

Building for the Future

Sustainable. Responsible. For Germany's Federal Government.



We are federal real estate.

Foundation for Germany's future.

We are more than the real estate arm of Germany's federal government. We secure the foundation of government activity through properties and buildings that support, connect and mobilise, as well as through natural spaces rich in species and climate stability. Our properties are sites of essential tasks, important meetings and sovereign responsibility. We rethink holdings. We drive change. We cherish tradition – and promote progress. We connect people and ideas. We develop and design spaces and preserve valuable natural landscapes. We enable transformation. We strengthen strategic partnerships and cooperation with other organisations. In doing so, we combine the diligence of civil service with the entrepreneurial dynamism of a modern service provider. Long-standing experience meets new ideas, dependability meets the courage to look toward the future. Through efficiency, communication, transparency and a focus on results, we create solutions that work, that inspire and that endure for generations.

What drives us

We work for the good of the people of Germany, with seriousness of purpose, integrity, efficiency and sustainability. We secure the future and build spaces for inspiration and dependability. We take pride in the expertise and successes of our team. We promote our employees' professional and personal development, giving them the freedom to fulfil their potential. We are guided by steadfast values and practise a culture of respect, diversity, collaboration and commitment – both inwardly and outwardly. We take responsibility for our organisation and for those we serve. We dedicate our hearts and minds to this goal – all 7,000 of us.

BImA. We are federal real estate.



From left:
Holger Hentschel,
Prof. Dr. Alexander
von Erdély,
Paul Johannes Fietz

Dear readers,

The Institute for Federal Real Estate (*Bundesanstalt für Immobilienaufgaben*, or BImA) is the central real estate arm of Germany's federal government. We provide a wide variety of services and secure the foundation of government activity. On the real estate market, we stand out with a unique portfolio far beyond any real estate company. Founded on 1 January 2005 as a federally held public institution with independent legal authority, BImA has a clear mandate: to manage, develop and optimise the federal government's real estate assets based on economic principles. At the same time, we support Germany's goals in construction, housing, urban development and environmental protec-

tion. Our dedicated staff of more than 7,000 employees at over 120 locations across Germany contributes to the successful functioning of the German state and civil services. Although we manage federal real estate valued at around 19 billion euros, our most important asset is our staff. Every day, they take care of the needs of those we serve, and we in turn ensure they find a positive, motivating and supportive work environment here at BImA. That is why we are so proud of our certification for excellence in reconciling work and family life, and of our recognition as a Top Employer 2025 in the trade journal *Immobilienzeitung's* survey of dual students.

The symbiosis of business and civil service is our special strength, which we use for the common good. Tradition and progress; years-long experience and forward-looking courage; the diligence of civil service

and dynamism of free enterprise: These qualities help BImA create values that endure for generations.

Read on to learn more and get to know us better!

A handwritten signature in black ink, appearing to read 'A. von Erdély'.

Prof. Dr. Alexander von Erdély
Board Spokesperson

A handwritten signature in black ink, appearing to read 'Holger Hentschel'.

Holger Hentschel
Board Member

A handwritten signature in black ink, appearing to read 'Paul Johannes Fietz'.

Paul Johannes Fietz
Board Member

Diverse properties, one purpose

The Institute of Federal Real Estate (*Bundesanstalt für Immobilienaufgaben*, or BImA) manages one of the most heterogeneous and wide-ranging real estate portfolios in Germany. The properties owned by BImA cover an area of more than 450,000 hectares across the entire country. At approximately 1.3 percent of Germany's total land, this is roughly equivalent to the areas of Berlin, Hamburg, Bremen and Saarland combined.

BImA's portfolio reflects the full scope of governmental activities. From impressive ministry buildings in Berlin to remote forest huts in the Bavarian Forest, from modern office buildings to listed historical castles, from urban residential quarters to areas of national natural heritage, the properties of the BImA are as diverse as Germany itself.



18,000

properties are managed by BImA,
which also owns 13,660 of these.



453,000

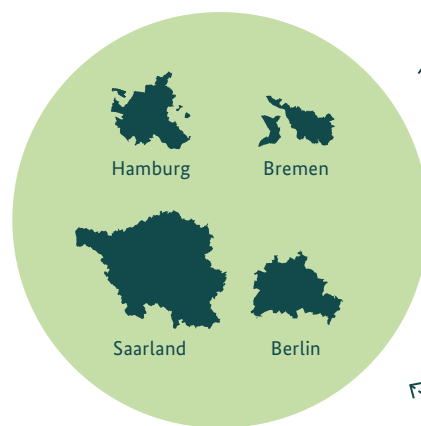
hectares of land area are owned by
the federal agency.



18,780

million euros is the balance-sheet
value of all BImA properties.

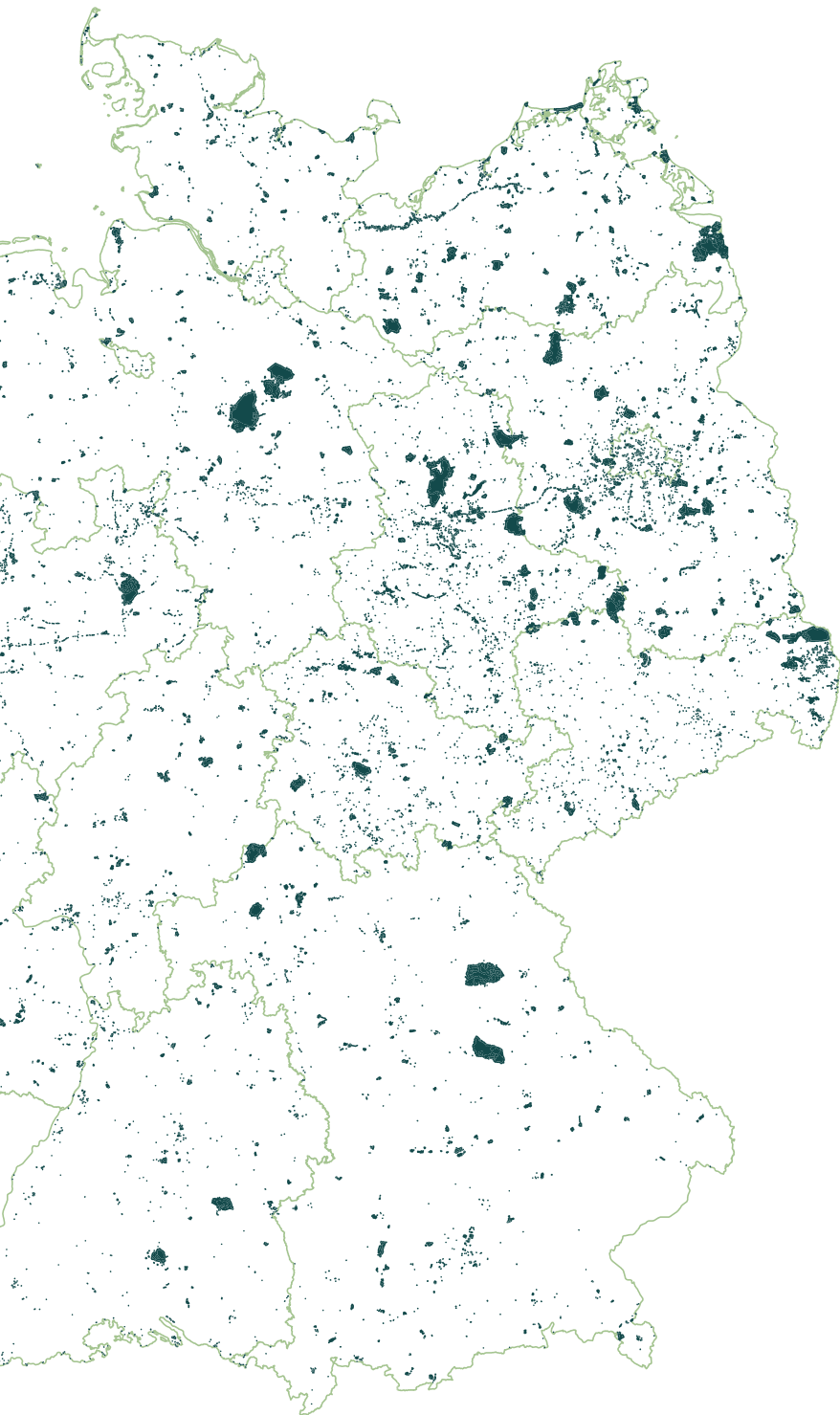
As of: 30 June 2025



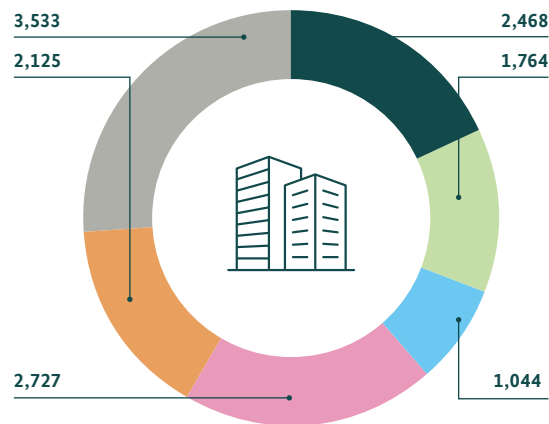
Taken together,
BImA properties
occupy an area
equivalent to Berlin,
Hamburg, Bremen,
and Saarland.

ca. **1.3%**
of the land area of Germany is owned by BImA.

