–19% (2024: 18–19%). A tax rate of up to 21% was applied to valuation differences on write-downs on investment properties outside the Canton of Zurich (2024: up to 21%).

Deferred tax assets comprise the following positions:

CHF million	31.12.2025	31.12.2024
From tax loss carry-forwards	0.5	0.8
From temporary valuation differences on other balance shee items	0.0	0.0
Deferred tax assets	**0.5**	**0.8**

5.1.3 Reconciliation

The following table shows the reconciliation between the theoretical tax rates applicable to the Group and the effective taxes:

CHF million	2025	2024
Net profit before tax	277.6	276.2
Reference tax rate in percentage	20.0	20.0
Expected tax expense at the reference tax rate	55.5	55.2
Tax rates that differ from the reference tax rate and tax rate changes	6.6	12.7
Deferred taxes (credited)/debited for previous years	–3.8	–3.1
Effective tax expense	**58.3**	**64.8**

The reference tax rate used is the sum total of the national, cantonal and municipal income tax rates which are applied on average.

Income subject to a lower tax rate factors in that a number of the Group companies are domiciled, or an investment property is situated, at a location where the total tax burden is lower than the reference tax rate.

Income subject to a higher tax rate factors in that gains on real estate subject to property gains tax are taxed at total tax rates of up to 40%. In particular, this relates to gains taxed in connection with the invoicing of completed projects in the Development & Realisation segment or from the sale of investment properties in the

Real Estate segment. The higher tax rate is also applied when determining deferred taxes on revaluation, as well as for properties located where tax rates are higher.

5.2 Capital commitments, contingent liabilities and legal disputes

CHF million	31.12.2025	31.12.2024
Purchase commitments	228.4	22.0
Guarantees and sureties	0.0	0.0

The purchase commitments are related to contractual agreements for the acquisition of investment and development properties. The utilisation of the obligation is dependent on the fulfilment of the conditions agreed with the counterparties. CHF 204.3 million of the purchase commitments concern events after the balance sheet date (see 5.6).

As in the previous year, there are no guarantees or sureties in favour of third parties. Beyond this, in the individual financial statement, Allreal Holding AG has issued guarantees and sureties amounting to an additional CHF 49.4 million in connection with guarantees with third parties on behalf of individual subsidiaries (2024: CHF 61.2 million).

5.3 Assets pledged as security for own liabilities

CHF million	31.12.2025	31.12.2024
Investment properties	5 267.0	5 185.4
Development properties	577.6	501.5
Total assets affected	**5 844.6**	**5 686.9**
of which pledged or subject to restricted disposability	3 956.1	3 937.1
of which actually utilised (long-term borrowings)	1 185.5	1 355.7

5.4 Finance, capital and risk management

5.4.1 Management of financing and capital

Investment and financing guidelines are in place which define Allreal Group's maximum amount of external debt. The share of consolidated equity must be over 35% on the balance sheet date, net gearing must not exceed 150%, the interest coverage ratio must not fall below 2.0 and the investment and development properties' balance sheet positions may only be refinanced with a maximum of 70% interest-bearing borrowings.

The Audit and Risk Committee regularly reviews the capital structure and monitors in particular compliance with the limits set out in the investment and financing guidelines. Capital management encompasses both equity capital and interest-bearing borrowings (net financial debt).

The contractual terms agreed with lenders regarding minimum capitalisation (financial covenants) are identical to those laid down by the investment and financing guidelines. During the reporting period, they were complied with without exception and are as follows as at the balance sheet date:

Equity ratio

(equity as a percentage of total assets)

CHF million	31.12.2025	31.12.2024
Equity	2 745.3	2 641.0
Total assets	5 998.8	5 880.3
Equity ratio	**45.8%**	**44.9%**

Net gearing

(net financial debt as a percentage of consolidated equity)

CHF million	31.12.2025	31.12.2024
Borrowings	2 675.0	2 699.7
Cash	−5.4	−4.3
Net financial debt	**2 669.6**	**2 695.4**
Equity	**2 745.3**	**2 641.0**
Net gearing	**97.2%**	**102.1%**

Interest coverage ratio

(EBITDA excl. revaluation gains divided by net financial expense)

CHF million	31.12.2025	31.12.2024
EBITDA excl. revaluation gains	185.5	192.3
Net financial expense	31.2	35.0
Interest coverage ratio	**6.0**	**5.5**

Refinancing of properties

(Borrowings as a percentage of the book value of investment and development properties)

CHF million	31.12.2025	31.12.2024
Long-term borrowings	**2 675.0**	**2 699.7**
Investment properties	5 267.0	5 185.4
Development properties	577.6	501.5
Total properties	**5 844.6**	**5 686.9**
Refinancing of properties	**45.8%**	**47.5%**

If the financial covenants are not complied with, the lenders are in some cases contractually entitled to raise the margins for financing, introduce amortisation obligations or demand full repayment of loans.

5.4.2 Financial risk management

Allreal Group is exposed to various financial risks stemming from the market, changes in interest rates, receivables, refinancing and liquidity. Risk management is conducted in compliance with the investment and financing guidelines.

Interest rate risks

As at 31 December 2025, fixed advances amounting to CHF 365.1 million (13.7% of all financial liabilities) are in place.

The average interest rate of all financial liabilities as at 31 December 2025 is 1.13% (31.12.2024: 1.25%).

The average interest lock-in period for all financial liabilities as at 31 December 2025 is 39 months (31.12.2024: 40 months).

For the purposes of a sensitivity analysis, it was assumed that all balance sheet positions as at 31 December were in place on the same scale for a whole year and that the interest rate level changes by one percentage point at the beginning of the period. This would mean that net profit before tax would rise by CHF 3.7 million if interest rates fell by 1%, and fall by the same amount if interest rates rose by 1% (2024: CHF 4.4 million / CHF –4.4 million).

Credit risks

At CHF 1.8 million, the maximum default risk relating to cash is lower than the book value of CHF 5.4 million, since waiver of the right to offset credit balance against liabilities was contractually excluded with a number of lending banks.

On the balance sheet date, long-term borrowings (excluding bond issues) existed at nominal values towards the following Swiss counterparties:

Counterparty		**2025**		2024
CHF million	**Amount**	**Share in %**	Amount	Share in %
Swiss cantonal banks	713.5	57.7	844.2	60.4
Swiss big banks	182.0	14.7	267.5	19.2
Other Swiss banks	115.6	9.4	79.7	5.7
Swiss insurance companies	127.0	10.3	127.0	9.1
Swiss pension funds	98.0	7.9	78.0	5.6
Total	**1 236.1**	**100.0**	**1 396.4**	**100.0**

The guarantees and sureties issued in favour of banks in connection with financing transactions are not likely to give rise to any additional charges greater than the recognised long-term borrowings from lenders.

Refinancing and liquidity risk

Under the financial covenants, Allreal has the option of taking out around CHF 1.4 billion in new borrowings before new equity is required. There are unutilised immediately callable credit limits in an amount of CHF 522 million granted by banks; these were not used as at the balance sheet date.

5.4.3 Market valuation of financial assets and liabilities

Financial assets and borrowings are recognised at amortised costs using the amortised cost method.

With the exception of the borrowings shown below, it can be assumed that the book values of the financial assets and the other financial liabilities correspond to market values.

CHF million	Effective interest	Issue amount	Nominal value	**Book value as at 31.12.2025**	**Fair value as at 31.12.2025**	Book value as at 31.12.2024	Fair value as at 31.12.2024
0.6% bond issue 2019–15.07.2030	0.66%	250.0	242.6	242.0	238.6	241.8	237.7
0.4% bond issue 2019–26.09.2029	0.43%	200.0	181.7	181.5	178.4	181.4	177.2
0.7% bond issue 2020–22.09.2028	0.73%	175.0	175.0	174.8	174.3	174.8	174.0
0.875% bond issue 2017–30.03.2027	0.86%	160.0	158.6	158.6	158.9	158.7	159.3
0.75% bond issue 2017–19.06.2026	0.76%	150.0	148.3	148.3	148.6	148.3	148.5
1.375% bond issue 2015–31.03.2025	1.32%	100.0	100.0	–	–	100.0	100.1
1.04% bond issue 2025–27.10.2031	1.10%	110.0	110.0	109.7	109.3	–	–
1.375% bond issue 2025–29.04.2032	1.43%	125.0	125.0	124.5	125.9	–	–
2.1% bond issue 2024–04.04.2031	2.13%	150.0	150.0	149.8	157.6	149.8	158.4
3.0% bond issue 2023–19.04.2028	3.05%	150.0	150.0	149.8	157.7	149.7	160.5
Fixed-rate mortgages	–	–	871.0	871.0	876.3	951.0	964.5

The market values of the fixed-rate mortgages are determined using the CHF interest rates current as at 31 December 2025 for the respective terms plus a credit margin of 0.50% (2024: 0.50%).

5.5 Transactions with related parties

The Board of Directors, Group Management and the Allreal pension fund are deemed to be related parties. The remuneration of the Board of Directors and Group Management, as well as their indirect investment in Allreal Holding AG, can be found in the compensation report.

In the reporting period and in the previous year, no loans, credits or sureties were granted to members of the Board of Directors and Group Management or parties related to them, nor to former members of these bodies.

MLL Legal AG is a tenant of office space in the commercial properties at Schiffbaustrasse 2 and Hardstrasse 319 (Escher-Wyss site) in Zurich on market terms. The annual rent is CHF 1.61 million, which is usual for the market.

