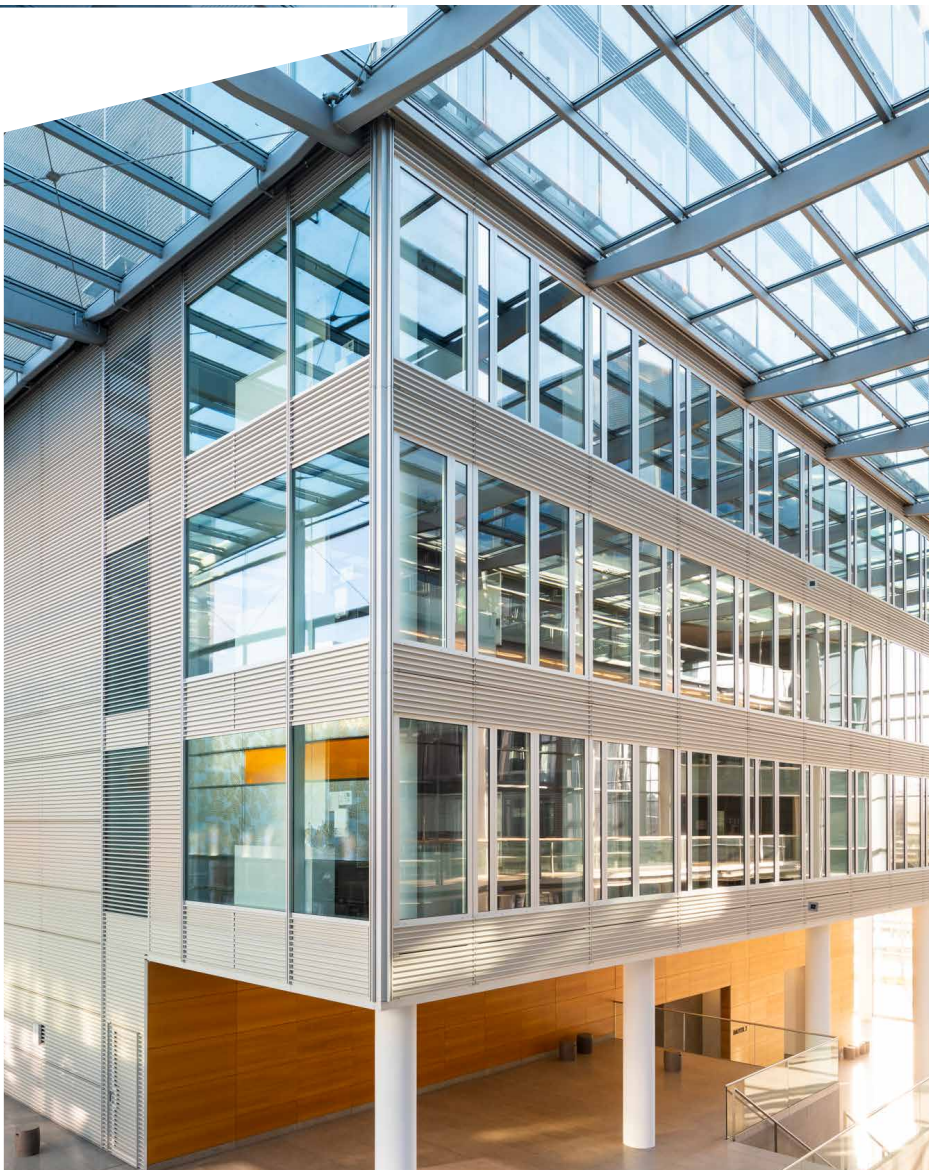




SUSTAINABILITY REPORT 2021
ACCORDING TO EPRA SBPR



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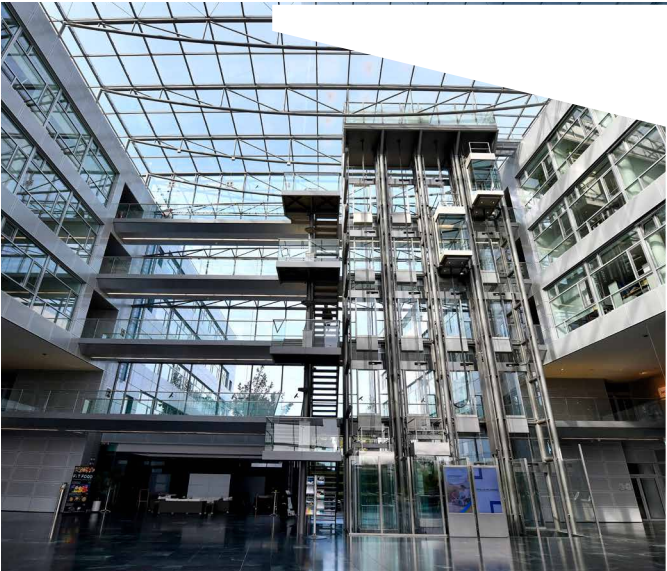
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FOREWORD BY THE EXECUTIVE BOARD

Dear Readers,

Today we present you with the first DEMIRE sustainability report. In this report, we highlight the three areas of environment, social and corporate governance – or ESG, for short.