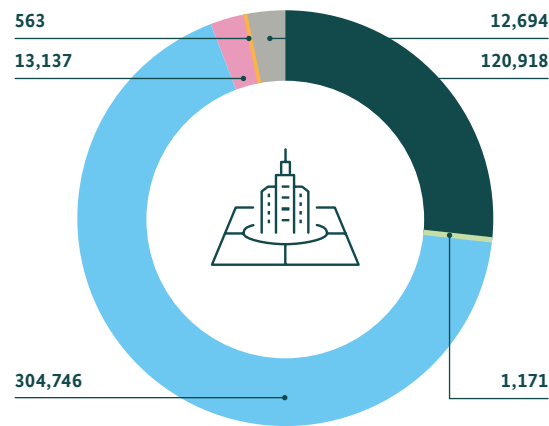
Overview of real estate portfolio
by regional distribution



Overview of real estate portfolio
by number of properties



Overview of real estate portfolio
by land area (in hectares)



- Agricultural and forestry properties
- Residential properties
- German and allied armed forces
- Service properties
- Leasehold properties
- Sales properties (short-, medium- and long-term)

43,800,000

square metres of total floor area of federal and municipal service buildings are owned by BImA.



The Federal Ministry of the Interior in Berlin is one of more than 5,000 service properties owned by BImA.

Service properties – spaces for government work

Our properties are extremely varied in their functions, their origins and not least their size – the smallest property measures less than one square metre, while the largest spans an impressive 23,900 hectares. The majority of our portfolio consists of service properties that Germany's federal government uses to fulfil its tasks. Central to our work is the standardised system of real estate management (S-REM) for all federal departments. BImA manages both civilian federal properties such as government buildings and research facilities, as well as military infrastructure including barracks and training grounds. The German armed forces are the largest client of BImA under the S-REM.



Young trees need protective fences and expert care in order to grow tall and strong.



Federal forestry lands – spaces for biodiversity

The Federal Forestry Office of BImA is dedicated to nature. BImA's 17 federal forestry operations manage around 368,000 hectares of forest and 207,000 hectares of open spaces and waters – from the Trave river in the north to Hohenfels in the south, from Rhine-Weser in the west to Lusatia in the east. Some of these areas are part of the National Natural Heritage. Those sites, dedicated permanently to nature conservation by the government, are home to tomorrow's species-rich wilderness reserves.

Residential properties – spaces for living

BImA owns residential properties throughout all of Germany. Altogether, there are over 38,000 homes with a total area of nearly three million square metres. Approximately one-third of these homes are located in the metropolitan regions of Berlin, Munich, Cologne / Bonn and Frankfurt am Main. The portfolio ranges from single-room apartments to family-friendly five-room flats and single-family homes with gardens. The properties are used for housing support, a programme that helps federal employees find suitable, affordable accommodation close to where they work.

As part of the housing campaign, BImA is constructing new residential homes across Germany – such as here in Cité Foch in Berlin.



38,336
homes are in BImA's portfolio.

Anything but ordinary

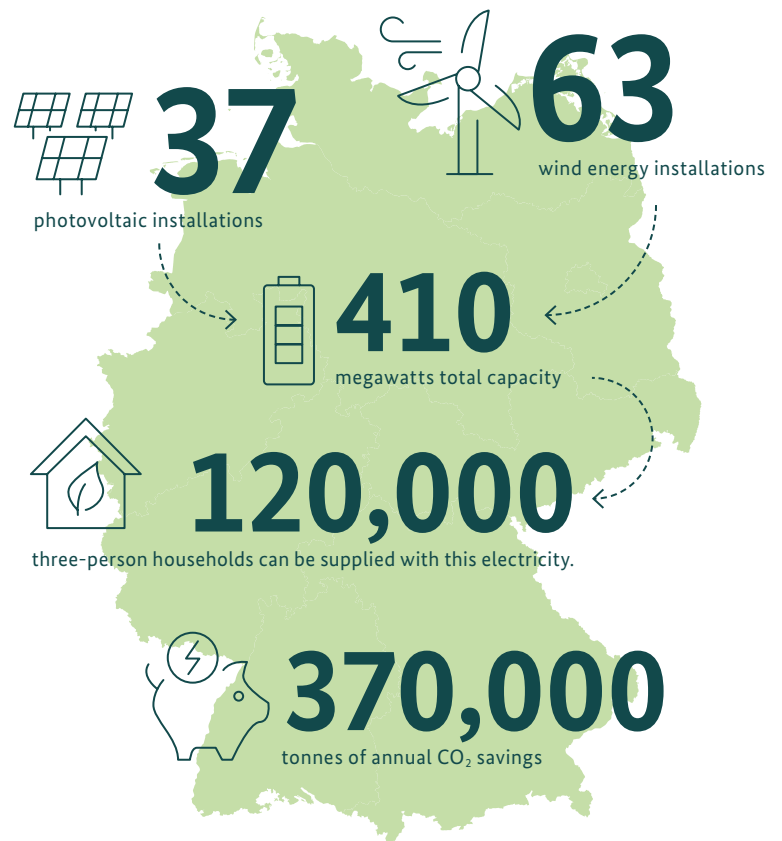
From modern to historic, from prestigious to unremarkable, from urban to remote: the portfolio of the Institute for Federal Real Estate Tasks is simply unique.



1 The 68-meter Climate Tower on the UN Campus in Bonn has won awards for its sustainability. The building was constructed by BImA in collaboration with the Federal Office for Building and Regional Planning. **2** BImA owns a five-star hotel: the Petersberg, the historically significant former guest house of Germany's federal government. **3** Located on Germany's tallest mountain, the Zugspitze, Schneefernerhaus Environmental Research Station lies at an elevation of 2,656 meters above sea level, making it the highest property managed by BImA. **4** The Futurium – the House of the Future – was built by BImA for the Federal Ministry of Education and Research in Berlin. **5** BImA owns military training grounds alongside special objects like this historical windmill in Senne. **6** BImA's Schloss Hohenaschau is popular, among other uses, as a holiday destination. **7** Single-family thatched-roof cottages on Sylt are also part of BImA's housing portfolio. **8** The Military Historical Museum of the German Armed Forces in Dresden is one of Europe's most significant historical museums.

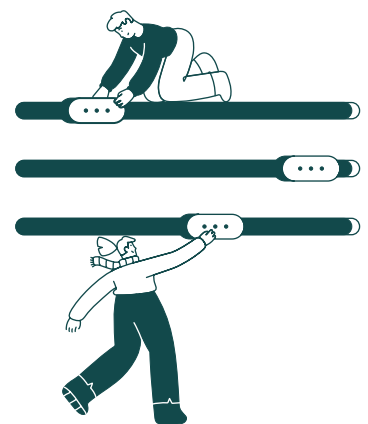
Space for renewable energies

BImA provides land to support Germany's transition to renewable power sources.



Ever changing

BImA's portfolio is not a fixed entity, but a dynamic instrument for supporting federal tasks and promoting important societal goals. Through strategic development, targeted investments, and sustainable management, BImA ensures that the German federal government's real estate holdings provide the greatest benefit to both the state and German society as a whole.



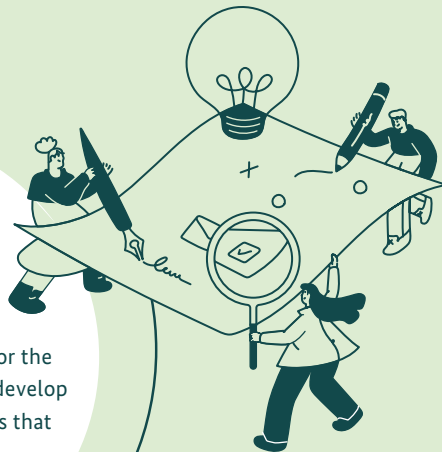
Guidelines for a sustainable future

To meet current and future challenges, BImA sets overarching medium-term goals. These serve as guidelines in our daily work and help us make the right decisions for each project. An overview of our five goals:

1

Optimise the use of space

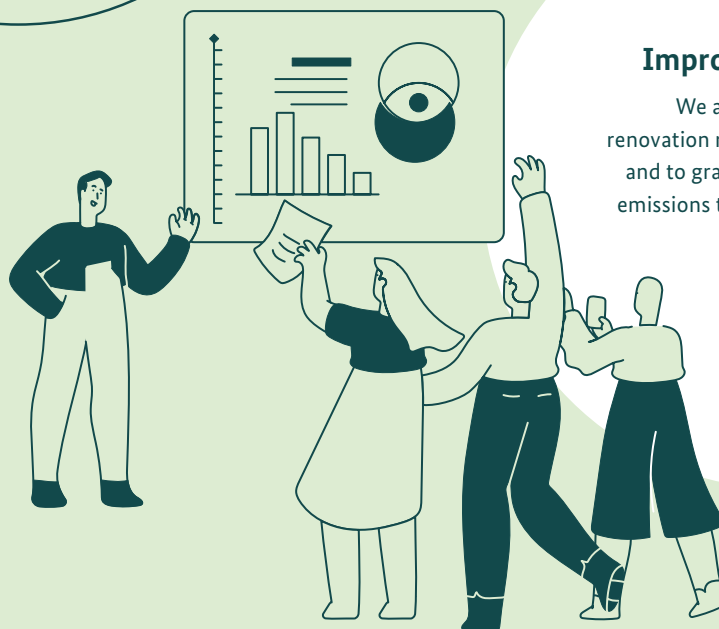
We create innovative concepts for the efficient use of office spaces and develop strategies for repurposing spaces that become available.