Allreal signed a total contractor agreement with WBZ Immobilien AG in the reporting year concerning the planning and realisation of three blocks in Brüttisellen on market terms. The shares of WBZ Immobilien AG are fully owned by PMT Swiss Real Estate Limited Qualified Investor Fund. PCS Holding AG, whose Chair is Peter Spuhler and in which Andrea Sieber is a member of the Board of Directors, owns around 82% of the shares (no voting rights) of PMT Swiss Real Estate Limited Qualified Investor Fund. Neither Peter Spuhler nor Andrea Sieber were involved or included in the negotiations and decisions for Allreal. In addition, the contract for the civil engineering work in this project was awarded to Barizzi AG, whose owner and Chair of the Board of Directors is Daniela Spuhler-Hofmann, wife of Peter Spuhler. This contract was awarded by Allreal at market prices and without the involvement or inclusion of either Peter Spuhler or Andrea Sieber. In the reporting period, income from Realisation connected to this project amounted to CHF 17.9 million.

At Spiserstrasse in Zurich Albisrieden, Allreal realised a project with 63 condominiums. Stefan Dambacher purchased one of these apartments from Allreal for CHF 1.8 million, in line with the arm's length principle.

There are no other business relationships between Allreal and members of the Board of Directors.

5.6 Events after the balance sheet date

The following events were recorded in the period from 31 December 2025 to 20 February 2026:

On 5 January 2026, a 2,600 m² plot with attractive development potential in Zumikon was acquired through a transfer of ownership. In addition, another development plot in Zurich Seebach spanning 7,800 m² will be transferred in February 2026. Furthermore, a commercial property on Rue du Gran-Pré in Geneva was acquired, with ownership being transferred on 13 February 2026. The total purchase price for these transactions was CHF 185 million.

In Geneva, various residential properties were sold to private investors. Transfer of ownership took place in February 2026. The relevant balance sheet value of the residential properties amounts to CHF 101.9 million.

In addition, no further events took place which would require any adjustments to the book values of the assets and liabilities or which would need to be disclosed here.

Information on the real estate portfolio

In terms of individual regions and property types, the breakdown of acquisition costs and market values of the investment properties as at 31 December was as follows:

	Acquisition costs		Market value		Change in market value[1]	
CHF million	**2025**	2024	**2025**	2024	**2025**	2024
City of Zurich	295.0	294.4	590.8	559.4	30.8	47.6
Rest of Canton Zurich	372.1	368.2	750.3	710.1	36.3	59.3
Lake Geneva	480.1	445.6	429.2	381.5	10.9	−33.9
Other regions	4.2	4.2	3.0	3.3	−0.4	−0.6
Residential properties	**1 151.4**	**1 112.4**	**1 773.3**	**1 654.3**	**77.6**	**72.4**
City of Zurich	1 715.4	1 707.5	2 194.1	2 133.3	53.6	79.8
Rest of Canton Zurich	964.2	1 040.3	897.6	955.9	−10.8	−30.2
Lake Geneva	304.4	303.7	223.0	224.2	−1.8	6.2
Other regions	234.6	168.5	146.6	142.5	−1.8	−7.8
Commercial properties	**3 218.6**	**3 220.0**	**3 461.3**	**3 455.9**	**39.2**	**48.0**
City of Zurich	21.4	14.7	29.7	16.2	6.8	1.8
Rest of Canton Zurich	0.0	0.0	0.0	0.0	0.0	0.0
Lake Geneva	0.0	21.6	0.0	24.9	0.9	−1.8
Other regions	2.3	121.6	2.7	34.1	0.5	0.9
Investment properties under construction	**23.7**	**157.9**	**32.4**	**75.2**	**8.2**	**0.9**

1 From revaluation in comparison with previous year

Costs incurred in connection with the acquisition (purchase price, notary's fees, property transaction costs, commission payments) are recognised under acquisition costs, as are the actual production costs of the additions from construction activity and value-enhancing investments and total renewals.

The revaluation of the investment properties is based on the valuation conducted on 31 December by the external valuation expert using the discounted cash flow method (see pages 197 to 202 of the Annual Report).

The valuation process involves the external valuation expert inspecting each property at least once every three years, as well as after additional acquisitions or on completion of major alterations. The valuation expert calculates the payment flows on the basis of the rent rolls provided by Allreal (cut-off date 1 January of the following year), all commercial leases, detailed budgets and medium-term planning per property, as well as planned and executed investment projects. From these parameters, the valuation expert infers his view of the contractual market rents achievable on a sustainable basis and the future real estate expenses. The results of the valuation are discussed with Group Management, which assesses their plausibility.

As in the previous year, Wüest Partner AG acts as the external valuation expert on a contract basis. There are no further business connections or investments between Allreal and the external valuation expert.

The valuation of the investment properties as at 31 December 2025 was based on the following rent bandwidths for the various regions and types of properties:

	Residential properties				Commercial properties			
	Contractual rents		Market rents		Contractual rents		Market rents	
CHF per m² and year	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
City of Zurich	160	670	270	745	110	760	120	665
Rest of Canton Zurich	70	380	170	370	100	400	120	310
Lake Geneva	130	700	275	830	245	480	250	415
Other regions	180	310	220	320	185	335	174	320
All regions	**70**	**700**	**170**	**830**	**100**	**760**	**120**	**665**

A 5% increase or reduction in the market rents (serving as a basis of the valuations) of all investment properties would result in an increase or reduction in value of CHF 390.9 million (2024: CHF 294.9 million).

On the basis of a sensitivity analysis of investment properties with a market value of CHF 5267.0 million on the balance sheet date (31.12.2024: CHF 5185.5 million), an isolated change in discount and capitalisation rates by 30 basis points would lead to an increase or decrease in value of CHF 641.0 million or CHF 513.2 million, respectively (31.12.2024: CHF 604.5 million/CHF 488.7 million). The bandwidths for the capitalisation and discount rates used in the sensitivity analysis range between 1.80% and 2.35% in the case of residential properties and between 2.80% and 2.95% in the case of commercial properties for lower interest rates, and between 2.20% and 2.50% in the case of residential properties and between 4.30% and 5.10% in the case of commercial properties for higher interest rates.

Leasehold properties

Location	Address	Length of agreement	Ground rent p. a. CHF million
Zürich	Kreuzstrasse 5	20 October 2086	–
Bern	Freiburgstrasse 130[1]	31 December 2052	1.1
Bern	Freiburgstrasse 130[1]	31 December 2064	0.2

1 indexed

Future ground rents, regardless of indexing, will fall due as follows:

CHF million	2025	2024
Ground rents up to 1 year	1.3	1.3
Ground rents from 2–5 years	5.2	5.2
Ground rents after 5 years	31.1	32.4
Total future ground rents	**37.6**	**38.9**

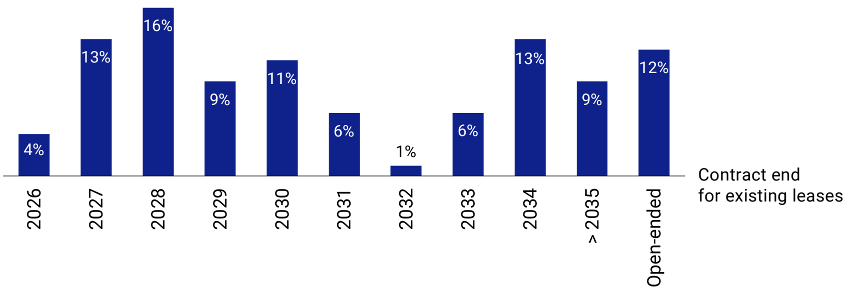
Largest tenants, commercial properties

Share in total rental income from commercial properties:

CHF million	2025	2024
Canton of Zurich	16%	15%
Allianz Suisse Insurance Company Ltd	6%	6%
Everllence Schweiz AG	5%	5%
Generali Switzerland	5%	4%
La Prairie Group AG	3%	3%
Total	**35%**	**33%**

The five largest tenants' share of total rental income from all investment properties (residential and commercial) in 2025 amounts to around 25% (Canton of Zurich 12%, Allianz Suisse Insurance Company Ltd 4%, Everllence 4%, Generali Switzerland 3% and La Prairie Group 2%).

Maturity profile of commercial property leases
as a percentage of outstanding rental income (CHF million – rounded)



The weighted remaining term of fixed-term leases for commercial properties is 5.0 years (31.12.2024: 5.1 years) and takes into account the earliest possible date that the tenant can terminate their contract.

Future income from fixed-term contracts

As a result of fixed-term rental contracts on investment properties, the following nominal rental income will accrue in future:

CHF million	2025	2024
Residential properties		
Rental income up to 1 year	4.7	3.0
Rental income from 2–5 years	7.5	9.2
Rental income after 5 years	1.0	2.1
Total future rental income from fixed-term contracts	13.2	**14.3**
Commercial properties		
Rental income up to 1 year	136.2	127.0
Rental income from 2–5 years	397.8	395.3
Rental income after 5 years	193.1	246.8
Total future rental income from fixed-term contracts	727.1	**769.1**
Total future rental income from fixed-term contracts investment properties	740.3	**783.4**

95.1% of all rental income for commercial space is indexed, i.e. rents are adjusted for inflation in accordance with the Swiss Consumer Price Index (CPI) (2024: 95.6%).

75.8% of rental contracts for residential space are for an unlimited term (2024: 77.4%). The weighted remaining term of fixed-term rental contracts for residential property is 3.0 years (31.12.2024: 3.3 years). Rental prices are based, among other factors, on the development of the mortgage reference rate calculated quarterly by the Swiss National Bank and last published on 1 September 2025, when it was cut to 1.25%.

As at 31 December 2025, 71.6% of all rental contracts contained index clauses, corresponding to a target rental income of CHF 149.3 million (2024: 71.4%, CHF 150.7 million).