This first ESG report seeks to take stock and give you a transparent insight into the status quo at DEMIRE. It offers us a foundation and starting point from which we can continue to make gradual and holistic improvements and more deeply anchor these three pillars of sustainable business into our activities.

We are very aware that honing our ESG practices is an ongoing process. Transparency is thus the first key aspect that we want to focus on in our reporting. We simultaneously see the optimisation of our portfolio's ESG indicators and our business activities as a goal and a social obligation. We want to gear the way we work and do business to this and make our processes more sustainable in the future.

We know that in light of the EU's climate targets, the environment is a highly important area of focus. After all, around 40% of carbon emissions are due to the construction and operation of real estate, which means that the real estate industry bears particular responsibility here. At DEMIRE, we want to play our part in the reduction of carbon emissions. At this point, however, it is also important to stress that we take a holistic view of ESG activities and devote a great deal of attention to each of the three areas. We are committed to partnership and responsible action across all corporate divisions and relationships – and this is what we will use to steer our activities and decisions from now on.

We would be delighted to have you by our sides once again as we take this step into a more sustainable future.

Frankfurt am Main, June 2022



The Executive Board of DEMIRE Deutsche
Mittelstand Real Estate AG: Ingo Hartlief (FRICS),
CEO (right), and Tim Brückner, CFO (left)



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INTRODUCTION

DEMIRE Deutsche Mittelstand Real Estate AG (“DEMIRE”) acquires and holds commercial real estate in medium-sized cities and up-and-coming regions bordering metropolitan areas across Germany. We focus on office properties, with retail, hotel and logistics properties also featured in our portfolio.

In focusing on this, the Company has come up with the ABBA approach. This approach states that DEMIRE will focus its investments on “A” locations in “B” cities and “B” locations in “A” cities. The portfolio has potential for real estate investments and is attractive both to international as well as regional tenants. Our shareholders benefit from an attractive risk-return structure in a stable asset class. This is reflected in our stable performance.

As at 31 December 2021, we managed 64 properties with lettable floor space of around 1 million m² and a total market value of more than EUR 1.4 billion. The Cielo property in Frankfurt is accounted for using the equity method, so is not included in the property-specific figures.

DEMIRE offers their international and regional tenants state-of-the-art, functional properties for sustainable, long-term use.

DEMIRE has included the topic of sustainability in its reporting. This report provides an inventory of the Company’s environmental, social and governance (ESG) activities. Taking this as a basis, DEMIRE will define steps to help the company make progress in this area in the coming years, both holistically and strategically.

For the very first time, this report sees DEMIRE apply the Sustainability Best Practices Recommendations (sBPR) of the European Public Real Estate Association (EPRA), as the interest group representing Europe’s listed real estate companies. Unless otherwise stated, the data and information provided refer to the reporting date of 31 December 2021 and the data available up to that date. The EPRA report contains the recommendations, as well as explanatory information on the indicators and tables containing the key sustainability figures.



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METHODOLOGY

Limits of our reporting

Only property data that DEMIRE has full operational control over as a company has been included in the report.

Scope

As at the reporting date of 31 December 2021, the Core Portfolio comprised 64 commercial properties with a total lettable floor space of around 1 million m². This corresponds to 100% of the overall portfolio.

The market value of the properties totalled EUR 1,412.5 million (previous year: EUR 1,441.5 million). Office properties accounted for the largest share of this portfolio in terms of market value, at around 60% (31 December 2020: 65%). Retail properties account for approximately 25% (31 December 2020: 25%). Around 15% of the portfolio is made up of logistics and other properties, including hotels (31 December 2020: 10%). The first report relates to 29 properties with a market value of EUR 722.6 million for a portfolio that is consistent as at 31 December 2021 and for which complete data is available for the three-year period (2019 to 2021). The data is still being collected for the rest of the portfolio. This data will be included in subsequent reports once the data set is complete for a period of two consecutive years.