2

Improve CO₂ balance

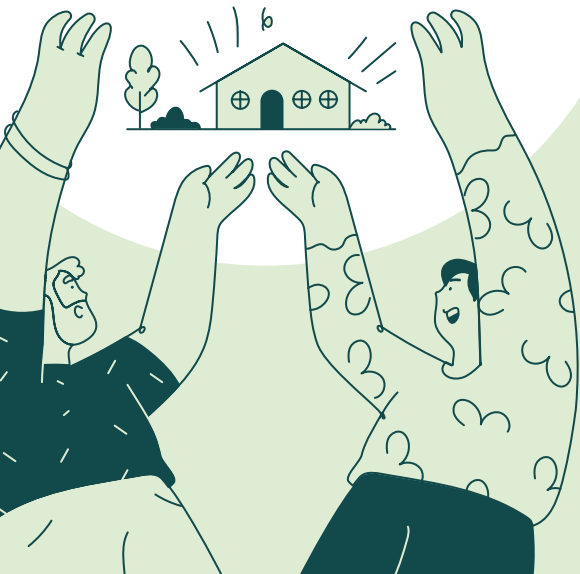
We aim to increase the renovation rate of existing properties and to gradually reduce their CO₂ emissions through climate-friendly measures.



3

Create housing

We are committed to expanding the housing stock through new construction and reducing vacancies to create affordable housing.



4

Strengthen BImA's performance

We focus on targeted staff development, digital process optimisation and agile structures for efficient and future-ready management.



5

Support government work

We develop measures to strengthen both civil and military defence for the federal government.



Over the coming years, we will meet these goals step by step. In this publication, you will find examples of projects that demonstrate how we do so in practice. Every day brings us closer to our vision of sustainable and efficient real estate management for Germany's federal government.

Rethinking federal construction

Construction volumes are increasing, skilled workers are in short supply and buildings must be delivered more quickly, sustainably and cost-effectively than ever. BImA uses innovative concepts to address these challenges. Thanks to a newly expanded mandate from Germany's federal government, BImA can now implement building projects more efficiently by approaching them in a serial and modular manner. Here are three example construction projects:



Germany's armed forces: Modern accommodations in record time

A particularly ambitious project is the accommodation construction programme of the German armed forces. In an unprecedented collaboration between BImA and the armed forces, 76 new accommodation buildings for service personnel will be built nationwide by 2031. This results in approximately 7,150 modern rooms as living quarters. BImA already has substantial expertise in implementing serial construction programmes. A partnership-based collaboration across all levels is crucial here. The construction method follows a clear framework: Four standardised building sizes serve as a unified nationwide basis for all new constructions. In addition to the accommodations, BImA is also developing 500 rooftop photovoltaic installations and 18,500 charging points for electric vehicles for the armed forces – a clear commitment to climate protection.



THW construction programme: Strengthening civil defence

Increasing demands on population and disaster protection necessitate modernising the infrastructure of the Federal Agency for Technical Relief (*Technisches Hilfswerk*, or THW). Through the THW construction programme, BImA is implementing new THW branch buildings nationwide – a crucial contribution to strengthening civil defence in Germany. The first framework agreement includes 30 buildings for local branches and offers options for additional projects. BImA, as the main contractor, refrains from planning-intensive and costly bespoke solutions. Instead, it relies on serial manufacturing methods, enabling a fast and targeted implementation. The buildings are constructed to be accessible and meet the highest energy efficiency standards (EGB 40) – all are equipped with heat pumps and photovoltaic systems.





“Serial construction, as in our customs construction programme, is efficient and sustainable – throughout the entire lifecycle of the property, from the initial concept through occupancy to the recycling of building materials.”

Florian Wiegand,
Project Manager at BImA



Training centres for customs: Serially sustainable

For Germany's 13,000 armed customs officers, BImA is building eleven training centres (ETZ) using serial construction. The even distribution of centres across eleven regions nationwide ensures optimal training conditions in all parts of the country. Each ETZ has three central parts: a training building, a shooting range and a double sports hall. Customs officers will use those facilities for realistic training scenarios. The ETZs are serially constructed to EGB 40 standard, with silver certification from the Sustainable Building Rating System. An innovative wooden facade with aluminium pilasters allows for photovoltaic modules to be integrated alongside the greenery, with more PV modules installed on roofs and above parking spaces. As a result, an ETZ in operation will generate more electricity annually than it consumes. Additionally, over 800 charging points allow the Customs Service's electric vehicle fleet to be powered with self-generated electricity. Surplus power is fed into public grids.

SERIAL AND MODULAR CONSTRUCTION

Advantages at a glance

- Building and assembly times are significantly reduced compared to conventional methods.
- Standardised processes and planning make costs calculable and reduce risks.
- Repetition leads to process optimisation and higher quality.
- Ecological footprint is minimised through materials savings, energy efficiency and circular economy.
- Identical construction tasks allow for targeted use of synergy effects.



Focus on circular economy

In its serial construction projects, BImA has adopted a circular economy approach. Following the motto “Recycle – Reuse – Repeat”, this means largely avoiding composite materials, adhesives and fillers. Instead, construction relies on mechanical connections, which can be dismantled without damage during deconstruction. The materials used, such as steel and aluminium, are almost entirely recyclable – and are often mostly recycled already, which reduces CO₂ emissions by up to 95 percent in comparison with primary production.

Climate protection and biodiversity

All BImA construction programmes comprehensively consider climate and species protection aspects. From insect-friendly lighting to facade greening to integrated nesting and breeding boxes, the ecological dimension is considered from the outset. Photovoltaic systems on the roofs and facades of the new buildings help shift the power supply away from carbon-heavy sources. And local heating networks with heat pumps mean properties can be operated energy-autonomously – an important step towards climate neutrality.



Our Projects

The new houses in the Cité Foch showcase how high-quality and modern modular construction can be – built in record time, without compromising on quality or aesthetics.



Creating new housing

On approximately 200 federally owned plots, BImA plans, coordinates and builds new apartments while modernising its existing stock. Sustainability is at the forefront of all projects.

In Berlin's Reinickendorf district, BImA is undertaking its largest residential construction project to date. Here, 600 new apartments are being built in record time. The Cité Foch, a former residential area for French forces, posed a particular

construction challenge from the outset. Heating, power and plumbing were far from standard, so that new access roads had to be created. At the same time, this allowed BImA to redesign an entire neighbourhood as part of the housing

campaign – with parks and green areas, low-carbon energy supply, and a sustainable mobility concept that considered the needs of the residents. Wherever possible, the historic charm of the settlement was preserved.

The Cité Foch is one of more than 25 completed projects in BImA's programme to create new housing. That, in turn, is part of the joint housing campaign of the German federal government, states and municipalities to tackle a housing shortage. BImA plans to create up to 8,000 apartments for housing support (*for more, see page 16*).

Wherever possible, BImA employs the time-saving and resource-efficient modular construction method. This minimises noise and dirt on construction sites – a crucial factor in projects like Cité Foch, where construction is close to existing buildings. Through a framework agreement for serial and modular construction, BImA collaborates with various partner companies that manufacture modules in the factory and ship them to the construction site, where the complete units are assembled like building blocks.

“The apartments provided by BImA are designed to leave a minimal ecological footprint over their entire lifecycle,” says Thies Langholz, Head of the BImA housing campaign. He also elaborates on the agency's unusual approach: “BImA doesn't build to maximise profits. It remains the long-term owner and continues to ensure secure and affordable housing.” →



“Whether through consolidation, added storeys or new buildings, we create attractive, affordable housing for federal employees and relieve the housing market.”

Thies Langholz,
Head of the
BImA housing campaign

Where BImA builds

Across Germany, BImA supports the creation of attractive new housing, as in these four examples.



Hamburg

In Hamburg-Alsterdorf, 409 modules were turned into 101 modern apartments. The new residential park with prime location helps federal employees – including those from the German armed forces, Federal Police, customs, or Waterways and Shipping Office – find affordable housing close to their place of work. There are 14 different apartment types for families, singles and temporary living.



Scan the QR code to
watch a short film
about the project!



Freiburg

Several construction projects are under way in Freiburg as part of the housing campaign. In Haslach, 64 apartments on two plots are being built to KfW-40 standard. Fully covered solar panel roofs will provide tenants with cheap electricity. The solid construction using Gisoton materials along with green facades and courtyards creates a pleasant living environment. Previously, BImA had used loft conversions and renovations to create 28 up-to-date apartments.



Aschaffenburg

The Spessart Gardens in Aschaffenburg were a BImA pilot project in modular residential construction. The former US military site now sports four urban residential complexes with 56 modern apartments, two underground car parks and plenty of playgrounds and greenery: high-quality, affordable housing preserving the site's history.



Langen

In the Frankfurt metropolitan region, BImA built four new apartment blocks and four semi-detached houses in wood hybrid construction in less than a year. A total of 106 attractive rental apartments were built. For its environmentally friendly construction and particularly high energy standards, the German Sustainable Building Council awarded BImA's new construction project a gold rating.