Investment properties under construction as at 31 December 2025

Location	Property	Acquisition/ project start	Area of property in m²	Register of suspected contami-nated sites	Market value CHF million[1]	Estimated investment volume CHF million[2]	Target rental income on completion p.a. CHF million	Expected completion
Baar	Baarermatte	2025	7337	no	2.7	40.8	2.1	2028
Zurich	Renggerstrasse 3	2023	1389	no	29.7	25.7	0.8	2026
Total investment properties under construction					**32.4**	**66.5**	**2.9**	

1 As per valuation on 31.12.2025
2 Building and land costs

Baarermatte, Baar

New build of the commercial property with a mobility tower in a pioneering sustainability concept certified to the SNBS Gold standard. The amount of space available for rent totals more than 6,000 m². The project is being executed by the Realisation division and, upon completion in the second half of 2028, will be reported in the portfolio of investment properties. For the market valuation as at the balance sheet date, nominal discount and capitalisation rates of 4.33% and 3.30%, respectively, were applied.

The investment property under construction is 100% solely owned by Allreal.

Renggerstrasse 3, Zurich

Conversion of a commercial building into an apartment building consisting of 21 apartments, covering 1,591 m² of rentable space in total. The project is being executed by the Realisation division and, upon completion in the first half of 2026, will be reported in the portfolio of investment properties. For the market valuation as at the balance sheet date, nominal discount and capitalisation rates of 3.22% and 2.20% were applied (31.12.2024: 3.53%/2.25%).

The investment property under construction is 100% solely owned by Allreal.

Residential properties as at 31 December 2025

Location	Address	Ownership status[1]	Year acquired	Year of construction	Renovation[2]	Area of property in m²	Register of suspected contaminated sites	Sustainability label
City of Zurich								
Zurich	Grünhof-Areal[5]	SO	2002	1925	2019/2020 PR 2019–2021 TR	7 870	yes	Minergie[7]
Zurich	Hardturmstrasse 5	LO	2004	2014		2 651	no	Minergie
Zurich	Heerenwiesen 23–41 / Winterthurerstrasse 563 / Schürgistrasse 18/20	SO	2003	1996		11 616	no	
Zurich	Josefstrasse 137	SO	1999	1984		903	no	
Zurich	Neunbrunnenstrasse 47–53	SO	1993	2013		4 291	yes	Minergie
Zurich	Schiffbaustrasse 7	SO	2010	2016		1 610	no	Minergie
Zurich	Zollikerstrasse 185–187	SO	2008	1984	2017 PR	1 445	no	
Total City of Zurich						**30 386**		
Rest of Canton of Zurich								
Adliswil	Moosstrasse 1–13 / Grütstrasse 33–39	SO	2005	2011		13 901	no	Minergie
Bülach	Hohfuristrasse 7–11 / Unterweg 55–59 / Im Stumpen 2	SO	1999	1979	2013 TR	8 412	no	
Bülach	Fangletenstrasse 4–18	SO	2018	2018		11 018	no	Minergie-Eco
Fällanden	Unterdorfstrasse 2/4 / Unterdorfwäg 2–22	SO	2003	2008	2019–2022 PR	23 691	no	
Glattbrugg	Hohenstieglen 1–23, 2–16	SO	1999	1990	2017 PR	29 639	no	
Kloten	Schaffhauserstrasse 117/119	SO	2001	1992		3 643	no	
Schlieren	Limmataustrasse 2–8 / Limmatstrasse 9–11 / Engstringermatte	SO	1999	1984	2018 TR	8 907	no	
Schlieren	Schulstrasse 71–77 / Flöhrebenstrasse 6	LO	2002	1988		2 691	no	
Volketswil	Sunnebüelstrasse 1–17 / Ifangstrasse 12–20 / Neufund 1/3	SO	1999	1968	2002/2003 TR	20 110	no	
Wallisellen	Escherweg 2–6 / Favreweg 1–5 / Richtiarkade 13–15 / Richtiring 14–16 (Richti-Areal)	SO	2002	2014		8 242	no	Minergie
Total rest of Canton of Zurich						**130 254**		

1 SO = sole ownership; LO = leasehold owned 100% by Allreal
2 TR = total renovation; PR = partial renovation
3 Cumulative vacancy rate as a percentage of target rental income for 2025
4 As per valuation on 31 December 2025 (nominal rates)
5 Leasehold owned 100% by Allreal
6 The Grünhof site includes Ankerstrasse 23 and 27; Badenerstrasse 119, 123, 125 and 131; Feldgüetliweg 2; Grüngasse 31–43; and Köchlistrasse 14 and 20.
7 Only some parts of the Grünhof site have a Minergie certificate.

	Area of property in m²	1–1½-room apartments	2–2½-room apartments	3–3½-room apartments	4–4½-room apartments	≥ 5-room apartments	Total apartments	Other uses in m²	Target rental income in CHF million for 2025	Vacancy rate in %[3]	Discount/ capitalisation rate in %[4]
	11 555	6	36	52	36	3	133	2 761	6.0	1.1	3.24/2.22
	6 095	–	17	27	6	1	51	14	2.8	1.9	3.22/2.20
	7 782	8	12	25	29	6	80	2 846	2.6	0.9	3.53/2.50
	2 763	4	36	–	–	–	40	212	0.9	2.4	3.27/2.25
	4 640	–	–	14	21	5	40	–	1.6	0.1	3.22/2.20
	2 333	–	3	16	3	1	23	1 018	1.4	1.8	3.37/2.35
	1 656	2	2	4	4	2	14	100	0.7	1.1	3.22/2.20
	36 824	**20**	**106**	**138**	**99**	**18**	**381**	**6 951**	**16.0**	**1.2**	
	13 381	–	28	62	38	10	138	285	4.0	0.1	3.42/2.40
	3 850	–	8	17	18	6	49	101	1.0	0.8	3.47/2.45
	7 253	–	14	25	31	6	76	–	2.1	0.1	3.32/2.30
	14 903	–	20	41	56	22	139	2 882	4.4	0.3	3.53/2.50
	14 236	18	30	71	41	–	160	734	3.3	0.8	3.53/2.50
	2 091	–	4	–	10	4	18	201	0.6	1.1	3.53/2.50
	5 100	–	18	24	12	–	54	286	1.2	0.2	3.47/2.24
	3 332	–	–	24	16	–	40	294	0.8	1.0	3.53/2.50
	12 236	–	–	48	62	38	148	136	2.7	0.0	3.78/2.75
	12 659	1	18	75	22	2	118	1 201	4.2	0.3	3.42/2.40
	89 041	**19**	**140**	**387**	**306**	**88**	**940**	**6 120**	**24.3**	**0.3**	

Residential properties as at 31 December 2025

Location	Address	Ownership status[1]	Year acquired	Year of construction	Renovation[2]	Area of property in m²	Register of suspected contaminated sites	Sustainability label
Lake Geneva								
Bernex	Rue de Bernex 315-327	SO	2021	1964	2019 PR	5 713	no	
Carouge	Avenue Industrielle 18	SO	2021	1915	2020 PR	462	no	
Genf	Avenue de l'Amandolier 21	SO	2021	2025		1 664	no	HPE
Genf	Rue Edouard-Rod 10	SO	2021	2025		248	no	HPE
Carouge	Rue Daniel-Gevril 10 / Rue Saint-Nicolas-le-Vieux 9–11	SO	2021	1965	2013 PR	1 364	no	
Geneva	Rue Jean-Jaquet 3	SO	2021	1936	2015 PR	252	no	
Geneva	Rue de Zurich 1	SO	2021	1936	2018 TR	203	no	
Geneva	Rue de Zurich 3	SO	2021	1910	2021 PR	282	no	
Geneva	Rue de Zurich 3A/5/7	SO	2021	1952	2020 PR	1 154	no	
Geneva	Rue du Grand-Pré 57	SO	2021	1960	2020 PR	457	no	
Geneva	Rue de Vermont 32–40	SO	2021	1960	2020 PR	3 526	no	
Geneva	Rue Gustave-Muller-Brun 3	SO	2021	1937	2014 TR	375	no	
Geneva	Route de Frontenex 51	SO	2021	1970	2022 PR	639	no	
Gland	Chemin du Molard 10 / Allée Leotherius 2 / Allée Louis Cristin 1	SO	2011	2014		1 173	no	Minergie-Eco
Grand-Lancy	Chemin des Semailles 19	SO	2021	2021		225	no	Minergie
Meyrin	Chemin de-Joinville 32–34[5]	SO	2021	2021		2 191	no	
Onex	Chemin de la Traille 21/25/35[6]	SO	2021	1961	2021 PR	842	no	
Onex	Route de Loëx 51	SO	2021	1961	2015 TR	367	no	
Petit-Lancy	Avenue du Cimetière	SO	2023	2023		280	no	
Petit-Lancy	Chemin des Pâquerettes 20	SO	2021	2017		446	no	
Total Lake Geneva						**21 863**		
Other regions								
Basel	Efringerstrasse 15	SO	2021	1905	1990 TR	222	no	
Total other regions						**222**		
Total residential real estate						**182 725**		

1 SO = sole ownership
2 TR = total renovation; PR = partial renovation
3 Cumulative vacancy rate as a percentage of target rental income for 2025
4 As per valuation on 31 December 2025 (nominal rates)
5 Two properties
6 Three properties