As there have been changes in the property portfolio in the years from 2019 to 2021 on which the analysis is based, the floor space has also changed. This means that there are also differences between the “absolute” and the “like-for-like” figures in this report.

Collection of data on landlord consumption values

All consumption data for the properties for 2019, 2020 and 2021 is based fully on statements received from the utility companies or from verified meter readings. DEMIRE has opted only to use actual values in the analyses, meaning that no consumption data was estimated as a matter of principle. In individual cases, consumption estimates were used if, for example, the meter was defective (isolated case) or the tenant did not provide with full data when waste was disposed of.

Limitations – reporting of landlord and tenant consumption data

The consumption data shown only includes the utilities (energy, water and waste) that DEMIRE, as the landlord, had purchased as at the reporting date of 31 December 2021. The energy and water consumption refers, in each case, to the entire building and includes use by tenants where appropriate. The waste data refers to tenant and landlord waste, as DEMIRE as the landlord is generally responsible for disposing of waste for the property as a whole.



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Analysis – data normalisation

The intensity ratios (Energy-Int, GHG-Int and Water-Int) are calculated based on the underlying floor space (m²). Using floor space as a reference value ensures that the development of consumption data is calculated per unit of area, ensuring that the data allows for comparability.

The key figures on health and safety at work are calculated using the following formulas:

- Injury rate = number of reportable injuries /
total number of hours worked
- Lost day rate = number of days lost due to injury at work (three days or more) /
total number of hours worked
- Absentee rate = number of absence days due to illness /
total number of days worked

Analysis – segment reporting

The segment analysis was performed based on the Company's various asset classes: office, retail, logistics and other. As DEMIRE's real estate portfolio is located exclusively in Germany, no geographical segmentation has been performed.

Review by third parties

The sustainability data set out in this EPRA report was collected by external service providers, including quality assurance, and was also checked by DEMIRE for consistency (dual control principle). This means that the decision was made not to subject the report to a further review by external third parties. DEMIRE plans to have an external party review the data for the next reporting year.

The environmental indicators for the company's own office were not part of the initial survey. DEMIRE will include this building in their reporting in the next reporting cycle.

EXPLANATORY INFORMATION ON THE KEY FIGURES



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Environmental indicators

Energy and GHG emissions in 2021

Total energy consumption per unit of area (Energy-Int) increased by 11.1% in 2021. The consumption of district heating and cooling (DH&C-LfL) increased by 13.2%, while fuel consumption (Fuels-LfL) rose by 15.3% as against the previous year. Absolute electricity consumption (Elec-Abs) increased by 3.6%.

As a result, Scope 1 emissions (GHG-Dir-Abs) increased by 15.2% and Scope 2 emissions (GHG-Indir-Abs) rose by 15.1%. In terms of the unit of area, total Scope 1 and 2 (GHG-Int) emissions per tonne of CO₂/m²/year were up by 15.1%.

Water

Water consumption (Water-LfL) in 2021 increased by 6.9% in a year-on-year comparison. Absolute water consumption (Water-Abs) also increased by 6.9% across the entire portfolio. In terms of total floor space, water consumption per square metre (Water-Int) came to 0.19 m³ in 2021 compared to 0.18 m³ in the previous year. All of the water consumed in DEMIRE's properties comes from the municipal supply.

Waste management

The total weight of waste in the portfolio for which DEMIRE collected data fell by 0.4% between 2020 and 2021. In line with the German waste regulations, no waste is sent to landfill sites: 41.3% of the waste was incinerated for energy recovery (41.3% in 2020), 56.7% was composted (56.4% in 2020) and 2.0% of waste was reclaimed (2.3% in 2020). DEMIRE has not identified any hazardous waste and therefore does not report on it.

Certified properties

With the first EPRA report, DEMIRE has collected the key indicators and identified further measures to be taken in the future. In the next step, the Company will examine whether their properties can be certified. The reduction of carbon emissions is the main focus here.

Social indicators

Gender and pay

The gender-specific ratio of remuneration paid to male to female employees (administrative employees excluding members of the Executive Board and Supervisory Board and excluding the first management level below the Executive Board) at DEMIRE was 1:1.07 in 2021 (2020: 1:1.26). In terms of senior executives (excluding Executive Board and Supervisory Board members), the remuneration ratio of male to female employees was 1:1.25 (2020: 1:1.24). Remuneration is reported on excluding the Executive Board and Supervisory Board. DEMIRE has a small workforce with an Executive Board consisting of two members. Including the remuneration of the management bodies would skew the informative value of the general remuneration level.