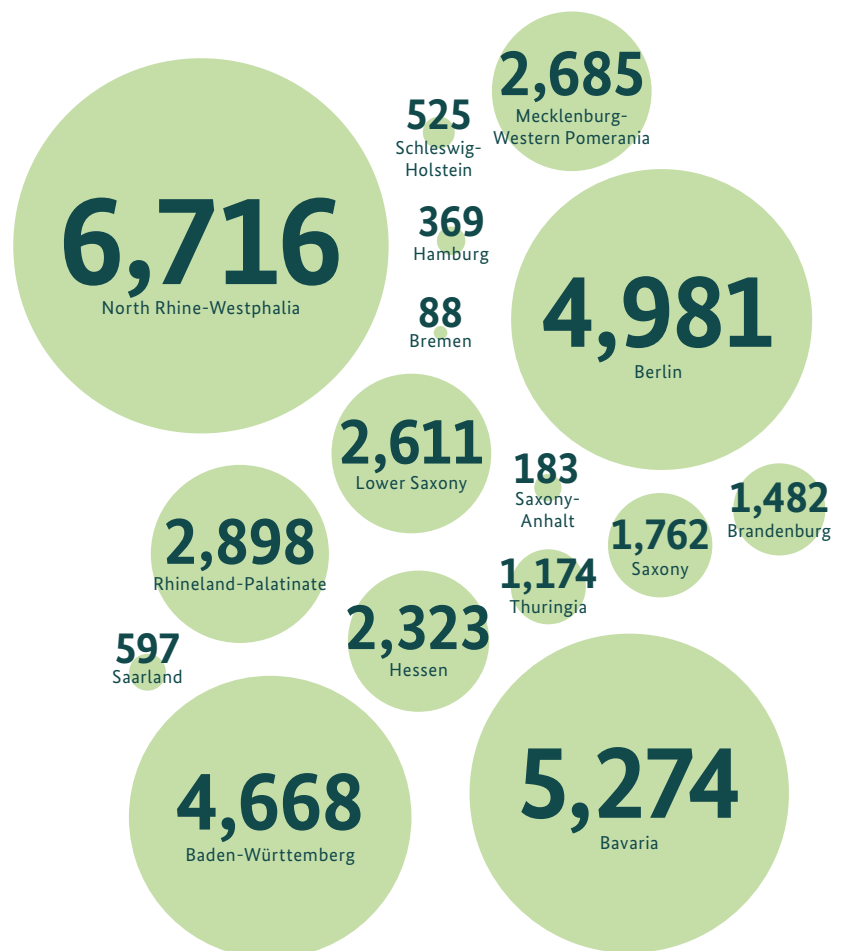
Helping house federal employees

Through its housing support programme, BImA makes it easier for federal employees to find affordable housing – often helping people start a new chapter of their lives.

There are many reasons to look for a new place to live, from entering a new career after apprenticeship or university through work reassignment to starting a family or otherwise changing one's life circumstances. But in economically strong regions or major cities, limited availability and high rental prices make finding a new home especially difficult. In such cases, German federal employees have access to housing support, a special service provided by the federal government. Established in 1950, the programme provides support in an effort attract and retain personnel over the long term. This task is managed by the Institute for Federal Real Estate, which helps those eligible for housing support find suitable and affordable housing near their workplace.

The housing support programme encompasses approximately 64,000 apartments at more than 500 locations throughout Germany – including sought-after urban areas. BImA owns over 38,000 homes (*see graphic on right*), and for others, BImA purchases occupancy rights. As part of the housing campaign, the federal agency continues to build new apartments, steadily increasing the number of BImA-owned apartments. Moreover, if no federal employee expresses interest within four weeks, the apartment is rented out on the open market. →I

Number of BImA apartments per state





One bedroom, kitchen, happiness: that is how one BImA tenant describes her Freiburg apartment.

FIVE QUESTIONS FOR

NANCY KLIMPEL,
Housing Allocation Office at BImA in Rostock

Who is eligible for housing support?

Many members of the Federal Police, the German armed forces, customs, and other federal institutions use this service. The circle of eligible individuals is quite large. Federal trainees are also included, for example. We particularly focus on employees in the lower and middle income brackets. That is why affordable rents are so important to BImA. But in principle, any federal employee can apply to us.

What types of homes do you offer?

We have everything from one to five bedroom apartments and single family houses. The number of wheelchair accessible apartments is also increasing. Space requirements are calculated based on the number of people living in the household, typically one room per person, in addition to bathroom and kitchen. Recently, we have also seen rising demand for an office space at home – which we now consider in the allocation process.

How do employees look for available apartments?

All currently available apartments can be found at www.bundesimmobilien.de > *meine BImA* > *Wohnungsfürsorge*. That is where we gather all the information, and federal employees can apply and contact us with any queries.

Does everyone who applies get an apartment?

We often have multiple parties interested in a particular vacant apartment, of course. We assess various criteria and then assign the apartment to the person most urgently in need of housing. But applicants are not legally entitled to receive housing.

How does the housing support programme keep rents so affordable?

BImA is legally entitled to set rents for its properties at the lower bound of the respective municipality's rental price index. As a general rule, the upper bound for the base rent is ten euros per square metre. Higher rents are permitted only under a few exceptional circumstances. In Berlin or Munich, our rents are significantly below the usual local rates. BImA's rental policy not only keeps local rents affordable, but also benefits municipalities and citizens. Any apartments that BImA does not rent out to federal employees become publicly available at the same affordable conditions.

The head of the BImA InnovationLab, Kristin Bauermeister, promotes everyday workplace innovations.

Embracing transformation

While some people may think public administration is not a place for innovation, BImA even has a dedicated address for it: The InnovationLab, located in the Energy-Plus House on Berlin's Fasanenstraße, contains no filing cabinets or rubber stamps. Instead, the spacious office houses experts on innovation.

The Energy-Plus House

The BImA InnovationLab itself is an innovation and was part of the “Zukunft Bau” research initiative by the Federal Ministry of Building. As part of the project, families lived here to scientifically test whether a modern residential house could be not only a comfortable home but also a power plant and electric charging station. Living here, occupants would generate more power than they consumed in their daily lives.



Kristin Bauermeister heads the BImA InnovationLab, which aims to optimise agency procedures and prepare BImA for the future. “At the moment, the administrative sector is the one with the highest digitalisation potential, so it’s essential that we make technological developments available to our colleagues,” says the innovation manager. To do so, she closely monitors the start-up scene, connecting current trends and developments directly with relevant work areas as necessary.

However, the BImA InnovationLab focuses on more than technology and digitalisation. It’s about rethinking work methods: moving from “This is what we’ve always done” to “What new options are there?” The process always starts with a comprehensive analysis of work methods. In coaching sessions and workshops, BImA employees explore new ideas and work with the InnovationLab team to develop new workflows. This gives them the confidence to think outside the box and abandon past routines. “Ultimately, in innovation, the focus is not on a new tool but on the person. Without dialogue and

healthy communication, there’s no progress. Those are some of the things we create space and opportunity for,” the innovation manager says.

Since the start of BImA’s own InnovationLab, the team has already streamlined several processes and come up with shortcuts for procedures that often became unwieldy. One example is the management of the agency’s fleet of cars. Instead of filling in time-consuming paperwork, staff members will soon be able to book a company car from, say, Munich to Berlin with just a few clicks, digitally and without involving other agencies.

Another major driver of innovation at BImA is artificial intelligence (AI). The InnovationLab keeps an eye on new developments and legal requirements. Especially in the real estate sector, AI can increase efficiency and agility. “Our working environment is constantly changing, much faster today than even ten years ago. Innovation helps us not just accept this, but to actively shape our future,” says Kristin Bauermeister. →

EXEMPLARY INNOVATION



Digital twinning: With help from a start-up, the InnovationLab created digital twins of BImA residential buildings in a pilot project. The objective: optimise energy modernisation, reduce complexity and accelerate administrative processes.

Citizen development:

A major current focus of BImA’s information technology division is developing customised software independently without in-depth IT knowledge. Employees design their own digital applications by means of the low-code platform Pega, producing flexible solutions for construction monitoring and many other use cases.



Non-hierarchical space: Innovation thrives on open communication. That’s why BImA’s InnovationLab is a non-hierarchical space, meaning workshop participants abandon their usual team roles and focus on a common task – with everyone on an equal footing. This produces agile processes and sleeker workflows, making everyone’s work easier.

Supporting scientific research

With custom-designed real estate solutions, BImA makes a significant contribution to strengthening Germany's position as a research location and finding answers to key future questions.

As the central real estate agency of Germany's federal government, BImA plays a crucial role in promoting science and research in Germany. It provides and constructs specialised research facilities, thus creating ideal conditions for the work of numerous federal institutes. Three examples:

The JKI safeguards the basis for tomorrow's life, while BImA lays the real estate foundation for its work.



The Julius Kühn Institute (JKI)

The Julius Kühn Institute (JKI) is Germany's federal research institution dedicated to cultivated plants. Across ten locations, its scientists focus on topics related to agriculture and food security. Andrea Nikoleizig has been the BImA property manager for the JKI in Quedlinburg, the institute's main site, for more than ten years. Her role includes managing laboratories, large research fields and a vast greenhouse, which makes her work particularly varied. Currently, she is working on energy efficiency upgrades, aiming to reduce the CO₂ emissions of all buildings by up to 42 percent. This project is crucial to meeting the federal government's climate targets, as the institute's research focus means the highly specialised JKI properties have substantial needs for heat, cooling and electricity. For the newly designed JKI site in Dossenheim, BImA has incorporated energy considerations in the planning process. With wood-pellet heating, well-water cooling and rooftop photovoltaic power generation, the modern research centre offers perfect conditions for new insights into crop protection and ecological agriculture.

“Managing properties for the JKI is a varied task that continues to fascinate me. Here, architecture, technology, science and nature go hand in hand.”