Area of property in m²	1–1½-room apartments	2–2½-room apartments	3–3½-room apartments	4–4½-room apartments	≥ 5-room apartments	Total apartments	Other uses in m²	Target rental income in CHF million for 2025	Vacancy rate in %[3]	Discount/ capitalisation rate in %[4]
2 101	1	3	12	12	4	32	958	1.1	0.7	3.83/2.80
1 005	–	20	1	2	1	24	–	0.5	0.7	3.68/2.65
1 107	–	2	2	8	4	16	184	0.1	0.0	3.53/2.50
1 231	–	–	–	16	–	16	115	0.1	0.0	3.47/2.45
3 252	3	2	16	22	10	53	750	1.4	0.3	3.68/2.65
635	1	8	2	3	–	14	201	0.4	0.7	3.63/2.60
849	1	6	11	–	–	18	147	0.3	0.0	3.63/2.60
858	–	7	7	3	–	17	–	0.4	0.0	3.63/2.60
2 609	2	25	21	1	7	56	1	1.2	2.0	3.63/2.60
1 167	–	–	19	–	–	19	98	0.3	1.6	3.58/2.55
5 399	6	26	44	16	4	96	51	1.5	3.1	3.58/2.55
1 890	–	7	12	5	2	26	245	0.8	2.0	3.63/2.60
2 877	7	2	16	10	9	44	591	1.1	0.6	3.58/2.55
4 928	1	21	29	9	5	65	–	1.6	0.3	3.73/2.70
654	–	–	1	9	–	10	–	0.2	0.0	3.53/2.50
2 399	–	–	11	11	13	35	337	0.9	0.0	3.53/2.50
1 977	1	3	3	8	12	27	66	0.6	1.5	3.78/2.75
1 068	–	5	–	8	3	16	–	0.3	0.0	3.78/2.75
1 066	–	–	5	11	1	17	–	0.4	0.9	3.53/2.50
1 203	–	–	6	1	8	15	3	0.3	0.0	3.58/2.55
38 275	**23**	**137**	**218**	**155**	**83**	**616**	**3 747**	**13.5**	**1.0**	
531	2	10	–	–	–	12	–	0.1	1.4	3.68/2.65
531	**2**	**10**	**0**	**0**	**0**	**12**	**0**	**0.1**	**1.4**	
164 671	**64**	**393**	**743**	**560**	**189**	**1 949**	**16 818**	**53.9**	**0.8**	

Commercial properties as at 31 December 2025

Location	Address	Ownership status[1]	Year acquired	Year of construction	Renovations[2]	Area of property in m²
City of Zurich						
Zurich	Bändliweg 21	SO	2005	1995	2019 PR	9 254
Zurich	Bellerivestrasse 30	SO	2004	1986	2017 TR	2 316
Zurich	Bellerivestrasse 36	SO	2004	1974	2023 TR	10 494
Zurich	Binzmühlestrasse 95–99 / Therese-Giehse-Strasse 1	SO	2005	2001	2019 PR	11 712
Zurich	Birmensdorferstrasse 108 / Weststrasse 75	SO	2000	1983	2007/2008 TR	1 254
Zurich	Brandschenkestrasse 38/40	SO	2001	1992	2013 PR	1 402
Zurich	Förrlibuckstrasse 109 (Toni-Areal)	SO	2007	1977/2014		24 477
Zurich	Hardstrasse 299/301	SO	2002	2020		1 988
Zurich	Hardstrasse 319 (Escher-Wyss-Areal)	SO	2002	1945/2010	2019/2021 PR	38 362
Zurich	Herostrasse 12	SO	2002	2014		4 027
Zurich	Hohlstrasse 600	SO	2001	1986	2006/2012 TR	2 894
Zurich	Kalchbühlstrasse 22/24	SO	2000	1976	2024–2025 TR 2014/2015 TR	3 101
Zurich	Kreuzstrasse 5	LO	2004	2006		2 279
Zurich	Schiffbaustrasse 2	SO	2002	2017		7 610
Zurich	Vulkanstrasse 106	SO	2002	2005		12 295
Zurich	Weststrasse 74	SO	1996	1995		1 482
Zurich	Zollikerstrasse 183	SO	2008	1984	2007/ 2024–2025 PR	3 371
Zurich	Zollstrasse / Josefstrasse 23–29 / Klingenstrasse 4	SO	1993/2006	1997	2021 PR	4 201
Total City of Zurich						**142 519**

1 SO = sole ownership; LO = leasehold owned 100% by Allreal
2 TR = total renovation; PR = partial renovation
3 Cumulative vacancy rate as a percentage of target rental income for 2025
4 As per valuation on 31 December 2025 (nominal rates)

Register of suspected contaminated sites	Sustainability label	Floor space in m²	Percentage of office space	Percentage of retail space	Percentage of residential space	Percentage of other uses	Target rental income in CHF million for 2025	Vacancy rate in %[3]	Discount/ capitalisation rate in %[4]
no		18 640	89.0	6.9	0.0	4.1	5.8	0.0	3.88/2.85
no		3 256	93.2	0.0	0.0	6.8	1.6	0.0	3.63/2.60
no	LEED Platinum, Minergie	11 922	81.7	3.7	0.0	14.7	7.3	1.0	3.42/2.40
no		25 715	10.2	40.1	33.0	16.7	7.0	0.9	3.83/2.80
no		4 853	75.9	2.9	10.4	10.7	1.5	7.6	4.03/3.00
no		4 965	44.0	0.0	25.2	30.8	1.9	2.6	4.03/3.00
no	Minergie	86 570	82.0	0.0	11.4	6.6	22.1	0.2	4.08/3.05
no	Minergie-Eco	6 090	86.7	0.8	0.0	12.5	2.5	0.1	3.83/2.80
yes		47 882	31.9	1.8	0.0	66.2	8.9	0.0	4.83/3.79
no	DGNB GiB Gold, Minergie	11 287	95.5	0.0	0.0	4.5	3.9	0.0	3.88/2.85
no		10 302	70.1	4.7	0.0	25.2	4.2	1.2	3.93/2.90
no		4 791	72.4	0.0	7.8	19.8	1.4	0.1	4.23/3.20
no		1 628	95.7	0.0	0.0	4.3	1.1	0.0	3.68/2.65
yes	Minergie	13 171	81.5	5.7	0.0	12.8	5.1	0.0	3.93/2.90
no	DGNB GiB Gold, Minergie	32 741	94.6	2.4	0.0	2.9	11.1	3.4	3.88/2.85
no		3 274	22.5	7.8	55.3	14.4	0.9	0.3	3.63/2.60
no		2 776	81.8	0.0	0.0	18.2	1.1	0.0	4.28/3.25
no		11 586	45.3	11.8	27.6	15.3	4.5	1.0	3.68/2.65
		301 449	**67.2**	**5.5**	**8.4**	**18.9**	**91.9**	**0.9**	

Commercial properties as at 31 December 2025

Location	Address	Ownership status[1]	Year acquired	Year of construction	Renovations[2]	Area of property in m²
Rest of Canton Zurich						
Adliswil	Soodmattenstrasse 2/4/6[8]	SO	2017	1989/1990	2016 PR / 2025 PR	14 791
Dübendorf	Sonnentalstrasse 8	SO	2015	1974	2006 PR	16 621
Kloten	Schaffhauserstrasse 115/121	SO	2001	1992	2021 PR	4 000
Opfikon	Boulevard Lilienthal 2–8	SO	2007	2014		5 167
Opfikon	Lindbergh-Allee 1[5]	SO	1987	2007		5 241
Schlieren	Bernstrasse 55	SO	2003	2003		6 775
Schlieren	Zürcherstrasse 104	SO	2002	1988	2012 TR	4 724
Wallisellen	Bürogebäude Allianz[6]	SO	2002	2013		13 078
Wallisellen	Bürogebäude Richtiring[7]	SO	2002	2014		16 875
Wetzikon	Binzstrasse 32	SO	2020	2009		10 368
Winterthur	Schützenstrasse 1+3 / Zürcherstrasse 12+14[9]	SO	2002	1928/53/86	2025 PR	18 386
Total rest of Canton Zurich						**116 026**
Lake Geneva						
Aïre	Chemin de la Verseuse 3	SO	2021	1986	2019 PR	4 442
Le Grand-Saconnex	Route François-Peyrot 10–14	SO	2011	2004		8 442
Nyon	Avenue Perdtemps 23	SO	2017	2006		6 451
Petit-Lancy	Chemin des Olliquettes 4	SO	2008	2010		963
Plan-les-Ouates	Route de Saint-Julien 198 (Ch. du Pré-Fleuri 15)	SO	2021	2018	2022 PR	11 271
Total Lake Geneva						**31 569**
Other regions						
Basel	Viaduktstrasse 40–44 / Binningerstrasse 35	SO	2009	1998		5 454
Bern	Freiburgstrasse 130	LO	2018	1999	2025 TR	7 323
Total other regions						**12 777**
Total commercial real estate						**302 891**

1 SO = sole ownership; LO = leasehold owned 100% by Allreal
2 TR = total renovation; PR = partial renovation
3 Cumulative vacancy rate as a percentage of target rental income for 2025
4 As per valuation on 31 December 2025 (nominal rates)
5 Lightcube office building and co-ownership rights to the TMC Galleria car park
6 Allianz office building with retail space in Konradhof and Escherhof
7 Office building with retail space and peripheral plots
8 Two properties
9 Three properties