Andrea Nikoleizig, Property Manager at BImA





Friedrich-Loeffler-Institute (FLI)

Another example is the new building for the Friedrich-Loeffler-Institute in Jena. Here, a modern laboratory and animal holding facility are being constructed to the second-highest biosafety level 3. The four-storey complex with a usable area of around 32,000 square metres meets stringent equipment and safety requirements. At a cost of approximately 200 million euros, BImA is ensuring optimal conditions for research into the health and well-being of food-producing animals as well as the protection of humans from zoonoses – infectious diseases transmitted from animals to humans or vice versa.

Maximum security required:

All FLI laboratory buildings are under continuous technical surveillance.

Federal Office for Radiation Protection (BfS)

The Federal Office for Radiation Protection (*Bundesamt für Strahlenschutz*, or BfS) protects people and the environment from the effects of ionising and non-ionising radiation. As a competence centre, BfS aggregates expertise on radiation effects and risks. Across seven locations, its remit includes radiation-based applications in medicine, civil protection during radiological emergencies, and protection against increased natural radioactivity such as radon. Protection plans against UV radiation and evaluations of mobile phone impacts are also part of BfS research. The new, modern BfS building, commissioned by BImA in Berlin, features a coordination centre for radiological emergency protection. The Y-shaped structure, constructed as a reinforced concrete skeleton with a wooden facade, highlights the dynamic nature of the building. A total of 3,600 square metres, comprising offices, laboratories, workshops and a library, are distributed across three storeys and partial subbasements. “The excellent architectural design merges the various workspaces. However, planning and implementing the building’s technology was a challenge, requiring close coordination between all project participants,” says Christin Bagans of the relevant BImA construction management team.



“We work very collaboratively with BfS, and we hope the agency will feel at home in its new, modern building.”

Christin Bagans, Engineer for Technical Building Equipment at BImA



The newly constructed BfS building in Berlin is the German government’s official pilot project for Building Information Modeling (BIM). BIM is based on a digital 3D model of the structure, incorporating not only geometric data but also information on materials, costs, energy consumption and much more. BIM enables transparent cooperation among all project participants.

As a forester, Markus Disztl is already planning for the period from 2071 to 2100, as shifting to climate-tolerant forests is a generational task.



Making federal forests climate resilient

Working at BImA doesn't have to mean working indoors. All across Germany, federal foresters manage and nurture open land such as heathlands or bogs, and of course forests. Their goal: to sustainably secure the valuable habitats and diverse ecological functions of forests for the future.

What makes Germany's federally owned forests unique is their functional diversity. They are used, for instance, by the German armed forces for realistic outdoor exercises. In addition to providing fire, noise, visibility, and dust protection, the forests are also used for hunting and to harvest timber. However, the federal forests are also habitats for plants and animals that have adapted to specific conditions. Some forests have been protected by the government as nature reserves. As part of the National Natural Heritage, these are allowed to develop undisturbed in accordance with their natural dynamics. Regular forest management is no longer conducted there, resulting in impressive biological diversity.

Climate change is significantly affecting all forests. "In addition to drought and storms, we are also seeing more forest damage from insects and fungi," says Markus Disztl, Head of Production and Sales at the headquarters of the Federal Forestry Office. "That is why our research project 'Climate-Resilient Forest' examines how the federal forests can be restructured to withstand climatic changes." The project partnered with the North-west German Forest Research Institution, and its results show that structurally diverse mixed forests can better cope with potential



Preserving the magical beauty of the forest is one of the challenges for Federal Forestry.

damage. Some tree species, like oak and fir, are becoming more important due to their resilience to drought, while others like spruce are declining noticeably.

Thanks to the research project, federal foresters now can use an app to quickly determine which tree species are best suited for a particular area. The data model which species will cope well with climate change, helping foresters better plan and implement changes toward a climate-stable federal forest. "Our challenge is balancing climate change issues, conservation requirements, and our users' needs," says Markus Disztl. →

AN INHERITANCE FOR GENERATIONS

The National Natural Heritage encompasses protected forests, meadows, heathlands, fields, bogs, floodplains,



waters and coastline. The lands of the National Natural Heritage are owned by the government, states, the German Federal Environmental Foundation and conservation organisations. The owners collaborate closely and have collectively agreed on strict conservation standards for the areas.

Open space habitats: Approximately one quarter of natural heritage areas are open spaces, such as heathlands, nutrient-poor grasslands and pastures. To ensure the continued richness of specialised species and habitats, the areas must be carefully and consistently used or maintained. Thus, open spaces in the National Natural Heritage are regularly mown, grazed or maintained through controlled burning.



For the public, selected natural heritage areas are accessible so long as sensitive areas are not disturbed. Even many areas formerly used by the military are now open for exploration on designated safe paths. Other areas are heavily contaminated with ordnance from military use, so that entry is prohibited.





From animal care to zero-impact compensation

BImA's Federal Forestry Office is responsible for the management and maintenance of what are known as green federal properties. Here are just a few examples of its wide-ranging responsibilities.

1

First-class forestry

The 17 Federal Forestry Office branches, with their approximately 260 forest districts, manage and maintain about 368,000 hectares of forest and 207,000 hectares of open land according to forestry and conservation standards. This area is roughly twice the size of Saarland.



2

Nature conservation on military lands

Military use and nature conservation don't mix? BImA begs to differ. The eco-friendly land management of the German armed forces and Federal Forestry Office allows essential training for service personnel while preserving unique natural refuges on training grounds. For example, the tracks of military vehicles serve as breeding sites for rare amphibian species.



Ecological compensation

Large federal construction projects legally require compensation in the form of ecological protection zones. The Federal Forestry Office provides these as locally as possible, for example relocating rare species to compensate for the construction's effects on nature.



Animals everywhere!

BImA properties are home to countless rare animal species, such as the nightjar, yellow-bellied toad and blue-winged grasshopper. Other animals are natural gardeners: Przewalski horses, bison, Konik ponies, donkeys, sheep and red deer graze vast open land and thereby preserve valuable habitats for endangered species. A win-win situation created by the Federal Forestry Office through numerous projects across the country.



4



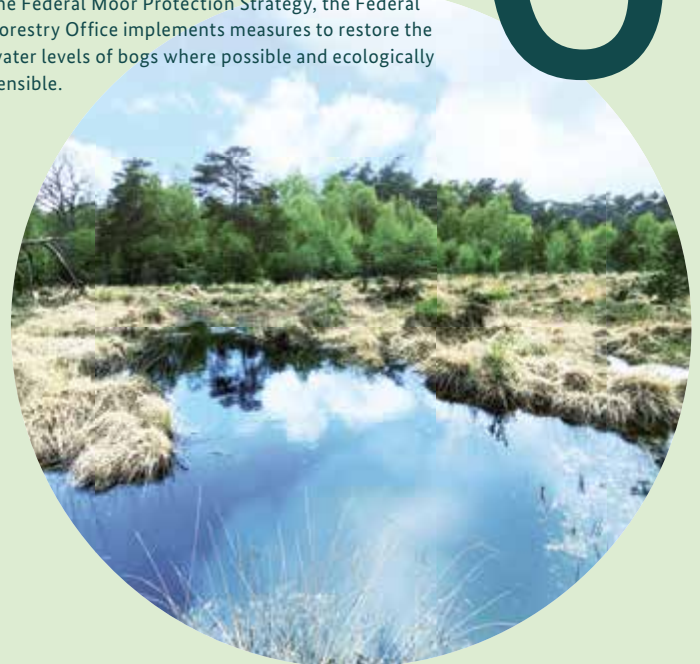
5 Sustainable timber harvesting

Each year, federal foresters harvest over a million cubic metres of timber, equivalent to the timber needed to build over 30,000 typical family homes. This makes the Federal Forestry Office one of Germany's largest raw timber suppliers and a crucial supporter of regional economic sectors.



6 Protecting wetlands

Because of their high CO₂ storage capacity, intact wetlands are natural climate protectors. As part of the Federal Moor Protection Strategy, the Federal Forestry Office implements measures to restore the water levels of bogs where possible and ecologically sensible.



7 Wildfire prevention

Climate change is already increasing wildfires, and the problem becomes even more dangerous on areas contaminated with ordnance. The Federal Forestry Office develops wildfire protection plans, uses innovative monitoring systems and builds necessary infrastructure.

Facilitating change

One of BImA's legal mandates and core tasks is the sale of federal properties. Such a sale of a property often marks the beginning of a new success story.



The sale of land to the municipality helped create a new neighbourhood in Darmstadt.

The Institute for Federal Real Estate (*Bundesanstalt für Immobilienaufgaben*, or BImA), as the central real estate company of Germany's federal government, is entrusted with economically divesting properties that are no longer needed. With an extraordinarily diverse portfolio – from former military sites to historic villas and airfields – BImA creates new development perspectives for these unique properties. The marketing of the properties is handled by 23 regional sales teams, which use various channels to reach a wide audience. Over 32,000 sales contracts have been concluded since BImA was founded.

Since 2012, municipalities in particular have benefited from first access. The policy allows them to acquire properties at a valuation-



The Lincoln residential area in Darmstadt before (top) and after (left) the conversion. About 30 percent of the total living space is dedicated to communal and inter-generational residential projects. Social infrastructure and mobility are components of the development plan.



32,000

sales contracts concluded



5.5

billion euros in revenue from sales achieved



77,000

apartments initiated through sales

determined price without going through a bidding process. Additional discounts support social housing projects, among other things. BImA has extensive expertise in conversion and successfully supports the transformation of former military areas into civilian-used properties. This gives municipalities new development potential for housing and attractive commercial spaces.