Register of suspected contaminated sites	Sustainability label	Floor space in m²	Percentage of office space	Percentage of retail space	Percentage of residential space	Percentage of other uses	Target rental income in CHF million for 2025	Vacancy rate in %[3]	Discount/ capitalisation rate in %[4]
no		23 995	75.9	5.2	1.0	18.0	5.3	0.0	4.43/3.40
no		26 006	25.9	1.6	0.0	72.5	2.7	0.0	4.59/3.55
no		4 265	67.7	4.0	0.0	28.3	1.0	20.5	4.54/3.50
no	Minergie	13 384	89.2	4.0	0.0	6.8	3.9	4.4	4.18/3.15
no	Minergie	13 581	87.4	4.0	0.0	8.6	3.8	0.6	4.14/3.11
no		7 871	83.3	8.5	0.0	8.2	2.2	3.3	4.69/3.65
no		3 846	26.9	29.6	0.0	43.3	0.9	1.0	4.54/3.50
no	Minergie	50 012	82.1	6.1	0.0	11.8	12.6	13.1	4.41/3.38
no	Minergie	26 173	78.2	14.0	0.0	7.8	8.0	17.0	4.33/3.30
yes		16 235	52.1	0.0	0.0	47.9	3.1	0.0	4.18/3.15
no		24 995	78.1	0.0	0.0	21.9	5.6	1.4	3.99/2.96
		210 363	**70.7**	**5.5**	**0.1**	**23.8**	**49.1**	**7.3**	
no		3 205	0.0	0.0	0.0	100.0	0.8	0.0	5.04/4.00
no		5 343	92.0	0.0	0.0	8.0	2.6	30.9	4.64/3.60
no		12 569	76.8	5.5	0.0	17.7	4.1	12.3	4.69/3.65
no	Minergie	3 668	95.0	0.0	0.0	5.0	1.7	0.0	4.38/3.35
no	Minergie	10 005	53.2	10.6	0.0	36.2	2.2	0.0	4.33/3.30
		34 790	**67.2**	**5.0**	**0.0**	**27.8**	**11.4**	**11.5**	
no		20 118	63.6	0.0	0.0	36.4	5.2	5.8	3.98/2.95
no		18 486	87.5	2.9	0.0	9.6	2.3	37.6	4.59/3.55
		38 604	**75.0**	**1.4**	**0.0**	**23.6**	**7.5**	**15.6**	
		585 206	**69.0**	**5.2**	**4.4**	**21.5**	**159.9**	**4.3**	

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To the General Meeting of
Allreal Holding AG, Opfikon

Zurich, 18 February 2026

Report of the statutory auditor

Report on the audit of the consolidated financial statements

Opinion

We have audited the consolidated financial statements of Allreal Holding AG and its subsidiaries (the Group), which comprise the consolidated balance sheet as at 31 December 2025, the consolidated income statement, the consolidated statement of changes in shareholders' equity and the consolidated cash flow statement for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated financial statements (pages 142 to 192) give a true and fair view of the consolidated financial position of the Group as at 31 December 2025 and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with Swiss GAAP FER and comply with article 17 of the Directive on Financial Reporting (DFR) of SIX Swiss Exchange as well as with Swiss law.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the consolidated financial statements" section of our report. We are independent of the Group in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession that are relevant to audits of the financial statements of public interest entities. We have also fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the "Auditor's responsibilities for the audit of the consolidated financial statements" section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the consolidated financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying consolidated financial statements.

Market valuation of investment properties and investment properties under construction

Risk	The market valuation of investment properties (including Investment properties held for sale) and investment properties under construction was key for our audit because this process entails significant estimates based on assumptions and the assets measured in this way amounted to CHF 5'234.6 million and CHF 32.4 million and were significant for the Group's consolidated financial statements. As disclosed in the notes to the consolidated financial statements under Notes to the consolidated balance sheet (4.1 "Investment properties") and Basic principles (2.8 "Investment properties"), the market values were calculated by an external valuation expert using the discounted cash flow method. These estimations of market value were based on assumptions, relating in particular to rental income, discount rates, vacancies and maintenance expenses as well as development risks in the case of investment properties under construction.
Our audit response	Among other audit procedures, we assessed the objectivity, independence and competence of the external valuation expert as well as the valuation model used. We also examined on a sample basis the correctness of property-specific data (including rental income, maintenance expenses) included in the valuation. Furthermore, we assessed the underlying key assumptions of the external valuation expert by discussing these with the expert as well as management. Our audit procedures did not lead to any reservations regarding market valuation of investment properties and investment properties under construction.

Recognition of income and expenses (profit recognition according to the percentage of completion method) for realisation projects

Risk	Correct profit recognition by management for realisation projects was key for our audit because this process entails significant estimates based on assumptions and the income from realisation of CHF 160.2 million as well as direct expenses from realisation of CHF 142.9 million were significant for the Group's consolidated financial statements. As disclosed in the consolidated financial statements under Notes to the consolidated income statement (3.4 "Earnings from Development & Realisation") and significant accounting policies (2.5 "Earnings from Development & Realisation"), project estimates and profit recognition are based on assumptions relating to current cost forecasts and the contractually agreed project income, claims approved, and further claims raised. The project estimates (stage of completion and earnings forecast) determine the timing and extent of profit recognition.

Our audit response

We assessed the design of the relevant internal process for the recognition of revenue and costs. Among other audit procedures, we made inquiries of various parties involved in selected projects (including project managers, controlling, and management) and compared project-specific forecasts of anticipated costs to complete the project, including claims approved and further claims raised, with the originally planned project costs. Furthermore, we tested the allocation of the costs incurred to projects and periods by inspecting third-party invoices on a sample basis. We assessed the stage of project completion using internal project documents and assessed profit recognition according to the percentage of completion and revenue recognition using the general contracting agreement between the Company and the third party.

Our audit procedures did not lead to any reservations regarding recognition of income and expenses for realisation projects.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the statutory financial statements, the compensation report and our auditor's reports thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the consolidated financial statements

The Board of Directors is responsible for the preparation of the consolidated financial statements, which give a true and fair view in accordance with Swiss GAAP FER and the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the consolidated financial statements
Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

A further description of our responsibilities for the audit of the consolidated financial statements is located on EXPERTsuisse's website at: https://www.expertsuisse.ch/en/audit-report. This description forms an integral part of our report.

Report on other legal and regulatory requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.

Ernst & Young Ltd

Tobias Meyer
(Qualified Signature)

Licensed audit expert
(Auditor in charge)

Silvan Rüegsegger
(Qualified Signature)

Licensed audit expert

Wüest Partner AG, Bleicherweg 5, 8001 Zürich

Allreal Holding AG
Lindbergh-Allee 1
8152 Glattpark (Opfikon)

Zürich, 18th February 2026

Ref.
124060.2502

Report of the Independent Valuation Expert Real Estate Valuations as of 31 December 2025

To the Executive Board of Allreal Holding AG

Commission

On behalf of Allreal Holding AG (Allreal), Wüest Partner AG (Wüest Partner) has conducted a valuation of the properties and property shares held by the Allreal Group for financial reporting purposes as of the reporting date, 31 December 2025. The valuation covers investment properties, properties under construction (IPUC), independent and perpetual rights (building rights), as well as co-ownership shares. As of the balance sheet date, the portfolio comprises 76 existing properties (including acquisitions and after disposals) and two properties under construction (assets under construction).

Valuation standards

Wüest Partner certifies that the valuations have been conducted in accordance with nationally and internationally recognized standards and guidelines, specifically in compliance with the International Valuation Standards (IVS and RICS/Red Book) as well as the Swiss Valuation Standards (SVS). Additionally, the valuations have been performed in full alignment with the requirements of the SIX Swiss Exchange.

Accounting standards

The determined property values reflect the current value (market value) as defined in Swiss GAAP FER 18, section 14.

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Definition Market Value and Investment Value
The market value is defined as the probable price that could be achieved on the open market as of the valuation date between two independent, well-informed, and willing buyers and sellers, considering a market-appropriate marketing period. Transfer taxes, property gains taxes, and value-added taxes, as well as any other costs and commissions incurred in the event of a potential sale of the property, are not included. Furthermore, no liabilities of Allreal related to potential taxes (except for standard property taxes) or financing costs have been considered.

Valuation method
Wüest Partner valued Allreal's investment properties using the Discounted Cash Flow (DCF) method. This approach determines the market value of a property by calculating the sum of the expected future net cash flows, discounted to the valuation date. The discounting is applied individually for each property, considering its specific opportunities and risks, in a market-consistent and risk-adjusted manner.

Properties under construction were also valued at fair value using the Discounted Cash Flow (DCF) method. The project value as of the balance sheet date is derived through a three-step process:

- Valuation of the property at the time of completion, considering the current occupancy status, market conditions, and cost estimates as of the valuation date.
- Determination of the market value as of the balance sheet date, considering the projected remaining investments to be made.
- Assessment of risks and developer contributions, incorporating them as a separate cash flow within the cost structure.

Principles of valuation
All properties are known to Wüest Partner based on the inspections conducted and the documents provided. They have been thoroughly analyzed with respect to their qualities and risks, including the attractiveness and lease ability of rental units, construction type and condition, as well as micro- and macro-location factors. Currently vacant rental units have been valued considering a typical marketing period.

On the occasion of the year-end valuation carried out by Wüest Partner as of the reporting date of 31 December 2025, 12 properties were inspected. Together with the 18 inspections conducted at mid-year 2025, around one third of the properties were newly inspected in 2025.

Changes during reporting period
During the reporting period from 31 December 2024 to 31 December 2025, the following properties were acquired, sold, or reclassified from development properties to investment properties:

Acquisition:	non
Disposal:	Baar, Baarermatte (Development condominium)
	Basel, Steinenvorstadt 36
	Bülach, Marterlochstrasse 21
	Adliswil, Soodmattenstrasse 8/10: Transfer to development

Reclassification:	Baar, Baarermatte (Entwicklungsteil Büro): IPRE→ IPUC Bern, Freiburgstrasse 130: IPUC→ IPRE Genève, Avenue de L'Amandolier 21: IPUC→ IPRE Genève, Rue Edouard-Rod 10: IPUC→ IPRE

Results
As of 31 December 2025, Wüest Partner determined the market values of a total of 76 investment properties in Switzerland, including investment properties, independent and perpetual rights (building rights), and co-ownership shares, as well as two properties under construction.

The market value (current value) of the real estate portfolio valued by Wüest Partner for Allreal amounts to CHF 5,266,962,000 as of the valuation date.