An example of a successful conversion is the 24-hectare Lincoln residential area in Darmstadt. BImA sold the former U.S. military grounds to the city's real estate company through the first access option. Several years later, the land has become a modern urban quarter – and home to around 5,000 people. →

FIVE QUESTIONS FOR



ARNE OMET,
Head of Sales Strategy

What distinguishes BImA's sales portfolio and policy from that of other market players?

Unlike traditional real estate companies, which often offer standardised properties, our sales portfolio is extremely varied – in both the size and the type of properties. We support community-oriented goals through sales. For instance, we offer discounts on certain sales to promote social housing and infrastructure projects.

Which properties does BImA sell most frequently?

We used to sell many unique and attractive properties such as castles, lighthouses, airfields and even islands. These included large conversion properties. Currently, the majority of our sales are small and residual plots.

What criteria determine which properties should be sold?

We regularly analyse our portfolio to determine which properties are no longer needed by the government. Only these are considered for sale. Additionally, BImA checks whether the plots could be used to build government-owned housing. Many properties are reserved for housing development as part of the housing campaign.

What is a typical sales process at BImA like?

We first offer municipalities the opportunity to purchase the properties through early access. If the municipality is not interested, we sell the properties through a bidding process and list them on our own portal as well as other well-known real estate platforms.

What advice would you give to individuals interested in federal property?

Interested individuals can use our real estate portal (<https://immobilienportal.bundesimmobilien.de>) to register and actively search for suitable properties. All essential information about the offerings is included in the sales brochures. Additionally, our colleagues across the country are happy to assist in choosing the right property.

Despite confronting the shadows of Germany's past almost daily for 15 years, Undine Heise (*photo left*) has often found that most people beyond BImA are unaware of the scale of the problem. "Even 80 years after the Second World War, we are still dealing with its aftermath. Our forests and waters contain highly dangerous, explosive and toxic substances. Their removal is crucial and our utmost priority," explains the Erfurt native.

Undine Heise oversees one of the largest ordnance clearance projects in Germany – the Dethlinger Teich in Heidekreis. Countless grenades, bombs and gas canisters from stockpiles of the Wehrmacht (former German armed forces) were disposed of in the diatomaceous earth excavation pit. The project's scale is enormous: so far, 58,000 pieces of ordnance with a total weight of 90 tonnes have been retrieved from the top layers alone. To minimise risk to the surrounding area, BImA constructed a vast recovery hall with a complex infrastructure. The restoration is expected to be completed by 2028.

The colossal work of projects like these works only through close collaboration between agencies, in which BImA plays an

Safe disposal of ordnance

Construction and infrastructure projects often have a dangerous side, as the ground in many areas in Germany contains unexploded ordnance. BImA is tackling this historical challenge by overseeing an increasing number of clearance projects nationwide.

essential role. On the one hand, it supports states in their legal task of ordnance clearance – even on properties owned by third parties – and reimburses the states with tens of millions of euros annually. On the other hand, it manages the clearance of its own lands, often previously used for military purposes. Currently, BImA plans over 17,000 measures of varying sizes and allocates more than 850 million euros for this purpose. →

SPECIAL EXPERTISE

As the largest owner of ordnance-contaminated land in Germany, BImA acknowledges its unique responsibility.

Programme

To meet the growing challenge, BImA developed a strategic ordnance clearance programme. From systematic assessment of suspected sites to prioritising clearance actions, the agency relies on efficient processes and cutting-edge technologies.



Cooperation

Through cooperation agreements with the states, BImA optimises resource deployment and accelerates clearance work. As a co-publisher of the Building Regulations for Ordnance Clearance, it also advances standardisation and quality assurance in the industry.



Qualification

This ongoing duty requires qualified professionals. Eight years ago, together with the University of the Bundeswehr Munich, BImA initiated postgraduate training and has been training specialist planners for ordnance clearance ever since.

Specialist dialogue

Through its commitment to fostering dialogue within the industry, BImA secures the future of safe and competent exploration, clearance and environmentally sound disposal of ordnance.



Layer by layer the soil is removed on a former military training ground owned by the BImA (top). Each ordnance clearance process is meticulously documented (right).



Dangerous finds at a BImA clearance site in Brandenburg. Before recovered ordnance is handed over to the responsible ordnance disposal service, it is sorted and categorised.

Preserving monuments

Many buildings in BImA's portfolio are listed monuments. With appropriate maintenance and sustainable renovations, BImA is preserving an important part of German history.

Not far from the Brandenburg Gate in Berlin-Mitte, on Mauerstraße, stands a complex of two interconnected impressive historical buildings. They were constructed by Deutsche Bank starting in 1870, during a historical period known as the *Gründerzeit*, and included offices, several banking halls and vaults. After over 150 years of use by Deutsche Bank, the Ministry of the Interior of the former German Democratic Republic and various federal

authorities in reunified Germany, the buildings needed refurbishing. Over five years, BImA, under a public-private partnership, completely overhauled the building technology and extensively renovated part of the historical building substance. The two buildings were then awarded the Gold Standard of the Sustainable Building Assessment System (BNB). An outstanding result: No listed building of this size has ever received a BNB gold certification. "Sustainability and

environmental aspects were integral to our entire planning and construction process to ensure energy, resource and cost efficiency over the entire property lifecycle," emphasises Project Manager Thomas Zukunft. Today, the two representative historical buildings on Mauerstraße are used by the Federal Ministry of Health and the Federal Ministry for Education, Family, Seniors, Women and Youth. Also attached are rooms for a day-care centre.



Impressive result: after comprehensive renovations, the two monumental buildings on Mauerstraße practically gleam – inside and out.



Federal Fiscal Court

A representative historic building with a listed park and frequent public visitors: the Federal Fiscal Court, located in Munich, is the highest judicial authority for disputes in the field of tax and customs law. Currently, the focus is on energy efficiency upgrades to the more than century-old building – from lighting and ventilation technology to 120 double casement windows.



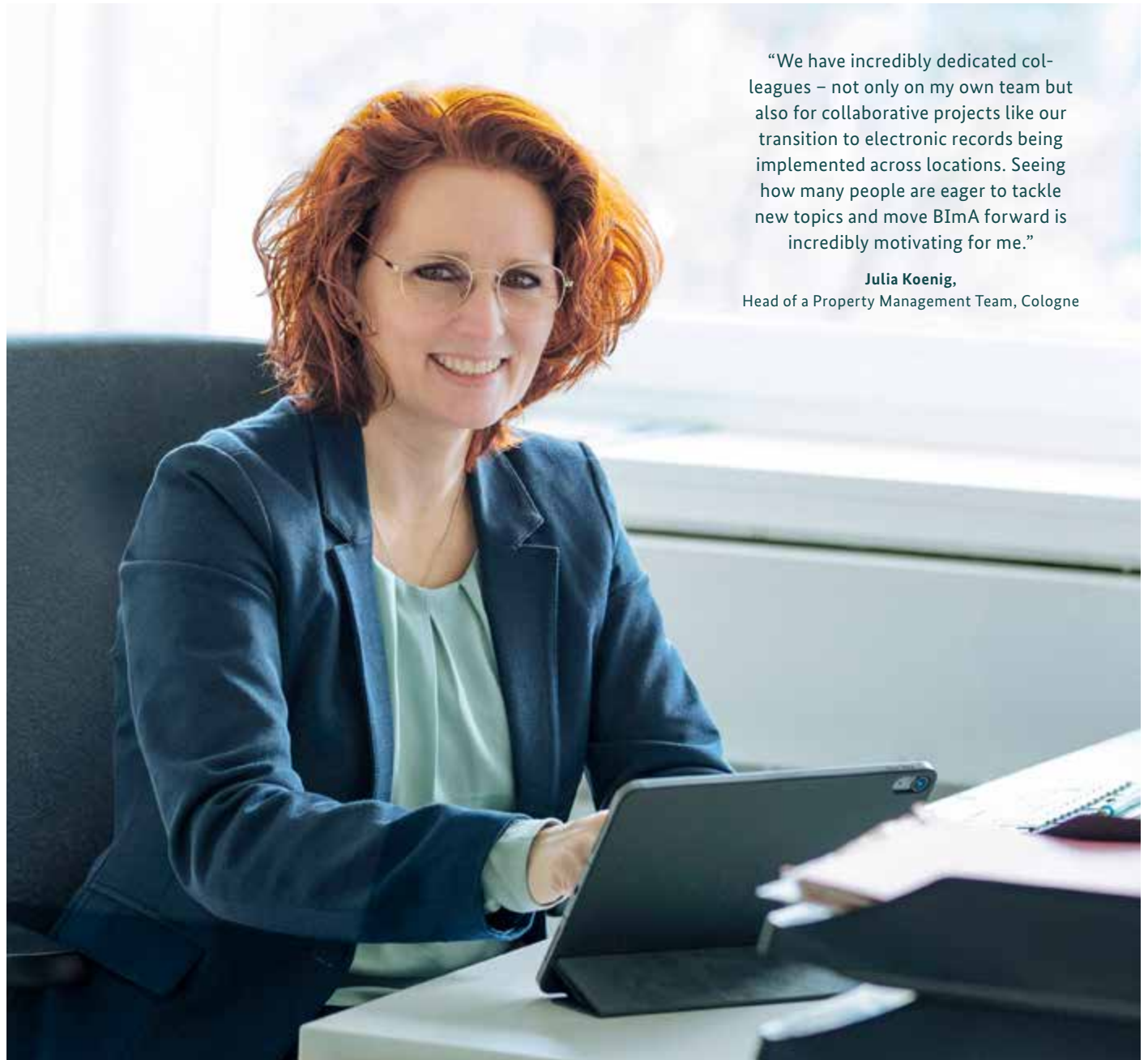
“The challenge is to ensure that construction measures can go forward without disrupting the docket of the court.”

Marcel Mayr,
BIM A Property Manager

Lichtenburg Castle

In eastern Saxony-Anhalt, BIM A preserves the memory of a dark chapter in German history: the Nazis turned the Renaissance castle Lichtenburg into one of the first concentration camps, where over 10,000 people were interned. Since 1965, it has been a memorial and place of remembrance. Maintenance remains a particularly challenging task for BIM A as building owner, partly due to subsidence and centuries of neglect of the building's substance.





“We have incredibly dedicated colleagues – not only on my own team but also for collaborative projects like our transition to electronic records being implemented across locations. Seeing how many people are eager to tackle new topics and move BImA forward is incredibly motivating for me.”

Julia Koenig,
Head of a Property Management Team, Cologne

Promoting self-fulfilment

People from different professions work at the Federal Agency on various projects and tasks. For them, BImA is a place where they can thrive and achieve great things together. What makes working at BImA special? Here are seven answers.



“At BImA, I got the chance to take on responsibility early. Among other things, I was allowed to manage the organisation of the BImA Cup, our traditional football tournament, this year. The development opportunities are amazing. A few years ago, I was still exploring various departments as a dual student, and today I am participating in an internal leadership development programme.”

Luke Grömping,
Construction Accounting, Bonn



“Twelve years ago, I started as a property manager; today I’m a department head. To me, that shows that BImA values and promotes commitment and performance. I enjoy the diversity of my tasks. Here I get to apply my expertise and personal strengths while being part of a great team. That makes working at BImA so fulfilling for me.”

Yesim Özcelik,
Head of Portfolio Management, Freiburg



“That BImA places such an emphasis on continuing professional development helps me stay up to date. As part of our missionE, I advise our users on how to use energy resources efficiently. As a father, I want to leave my children not only a healthy environment but also many shared memories. It’s great that at BImA I can balance both.”

Marcus Mohn,
Energy Management, Magdeburg



“Having a management role and working part-time is not a problem at BImA. Through tele-commuting, I have the necessary flexibility to care for my two children. The high social relevance of my work in the housing sector is important to me. Thanks to my team across the country, we provide affordable and modern housing at many locations all over Germany.”

Isabell Ohligschläger,
Head of the Rental Campaign Department



“For the past year, we in Berlin have implemented a desk-sharing model. That means we digitally book shared workstations ahead of time. This allows us to use our office spaces much more efficiently and benefit from closer dialogue within teams. That helps us better support our users on their journey to implementing modern service centre models.”

Manfred Reuß,
Head of Facility Management, Berlin



“Openness to new ideas and the willingness to improve are two things I value both personally and professionally. I’m delighted that, as a product manager for digital products, I can contribute to optimising daily operations at BImA. I’m also grateful for the support I received while completing my master’s degree alongside my work.”

Viktoria Mühlens,
Digitalisation Department

Honouring diversity

Those who work at BImA can depend on a strong safety net that allows each individual to achieve the life they envision. This is confirmed by our latest certification regarding work and family balance.

A BImA family: Paulin and Tony Bill met while studying forestry in Eberswalde and have been a couple ever since. “When I started at the Federal Forestry Office in 2013 and Tony joined a year later, we were stationed across Germany from each other. BImA helped us be reunited as a family, even though we weren’t a family at the time,” Paulin Bill remembers. The couple married in 2019. They work full-time at the Federal Forestry Office Havel-Oder-Spree – he as a district manager, she as a service area manager – and have two children. “Because we can organise our working hours flexibly and remotely, we’re able to manage both our jobs and family well, and even have some time for our volunteerism,” says Tony Bill. He has been active with the fire department for over 20 years, while his wife is involved in employee representation.



BImA offers its employees not only interesting tasks and secure jobs but also a modern and flexible working environment with attractive development opportunities. Through various measures, it helps individuals balance work and family and is certified as a family-friendly employer. The agency makes support and individually tailored working time models available to staff whatever their needs, from child care or health problems to caring for relatives.

Hans Pilger from Münster leads a 16-member team at BImA and has personally experienced BImA's family-friendly business culture. "I took parental leave multiple times, longer than the two months fathers usually take, to help my wife return to work and to enjoy spending time with my family," says the father of two. "My superiors and my team members all consistently gave me positive feedback and had my back."

Kirsten Brockmann is a Key User, helping colleagues in the daily application of specialised

real estate management programmes; she is also a deputy equal opportunity officer in the Dortmund directorate. For several years now, she has been taking care of her care-dependent father and thus knows what it means to balance work and family. "BImA set up a position that allows me to tele-commute. Now I work from home two fixed days per week, which gives me the necessary dependability for planning." And if care needs

come up at short notice, she can rely on her team's support.

Recently, BImA has made Family Service available for its staff. The service is a measure from the Audit Work and Family programme and includes advisory and placement services for childcare or the care of relatives, helping BImA employees cover even short-term needs. →



"Taking extended parental leave as a father doesn't negatively impact one's career at BImA."

Hans Pilger



"I work to ensure that people of every different way of life have the same opportunities at work."

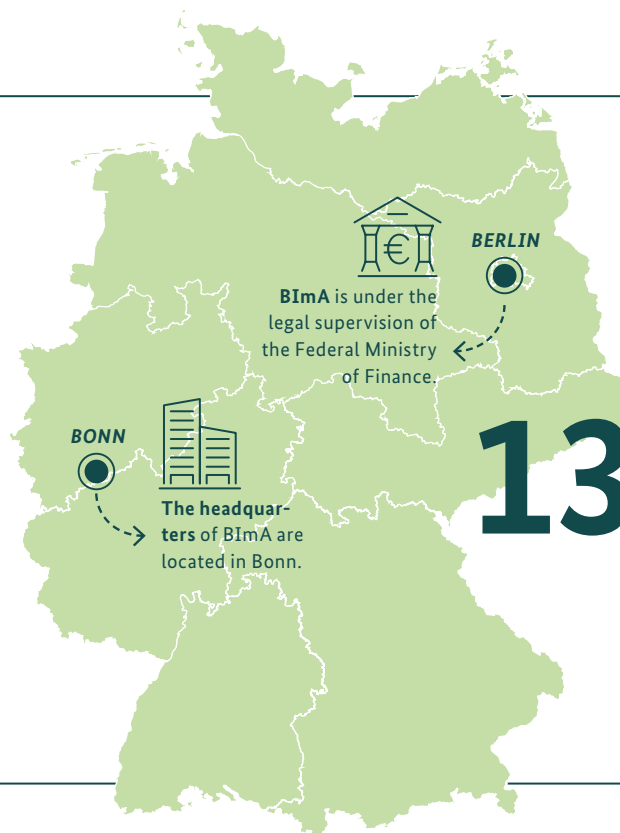
Kirsten Brockmann

BImA by the numbers

7,400  **people** work at BImA.

9  **directorates** form BImA's regional organisational structure.

120  **branch offices** ensure BImA is always accessible to those it serves.



9  **divisions and 7 departments** cover all of BImA's varied tasks.

13  **experts** from politics and academia make up BImA's administrative board.

3  **board members** lead the federal agency.