Value change within the reporting period (like-for-like)[1]
As of the reporting date, 31 December 2025, the market value of the investment properties already valued as of 31 December 2024 ("like-for-like") amounts to CHF 5,155,021,000. The value change compared to 31 December 2024 (CHF 5,008,383,000) is approximately +2.93% gross (before deducting investments made during the period) and +2.48% net (after deducting investments made during the period and their value).

Independence and confidentiality
Wüest Partner performed the valuation independently and neutrally in conformity with its business policies. It was carried out solely for the purposes specified above. Wüest Partner shall accept no liability in respect of third parties.

Valuation fee
The fee of the valuer's services is independent of the valuation results. The rate is based upon the number of valuations performed and the lettable area of the properties.

Zürich, 18th February 2026
Wüest Partner AG

Matthias Weber MRICS
Partner

Alexander Minor
Director

[1] These figures should be understood independently of Allreal's actual financial reporting.

Appendix: Valuation assumptions and notes

Investment properties (IPRE)

The following key assumptions underpin the valuations of the investment properties:

- Current value: Tangible assets held exclusively for investment purposes must be reported in subsequent valuations at either their current value or at acquisition/production costs less depreciation. The current value is determined based on the expected income or cash flow, considering a risk-adjusted discount rate, or by applying another recognized valuation method.
- Appreciation or re-appreciation and depreciation must be recorded in the period result.
- Areas: The valuations reflect the rentable areas based on Allreal's tenant lists and verbal information provided by Allreal. Any discrepancies compared to the property plans were verified with Allreal.
- Tenant list: The tenant lists used as the basis for the valuations as of January 1, 2026, were received by Wüest Partner in November 2025.
- Calculation model: The applied DCF model follows a two-phase approach. The valuation period extends from the valuation date into perpetuity, with an implicit residual value in the eleventh period. Exceptions may apply to leasehold properties with a corresponding reversion scenario.
- Discounting: The discounting is based on a risk-adjusted interest rate, which is determined individually for each property. The rate consists of the risk-free interest rate plus the following risk components: real estate risk (immobility of capital), macro-location premium, micro-location premium depending on usage, premium for property quality and income risk, and potentially additional specific premiums.

  The discount rates for Allreal's real estate portfolio range between 2.10% and 4.80% (net, real).
- Inflation: Unless otherwise specified, the valuations assume an annual inflation rate of 1.00% for both revenues and all expenses. The discount rate is adjusted accordingly in the nominal calculation.

  The presentation of cash flow development and its discounting is carried out both in nominal and real terms.
- Indexation of lease agreements: Specific indexation clauses of existing lease agreements are considered. After contract expiration, an indexation rate of 80% (Swiss average) is assumed, with lease agreements being adjusted to market levels every three to five years, depending on usage.
- Tenant risks: The creditworthiness risks of individual tenants are not explicitly considered in the evaluation.
- Payment scheduling: The timing of individual payments for existing lease agreements follows the contractually agreed terms. After the expiration of the contracts, cash flows are structured in advance on a quarterly basis for commercial use and on a monthly basis for residential use.
- Outsourcing of ancillary costs: It is assumed that separate utility cost statements are maintained in full, ensuring that tenants' ancillary costs are properly allocated and outsourced.
- Maintenance costs: The maintenance costs (repair and upkeep expenses) for the existing properties are calculated using the building analysis tool. This tool

assesses the condition of individual building components, estimates their remaining lifespan, models periodic renewals, and derives the annual annuities for maintenance costs. The calculated values are validated against benchmarks and comparable properties collected by Wüest Partner. Repair costs are fully accounted for in the cost calculation during the first 10 years, and from year 11 onward, they are included at a rate of 60 to 80 percent (individual allocation factor). This approach reflects the assumed value-preserving investments.

– Photovoltaic systems: In contrast to the semi-annual valuations as of June 30, 2024, photovoltaic systems are now also included. In terms of cash flow, net revenues are accounted for after deducting operating and maintenance costs. On the cost side, recurring repair and replacement expenses for the renewal of the systems are additionally considered.

For the valuation of the properties, the following ranges for sustainably achievable market prices were applied:

Region	*Office CHF / m² p.a.*	*Retail CHF / m² p.a.*	*Warehousing CHF / m² p.a.*	*Parking outdoor CHF / piece p.Mt.*	*Parking indoor CHF / piece p.Mt.*	*Residential CHF / m² p.a.*
City Zürich	*120 - 665*	*160 - 600*	*40 - 200*	*50 – 280*	*10 - 340*	*270 – 746*
Rest of canton ZH	*120 - 310*	*50 - 290*	*60 - 225*	*20 – 150*	*50 - 360*	*171 – 370*
West-Switzerland	*250 - 415*	*200 - 460*	*100 – 180*	*35 – 250*	*35 - 350*	*275 - 833*
Other regions	*174 - 320*		*75 – 120*	*50 – 150*	*50 - 230*	*219 - 318*
All regions	*120 - 665*	*50 - 600*	*40 - 225*	*20 – 280*	*10 - 360*	*171 – 833*

For the valuation of the properties, the following ranges for structural vacancy rates were applied:

Region	*Office in %*	*Retail in %*	*Warehousing in %*	*Parking outdoor in %*	*Parking indoor in %*	*Residential in %*
City Zürich	*1.5 - 6.0*	*3.0 - 10.0*	*1.5 – 6.0*	*2.0 - 20.0*	*2.0 - 20.0*	*1.0 - 2.0*
Rest of canton ZH	*4.0 - 30.0*	*5.0 - 15.0*	*1.5 - 20.0*	*5.0 - 50.0*	*5.0 - 30.0*	*1.5 - 5.0*
West-Switzerland	*3.0 – 8.5*	*3.0 - 5.0*	*1.0 - 10.0*	*1.0 - 20.0*	*1.0 - 10.0*	*1.0 - 1.5*
Other regions	*3.0 – 5.0*		*3.0 - 5.0*	*3.0 - 8.0*	*3.0 - 8.0*	*1.5 - 1.5*
All regions	*1.5 - 30.0*	*3.0 - 15.0*	*1.0 - 20.0*	*1.0 - 50.0*	*1.0 - 30.0*	*1.0 - 5.0*

Properties under construction (IPUC)

Wüest Partner also determined the current values (market values) of the properties under construction. These valuations are based on the following assumptions:

- Partial plots: The properties may be subdivided into partial plots by Allreal. This subdivision is adopted by Wüest Partner in the valuations for transparency purposes.
- Project development strategy: The strategy regarding project development and promotion (e.g., sale vs. rental) is adopted from Allreal, provided that it appears plausible to Wüest Partner.
- Baseline data: The baseline data provided by Allreal is verified and, if necessary, adjusted (e.g., utilization, rentable areas, timelines/development process, leasing/absorption).
- Independent assessment: The valuations undergo an independent review of income, costs, and returns.
- General or total contractor agreements: It is assumed that construction costs are secured through general or total contractor agreements.
- Developer services: The creation costs include Allreal's services as project developer and owner's representative.
- Preliminary works: Preliminary works are considered in the construction costs if known (e.g., remediation of contaminated sites, demolitions, infrastructure).
- Incidental construction costs: The construction costs include standard incidental costs, including construction financing, but exclude land financing, which is implicitly accounted for in the DCF model.
- Previously rendered services: Previously rendered and value-relevant services by third parties or by Allreal in the form of past investments are considered if known.
- Tax optimization: For commercial properties, it is assumed that the revenues of planned commercial properties are optimized for tax purposes and the voluntary subordination under the value added tax applies. Consequently, construction costs are excluding VAT.
- Deferred taxes: The valuations do not include deferred taxes.

Statutory Financial Statements of Allreal Holding AG

Statutory Financial Statements of Allreal Holding AG

Income statement

CHF million	Note	2025	2024
Income from investments	2	80.0	130.0
Financial income	3	20.6	20.6
Income		**100.6**	**150.6**
Personnel expenses		–1.3	–1.3
Other expenses	4	–0.9	–1.3
Expenses		**–2.2**	**–2.6**
Value adjustments and depreciation		0.0	–45.0
Operating profit (EBIT)		**98.4**	**103.0**
Financial expenses	5	–16.7	–16.0
Profit before tax		**81.7**	**87.0**
Tax expense		0.3	0.0
Net profit		**82.0**	**87.0**

Balance sheet as at 31 December

Cash		0.1	0.0
Short-term accounts receivable from Group companies		5.0	5.1
Short-term accounts receivable from third parties		1.0	0.8
Current assets		**6.1**	**5.9**
Financial assets held in investments		1 467.9	1 323.0
Investments	6	1 290.9	1 290.9
Non-current assets		**2 758.8**	**2 613.9**
Assets		**2 764.9**	**2 619.8**
Short-term interest-bearing liabilities	7	221.3	130.0
Short-term liabilities towards investments		0.0	0.1
Short-term liabilities towards third parties		0.0	0.1
Accrued expenses and prepaid income		11.0	10.8
Current liabilities		**232.3**	**141.0**
Long-term liabilities towards investments		0.0	0.0
Long-term interest-bearing liabilities third parties	7	1 293.0	1 206.2
Non-current liabilities		**1 293.0**	**1 206.2**
Liabilities		**1 525.3**	**1 347.2**
Share capital	8	16.6	16.6
Statutory capital reserves			
Reserves from contribution of capital	9	413.1	470.9
Other capital reserves	10	7.6	7.6
Statutory retained earnings			
General statutory retained earnings		133.8	133.8
Treasury shares	11	–14.2	–14.8
Voluntary retained earnings			
Profit carried forward		600.7	571.5
Net profit		82.0	87.0
Equity		**1 239.6**	**1 272.6**
Equity and liabilities		**2 764.9**	**2 619.8**

Notes to the Statutory Financial Statements

1. Basic principles and details of the methods applied to the Statutory Financial Statements

Allreal Holding AG, domiciled in Opfikon ZH, was founded on 17 May 1999. As a holding company it is not engaged in any operating activities. Its function is limited to managing and financing Allreal Group.

The Allreal Holding AG Statutory Financial Statements have been prepared in accordance with the provisions of the Swiss Code of Obligations (32nd title of the Swiss Code of Obligations). They supplement the consolidated financial statements, which are prepared in accordance with the Accounting and Reporting Recommendations (Swiss GAAP FER). Whereas the consolidated financial statements provide information about the business situation of the Group as a whole, the information in the Statutory Financial Statements of Allreal Holding AG relates solely to the Group's parent company.

Treasury shares are recognised at acquisition cost and deducted from shareholders' equity at the time of acquisition. In the case of a resale, the gain or loss is recognised through the income statement as financial income or financial expense.

2. Income from investments

CHF million	2025	2024
Allreal Generalunternehmung AG	0.0	65.0
Allreal Home AG	0.0	0.0
Allreal Office AG	80.0	65.0
Income from investments	**80.0**	**130.0**

Dividends received from the subsidiary companies are booked to the accounts of Allreal Holding AG upon payment.

3. Financial income

CHF million	2025	2024
Compensation from Group companies for guarantees issued	–	–
Interest income on investments	20.5	20.2
Income in connection with own bonds	0.1	0.4
Financial income	**20.6**	**20.6**

4. Other operating expenses

Other operating expenses include the normal administrative expenses incurred by a holding company (legal advice, audit fees, insurance, fees and capital taxes). The management fees paid to Allreal Generalunternehmung AG amount to CHF 0.6 million, unchanged from the previous year.

5. Financial expense

CHF million	2025	2024
Interest expenses bonds	−16.2	−15.1
Interest expense shareholdings	0.0	0.0
Other financial expense	−0.5	−0.9
Financial expense	**−16.7**	**−16.0**

6. Investments

Company	Registered office	Share capital CHF million	Share-holding[1] 31.12.2025	Share-holding[1] 31.12.2024
Allreal Generalunternehmung AG	Opfikon ZH	10.00	100%	100%
Allreal Home AG	Opfikon ZH	26.52	100%	100%
Allreal Office AG	Opfikon ZH	150.00	100%	100%
Allreal Romandie SA	Plan-les-Ouates GE	0.10	100%	100%
Allreal Toni AG	Opfikon ZH	90.00	100%	100%
Creactive Properties SA[2]	Plan-les-Ouates GE	0.00	0%	100%
Allreal Développement Romandie SA[3]	Plan-les-Ouates GE	0.10	100%	100%

1 Share in equity and voting rights
2 Merged with Allreal Office AG effective 1 January 2025
3 Name change from Roof SA to Allreal Développement Romandie SA

7. Interest-bearing liabilities

CHF million	Issue amount	Issue price	Par value[1]	Maturity in years
0.4% bond issue 2019–26.09.2029	200.0	100.098%	181.7	10
0.6% bond issue 2021–15.07.2030	250.0	100.131%	242.6	9
0.7% bond issue 2020–22.09.2028	175.0	100.176%	175.0	8
0.75% bond issue 2017–19.06.2026	150.0	100.298%	148.3	8.5
0.875% bond issue 2017–30.03.2027	160.0	100.550%	158.6	10
1.04% bond issue 2025–27.10.2031	110.0	100.000%	110.0	6
1.375% bond issue 2025–29.04.2032	125.0	100.000%	125.0	7
2.1% bond issue 2024–04.04.2031	150.0	100.242%	150.0	7
3.0% bond issue 2023–19.04.2028	150.0	100.057%	150.0	5

1 Par value equals issue amount offset against repurchased bonds

All bonds may be redeemed early, and the bond terms customary for such capital market instruments shall apply. Specifically, this includes an option for early redemption at any time at par, including accrued interest, provided that at least 85% of the original principal amount has been redeemed by Allreal. As at 31 December 2025 and for the duration of the period under review, the conditions for early redemption had not been met.

8. Share capital

As at the balance sheet date, the share capital of Allreal Holding AG comprises 16,592,821 registered shares with a par value of CHF 1.00 each. Each share carries one vote and confers entitlement to attend the annual general meeting if entered in the share register.

On 21 April 2023, the annual general meeting approved the introduction of a capital band. Within the capital band, the Board of Directors is authorised to increase the share capital one or more times and by any amount up to a maximum of CHF 18,252,103 at any time up to 21 April 2028, or the expiry of the capital band if earlier, by issuing up to 1,659,282 fully paid-up registered shares with a par value of CHF 1.00 each and/or to reduce it down to a minimum of CHF 15,763,180 by eliminating up to 829,641 fully paid-up registered shares with a par value of CHF 1.00 each. Capital reductions may be conducted by either reducing the par value of the shares or eliminating shares, or a combination of both.

The Board of Directors will propose to the annual general meeting of Allreal Holding AG on 17 April 2026 a stable distribution of CHF 7.00 per share in the form of a dividend of CHF 3.50 per share plus repayment of reserves from contribution of capital amounting to CHF 3.50 per share. This corresponds to a maximum total amount of CHF 116.1 million. In 2025, CHF 115.6 million was paid out in the form of a dividend of CHF 3.50 per share and the repayment of reserves from contribution of capital of CHF 3.50 per share (CHF 7.00 per share).

9. Reserves from contribution of capital

CHF million	2025	2024
Premium from capital increases	771.9	771.9
Premium from conversion of convertible bonds	0.4	0.4
Transfer to other capital reserves	−7.6	−7.6
Transfer from nominal value reduction	781.7	781.7
Distribution to shareholders	−1135.1	−1077.3
Distribution on treasury shares	1.8	1.8
Reserves from contribution of capital as at 31 December	**413.1**	**470.9**

10. Other capital reserves

CHF million	2025	2024
Transfer from reserves from contribution of capital	7.6	7.6
Other capital reserves as at 31 December	**7.6**	**7.6**

11. Treasury shares

	2025 Number of shares	2025 Value CHF million	2024 Number of shares	2024 Value CHF million
Acquisition cost as at 1 January	81 598	14 789.1	82 549	15.0
Purchases	0	0.0	11	0.0
Sales	−3 279	−596.0	−962	−0.2
Earnings on treasury shares	0	1.7		0.0
Acquisition cost as at 31 December	**78 319**	**14 194.8**	**81 598**	**14.8**

The average purchase price per share stands at CHF 181.24 (31.12.2024: CHF 181.24).

12. Investments of the Board of Directors and Group Management

The information required under Article 959c, paragraph 2, item 11 of the Swiss Code of Obligations (CO) is disclosed in the Allreal Group’s consolidated financial statements in Note 5.5, “Transactions with related parties” and in the compensation report.

In the reporting period and in the previous year, no loans, credits or sureties were granted to members of the Board of Directors and Group Management or parties related to them, nor to former members of these bodies. 2,110 shares were allocated to the members of Group Management in the reporting period in the form of entitlements.

Name	Title	**Number of shares**	**Value in TCHF 2025**	Number of shares	Value in TCHF 2024
Ralph-Thomas Honegger	Chair of the Board of Directors	2 144	440	1 750	290
Philipp Gmür	Member of the Board of Directors	1 762	360	1 500	248
Peter Spuhler	Member of the Board of Directors	719 022	146 680	718 809	119 035
Sandra Berberat Kecerski	Member of the Board of Directors	0	0	–	–
Thomas Stenz	Member of the Board of Directors	1 880	380	1 350	224
Jürg Stöckli	Member of the Board of Directors	848	170	600	99
Anja Wyden Guelpa	Member of the Board of Directors	477	100	247	41
Andrea Sieber	Member of the Board of Directors	448	90	186	31
Stephan Widrig	CEO	379	80	10	2
Stefan Dambacher	Member of Group Management	1 668	340	1 276	211
Alain Paratte	Member of Group Management	2 828	580	2 477	410
Peter Binz	Member of Group Management	1 919	391	1 919	318
Marc Frei	Member of Group Management	0	0	0	0

13. Number of employees

As in the previous year, Allreal Holding AG did not employ any personnel.

14. Contingent liabilities

As at 31 December 2025, guarantees and sureties to third parties in connection with the guarantees of Allreal group companies amounted to CHF 49.4 million (31.12.2024: CHF 61.2 million). Under the Swiss value added tax group taxation arrangement Allreal Holding AG is jointly and severally liable vis-à-vis the Swiss Federal Tax Authority for all value added tax obligations of the other Allreal Group companies.

Proposal for the appropriation of net profit

The Board of Directors will propose to the annual general meeting of 17 April 2026 a stable distribution of CHF 7.00 per share, with CHF 3.50 per share deemed to be a dividend and CHF 3.50 per share deemed to be repayment of reserves from contribution of capital.

Appropriation of balance sheet profit

The Board of Directors will submit to the annual general meeting the following proposal regarding the appropriation of the balance sheet profit:

CHF million	**2025**	2024
Carried forward from previous year	600.7	571.5
Net profit	82.0	87.0
Balance sheet profit as at 31 December (at the disposal of the annual general meeting)	**682.7**	**658.5**
Distribution of CHF 3.50 per share (prior year: CHF 3.50 per share)*	–58.1	–57.8
Brought forward to new account	**624.6**	**600.7**

* Dividend distribution requested adjusted to actual distribution; difference due to treasury shares

Since the general statutory retained earnings exceed 50% of the share capital, there will be no further allocation.