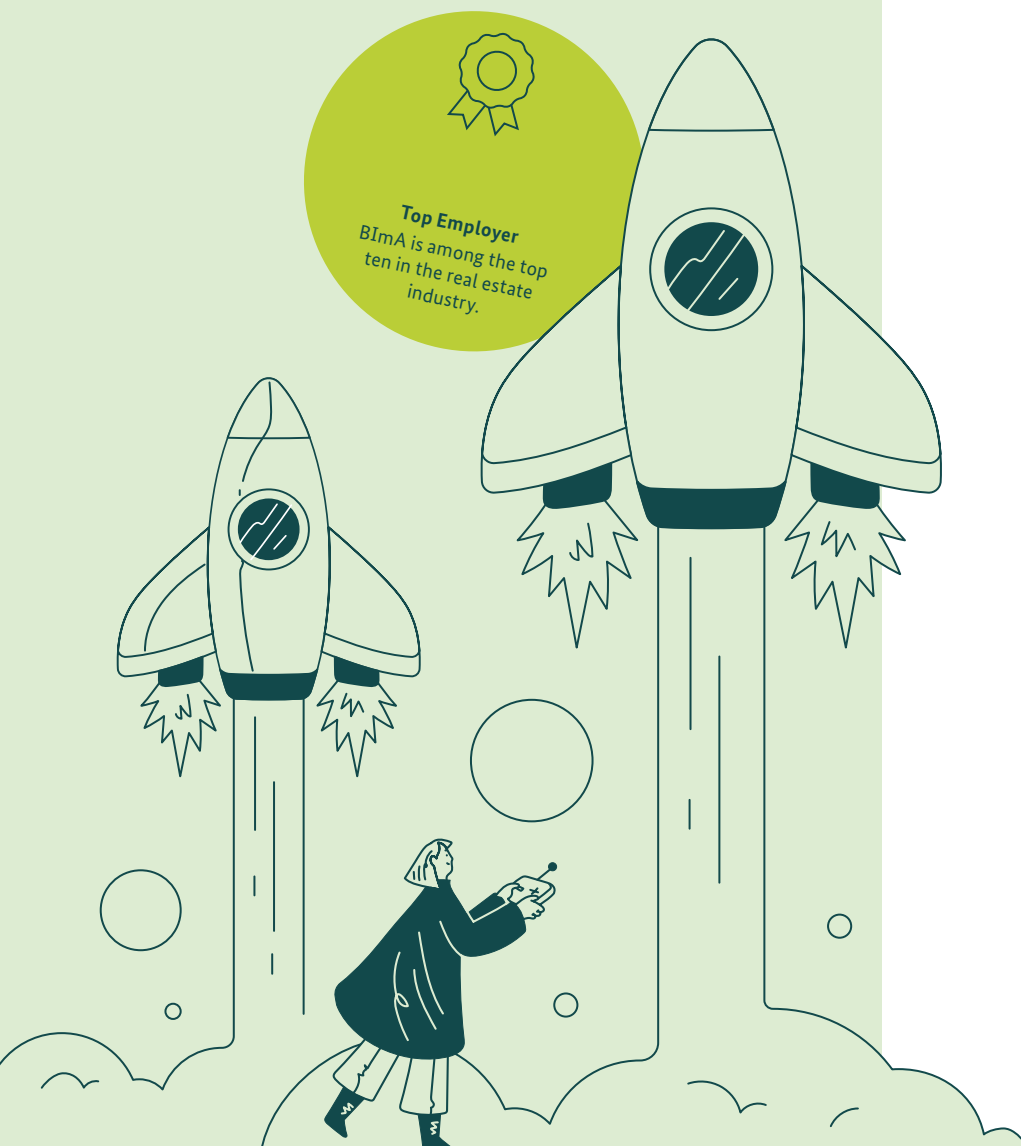
Shaping the future

BImA promotes young talent and trains its own next generation. It offers young people attractive opportunities to start or advance their careers in the real estate industry and at the Federal Forestry Office.

Luis Dyck is 20 years old – born in the year of BImA's founding. He is currently studying business administration in Mannheim and Koblenz, with a focus on real estate management. His dual studies at BImA are the result of happy coincidence: "When I found out that Baden-Württemberg Cooperative State University listed BImA as a partner, I didn't know the organisation yet, and decided to research it online. I was very impressed with all the things BImA does and the size and diversity of its portfolio," the student recalls.

In retrospect, he feels he made the right choice, considering all the exciting tasks and encounters he has experienced. Right in his first week, he went on an excursion to the *Bundeskriminalamt*, Germany's Federal Criminal Police Office. Soon after, he gained experience with the standardised system of real estate management for the German armed forces in Trier, visiting sites that are not publicly accessible. "Someday, I'll get to know all areas of BImA; next up is Housing," the 20-year-old says eagerly. When he speaks with other real estate students, they often envy the advantages he enjoys in public service. "While they often have to complete upcoming project work on weekends or after hours, we do so during working hours. There are other benefits too, like being provided accommodation for studies in Mannheim. And more importantly, our trainers often have personal experience with the programme and can offer great support," Luis Dyck says.

BImA's supportive and meaningful work environment are recognised not only by Luis





As a dual student at BImA, Luis Dyck has the opportunity to find out which of the agency's many specialised areas interests him the most.

230 

young talents will train at BImA in 2025.

152 

of those will be apprentices.

78 

dual students nationwide are part of BImA.

2 

of the six training professions at BImA are currently particularly in demand: management assistants in real estate (74 positions) and foresters (51 positions).

Dyck and his fellow dual students. When the trade journal *Immobilienzeitung* conducted its "Top Employer 2025" survey of nearly 500 students and graduates, the agency ranked among the top ten places to work. This shows how much BImA appeals to young people seeking a forward-looking career. Prospective students can choose from a total of seven bachelor's programmes: business administration in real estate, business administration in the public sector, industrial engineering with a focus on facility management, mechanical engineering, utilities and energy management, business administration in technical facility management, civil engineering, forestry (including

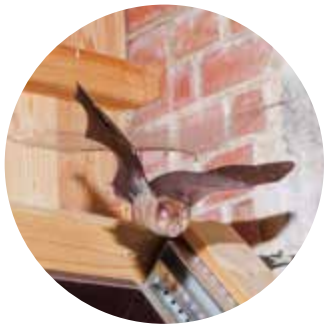
ecosystem management). The combination of theory and practice allows students to gain valuable experience and apply their knowledge directly. But BImA trainees also have excellent opportunities to enter an interesting and secure career. With six different training branches, the agency offers a broad spectrum of entry-level opportunities, from real estate agents to foresters and electronic technicians. The diversity of training professions reflects BImA's extensive remit. Across over 120 locations nationwide, it offers a wide range of opportunities and individual support. Trainees and dual students enjoy above-average pay, 30 vacation days and excellent chances for

permanent employment. Additionally, BImA fosters exchange and networking amongst young employees, contributing to a motivational work environment.

With its family-friendly corporate culture and flexible work-time models, BImA offers ideal conditions for a successful start to professional life. Those starting their careers at BImA can look forward to exciting tasks, a modern working environment and excellent development opportunities. →

Who would have known?

BImA has an extremely wide range of roles and unexpected tasks. Here is a small selection:



Bats in the belfry

Germany's rarest bat species, the greater horseshoe bat, has its only colony in the country on BImA property in the Upper Palatinate. To safeguard the colony, the Federal Forestry Office Hohenfels has repurposed a church ruin as a habitat for small mammals.

Internationally connected

Many countries have a real estate service provider for state properties. The Public Real Estate Network (PuRE-net), the network of state real estate service providers in Europe, allows such organizations to learn from one another and engage in regular dialogue. BImA is a PuRE-net member.

Putting BImA on the map

BImA has its own geographical management centre and, with the BImaps information system, possesses a modern tool for land surveying and visualising its portfolio. This enables a transparent representation of properties for all involved.

BImA as municipal council

At the edge of the Bergen NATO training area lie Germany's only inhabited districts without municipal councils: Lohheide and Osterheide. There, BImA, as the owner of the land, administers all tasks of a typical municipal administration – including civil marriage ceremonies.



A former bunker turned into exclusive residential property

Aid for refugees

BImA provides more than 300 federal properties to the states and municipalities for housing refugees. Over 56,000 people live there.



Public shelters

From above-ground bunkers and underground shelters through subterranean car parks to subway stations, shelters have been in the public eye lately. Since 2007, under the peace dividend, most of the approximately 2,000 shelter facilities that existed in (West) Germany were decommissioned. Today, only 579 shelters remain. Currently, a national shelter plan is being redeveloped with support from BImA. The plan includes providing public shelters throughout all of Germany.



Construction work in the future auditorium of the customs university is in full swing.

Record-breaking campus

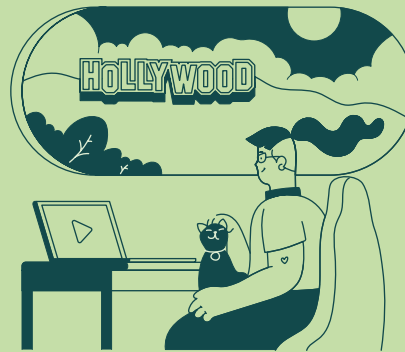
In Rostock, BImA and its partners have constructed a complete university campus for 600 students and 130 staff. In a record-breaking planning and construction timeframe of nearly 4.5 years, a brand new university for customs was established in Lichtenhagen. The campus, including lecture halls, a cafeteria and two dormitories, was built on reinforced concrete elements with approximately 1,000 stacked wooden modules, making it the largest wood module project in Europe.

Federal farm

In the Emsland region, BImA operates an organic farm through Wirtschaftsbetriebe Meppen (Meppen Business Operations). Conditions are challenging: grains, grasses, potatoes and legumes are grown on the premises of the Meppen Defence Technology Centre, where the German armed forces, among other activities, test ammunition. Farmers must check daily whether the land can be cultivated, and military vehicles sometimes obstruct the combine harvesters. Nevertheless, good communication allows BImA to successfully produce seeds here.

Making insurance doubly sure

If members of allied forces cause damage in Germany, BImA steps in much like an insurance agency would. A tank veers off course and destroys half the crops of a farm? A soldier causes a traffic accident with several injuries? The claims regulation departments within BImA assess the claims and pay the compensation to which claimants are entitled under German law.



Roll camera!

Whenever possible, BImA provides its portfolio as a backdrop for film and music video productions. It has already supported the making of series like “Babylon Berlin” and “How to sell drugs online (fast)” – and even videos by rapper Apache 207.

1950s leaseholds

BImA still manages more than 4,600 leasehold contracts, mostly established in the 1950s to stimulate residential construction with affordable land. But leaseholds are not limited to residential homes – properties like the Deutsches Museum in Munich, the European Space Agency in Darmstadt and sea rescuers on Helgoland use BImA land in this way, too.

Administration of legacies

If German nationals die abroad without legal heirs, the estate passes to the government, and BImA handles the legacy. This involves anything from properties through jewellery to life insurance. Occasionally, individuals even consider including the federal government directly in their wills.



Immovable art

BImA is one of the largest art collectors in the country – and its growing collection typically provides free access to the works of renowned artists. “Art in architecture” works are an integral part of BImA’s portfolio. Up to 1.5% of each building project’s construction costs are allocated directly to noteworthy sculptures, graffiti, mosaics and much more.

Your direct line to us

Scan to find out more!

Real Estate Portal



Careers Portal



Housing
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For further information,
please visit
www.bundesimmobilien.de



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