Appropriation of reserves from contribution of capital

CHF million	2025	2024
Reserves from contribution of capital as at 31 December (at the disposal of the annual general meeting)	**413.1**	**470.9**
Distribution of CHF 3.50 per share (prior year: CHF 3.50 per share)*	–58.1	–57.8
Brought forward to new account	**355.0**	**413.1**

* Dividend distribution requested adjusted to actual distribution; difference due to treasury shares

The treasury shares of the company do not rank for distributions.

On 18 February 2026, the Board of Directors of Allreal Holding AG approved the statutory financial statements. The distribution per share for the financial year 2025 as determined by the annual general meeting will be paid out to shareholders on or after 17 April 2026 in the form of CHF 3.50 from reserves from contribution of capital (without deduction of withholding tax) and CHF 3.50 as a dividend (with deduction of withholding tax).

Opfikon, 18 February 2026

On behalf of the Board of Directors:
Ralph-Thomas Honegger
Chair of the Board of Directors

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To the General Meeting of
Allreal Holding AG, Opfikon

Zurich, 18 February 2026

Report of the statutory auditor

Report on the audit of the financial statements

Opinion
We have audited the financial statements of Allreal Holding AG (the Company), which comprise the balance sheet as at 31 December 2025, the income statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements (pages 204 to 208) comply with Swiss law and the Company's articles of incorporation.

Basis for opinion
We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession that are relevant to audits of the financial statements of public interest entities. We have also fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters
Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For the matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the "Auditor's responsibilities for the audit of the financial statements" section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matter below, provide the basis for our audit opinion on the financial statements.

Valuation of investments and financial assets held in investments

Risk	Management's impairment testing of investments and financial assets held in investments was key for our audit because this item entails significant estimates based on assumptions (including fair value of investment properties as well as development of operating income, profitability and equity position) and the investments and financial assets held in investments of CHF 1'290.9 million respectively CHF 1'467.9 million were significant for the statement of financial position. The equity investments are listed in the notes to the financial statements under 6 "Investments".
Our audit response	Among other audit procedures, we assessed the Company's process for valuing investments and financial assets held in investments. We also analyzed the underlying data for testing the impairment of investments and financial assets held in investments. Our audit procedures did not lead to any reservations regarding the valuation of investments and financial assets held in investments.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the statutory financial statements, the remuneration report and our auditor's reports thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the financial statements

The Board of Directors is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on EXPERTsuisse's website at: https://www.expertsuisse.ch/en/audit-report. This description forms an integral part of our report.

Report on other legal and regulatory requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the financial statements according to the instructions of the Board of Directors.

Based on our audit in accordance with Art. 728a para. 1 item 2 CO, we confirm that the proposals of the Board of Directors comply with Swiss law and the Company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

Ernst & Young Ltd

Tobias Meyer (Qualified Signature)	Silvan Rüegsegger (Qualified Signature)
Licensed audit expert (Auditor in charge)	Licensed audit expert

Additional information

Alternative performance measures

The definitions and verification of the calculation of Allreal Group's alternative performance measures for the financial years 2025 and 2024 are set out below.

Total sales

Total rental income from investment properties plus completed project volume in the Realisation division for a reporting period.

CHF million	2025	2024
Rental income from investment properties	204.0	221.3
Completed project volumen Realisation division	282.6	248.1
Total sales	**486.6**	**469.4**

Operating profit (EBIT) excl. revaluation gains

CHF million	2025	2024
Operating profit (EBIT)	308.8	311.2
Earnings from revaluation of investment properties	−125.0	−121.3
Operating profit (EBIT) excl. revaluation effect	**183.8**	**189.9**

Net profit excl. revaluation effect

CHF million	2025	2024
Net profit incl. revaluation effect	219.3	211.4
Earnings from revaluation of investment properties	−125.0	−121.3
Deferred taxes on revaluation	27.8	32.6
Net profit excl. revaluation effect	**122.1**	**122.7**

Return on equity incl. revaluation effect

Net profit in relation to average group equity (balance from 1 January and 31 December, divided by two).

CHF million	2025	2024
Net profit incl. revaluation effect	219.3	211.4
Group equity, balance as at 1 January	2 641.0	2 545.1
Group equity, balance as at 31 December	2 745.3	2 641.0
Average group equity incl. revaluation effect	2 693.2	2 593.1
Return on equity incl. revaluation effect	**8.1%**	**8.2%**

Return on equity excl. revaluation effect

Net profit excl. revaluation effect in relation to average group equity excluding the revaluation reserves recognised in group equity (balance from 1 January and 31 December, divided by two).

CHF million	2025	2024
Net profit excl. revaluation effect	122.1	122.7
Group equity, balance as at 1 January	2 641.0	2 545.1
Revaluation reserves, balance as at 1 January	−495.4	−406.7
Group equity, balance as at 31 December	2 745.3	2 641.0
Revaluation reserves, balance as at 31 December	−592.6	−495.4
Average group equity without revaluation reserves	2 149.1	2 142.0
Return on equity excl. revaluation effect	**5.7%**	**5.7%**

Completed project volume Realisation

Completed project volume of third-party and own projects corresponds to the total of all project costs, fees and profits accrued according to the progress of construction for a reporting period.

CHF million	2025	2024
Completed project volume third-party projects	160.2	170.4
Completed project volume own projects	122.4	77.7
Completed project volume Development & Realisation segment	**282.6**	**248.1**

Gross margin third-party projects Realisation

Gross margin reflects earnings from Realisation as a percentage of income from Realisation.

CHF million	2025	2024
Earnings from Realisation	17.3	17.6
Income from Realisation	160.2	170.4
Gross margin third-party projects Realisation	**10.8%**	**10.4%**

Gross yield

Gross yield reflects rental income from investment properties as a percentage of the amortised market value of the investment properties as at 1 January, adjusted for portfolio changes over time.

CHF million	2025	2024
Rental incom from investment properties	204.0	221.3
Amortised market value of investment properties as at 1 January without rights of use of investment properties	5 110.2	5 016.3
Portfolio changes over time	−38.5	−17.6
Own use	−58.1	−54.4
Amortised market value of investment properties as at 1 January without rights of use of investment properties after portfolio changes	5 013.6	4 944.3
Gross yield	**4.1%**	**4.5%**

Net yield

Net yield reflects earnings from renting investment properties as a percentage of the amortised market value of the investment properties as at 1 January, adjusted for portfolio changes over time.

CHF million	2025	2024
Earnings from renting investment properties	180.2	194.1
Amortised market value of investment properties as at 1 January without rights of use of investment properties	5 110.2	5 016.3
Portfolio changes over time	−38.5	−17.6
Own use	−58.1	−54.4
Amortised market value of investment properties as at 1 January without rights of use of investment properties after portfolio changes	5 013.6	4 944.3
Net yield	**3.6%**	**3.9%**

Cumulative vacancy rate

Vacancy rate corresponds to the cumulative vacancy rate as a result of non-letting as a percentage of the target rental income for one year.

CHF million	2025	2024
Vacancy loss	−7.4	−3.6
Targeted rental income	214.7	218.3
Vacancy rate	**3.4%**	**1.6%**

The indicators below were calculated according to the usual international parameters and allow a comparison with other market participants.

Operating profit and operating profit per share

The operating profit shows the net profit adjusted for revaluation effect and earnings from sale of investment properties, as well as the relevant tax implications.

CHF million	2025	2024
Earnings according to income statement	**219.3**	**211.4**
Adjusted by:		
Earnings from revaluation of investment properties	−125.0	−121.3
Earnings from sale of investment properties	-2.6	−7.6
Earnings from development properties held for sale incl. Impairment	−21.1	−11.3
Pro-rata income tax on sales	6.0	5.2
Deferred taxes on revaluation	27.8	32.6
Operating earnings	**104.4**	**109.0**
Average number of outstanding shares	16 513 450	16 511 075
Operating earnings per share in CHF	**6.32**	**6.60**

Adjusted equity (NAV) and adjusted equity (NAV) per share

Adjusted equity shows the equity adjusted for changes in the fair value of the development properties, the market value of financial instruments and deferred taxes.

CHF million	31.12.2025	31.12.2024
Equity (NAV) according to consolidated financial statements	**2 745.3**	**2 641.0**
Dilution effects	0.0	0.0
Diluted equity (NAV)	**2 745.3**	**2 641.0**
Less:		
Valuation difference on development properties	141.2	67.1
Plus:		
Deferred taxes	460.4	422.7
Adjusted equity (NAV)	**3 346.9**	**3 130.8**
Number of outstanding shares (diluted)	16 517 816	16 513 539
Adjusted equity (NAV) per share in CHF	**202.62**	**189.59**

Vacancy rate at balance sheet date

The vacancy rate relates to the vacancy rate as a result of non-letting as a percentage and taking into account the market rent for the vacant space on the balance sheet date.

CHF million	**31.12.2025**	31.12.2024
Estimated rental potential of vacant premises	8.0	5.4
Estimated rental income from total portfolio	217.2	218.4
Vacancy rate at balance sheet date	**3.7%**	**2.5%**

Organisation and schedule

Structure and addresses

Allreal Holding AG
Lindbergh-Allee 1, 8152 Glattpark

Allreal Home AG
Allreal Office AG
Allreal Toni AG
Allreal Generalunternehmung AG
Lindbergh-Allee 1, 8152 Glattpark

Allreal Romandie SA
Allreal Développement Romandie SA
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Schedule

Annual general meeting 2026
17 April 2026

Half-year results 2026
24 August 2026

Annual results 2026
26 February 2027

Annual general meeting 2027
9 April 2027

Half-year results 2027
27 August 2027

Share register

Responsibility for address changes and other changes in the share register lies with:

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Reporting by financial analysts

Allreal Group is valued and analysed by the following banks, among others:

Equity research

Bank Vontobel
Research Partners
UBS
Zürcher Kantonalbank

Credit research

UBS
Zürcher Kantonalbank

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allreal builds value