The Executive Board consists of two men. Due to the small number of members, it is not legally required to appoint a woman. For the Supervisory Board, on the other hand, there are guidelines for the proportion of women. These requirements have been met.



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Diversity

Deutsche Mittelstand Real Estate AG promotes an inclusive work environment and an open work culture in which individual differences are respected, valued and encouraged. This is laid down in the DEMIRE Code of Conduct, which prohibits any form of discrimination. The Company is committed to having a diverse team in which each and every individual can fully develop and utilise their individual potential and strengths. We assign positions and tasks based on merit as a general principle. Job advertisements are worded openly and employees can also opt to work part-time. Diversity is something that we actively put into practice at DEMIRE.

An encouragingly high 46.9% of employees were female in 2021 (2020: 60.7%), while 28.6% of employees at the first management level below the Executive Board were female (2020: 37.5%).

Training and education

DEMIRE attaches a great deal of importance to enabling its employees to develop both professionally and personally. With this goal in mind, the Company earmarks an annual budget for further training that employees can use at any time. Further training sessions are organised based on individual agreements and are tailored to reflect personal needs. DEMIRE also enables young high potentials to finance their degree, another reason for its sponsorship of EBS Universität für Wirtschaft und Recht. These development measures serve to help ensure that employees enjoy their work and that DEMIRE as a company can meet growing market demands. The low labour turnover rate is evidence of the success here.

In previous years, DEMIRE did not record the average training hours completed by its employees. The tracking of this data was introduced in 2022.

Staff turnover

In 2021, as in the previous year, four new employees joined the Company, which corresponds to a new hire rate of 11% (2020: 10%). In the same period, three employees left the Company (2020: 6 employees), which equates to a turnover rate of 9% (2020: 21%).

Health and safety

With a total workforce of 34 employees (2020: 34 employees), no occupational accidents occurred in 2021 (2020: 0 occupational accidents). In 2021, absence days due to illness came to 2.8% (2020: 2.3%).

Governance indicators

The Executive Board and Supervisory Board of DEMIRE are committed to the principles of good corporate governance and work closely together for the benefit of the Company. Together they strive to manage and direct the company responsibly and with a focus on value creation.

Transparency – both in corporate management and in communication – is of great importance to the management bodies. To maintain this, they communicate regularly to keep up to date on the company’s current position and on major changes within the business.

DEMIRE uses quarterly and annual reports, press releases and events with financial analysts in Germany and abroad to keep its stakeholders informed about developments within the Company. The financial calendar informs the stakeholders well ahead of time as to when the regular reports will be published. In addition to its regular publications, DEMIRE also issues ad hoc announcements on issues that could significantly influence the Company’s share price.



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Compliance and conflicts of interest

DEMIRE aims to achieve success on the market through reliability and fairness. To make this possible, statutory provisions and internal company guidelines must be observed. DEMIRE has a Code of Conduct that all employees agree to abide by when they start working for the Company. It provides practical information for daily work.

Employees can contact the compliance officer at any time if they have any questions or concerns regarding compliance. The Executive Board can also be approached at any time.

For further information on the topic of compliance and conflicts of interest, please refer to the [⑦ “Corporate Governance” chapter in the 2021 Annual Report starting on page 15.](#)

Executive Board and Supervisory Board

The Executive Board is solely responsible for managing the Company and represents the Company in dealings with third parties. It defines the strategy in coordination with the Supervisory Board and implements this strategy keeping the goal of sustainable value creation in mind. Executive Board members are responsible for individual areas independent of their joint responsibility for the Group. They cooperate and inform each other of important events and activities in their areas of responsibility. The Executive Board has adopted Rules of Procedure with the approval of the Supervisory Board. The Executive Board shall obtain the Supervisory Board's approval in cases specified by law. In addition, DEMIRE's Articles of Association and the Executive Board's Rules of Procedure list extraordinary transactions that also require Supervisory Board approval. The Executive Board informs and reports to the Supervisory Board regularly, promptly and

comprehensively on all Company-relevant strategy, planning, business developments and issues concerning risk. Other important events must be reported by the Executive Board to the Chairman of the Supervisory Board. The Supervisory Board's Chairman is also routinely and continually informed of business developments. The Executive Board also relies on the risk management system applicable throughout the DEMIRE group of companies to conduct reporting.

The members of the Executive Board of DEMIRE are also responsible for the topic of ESG within the Company. Both Board members have built up extensive ESG knowledge over the course of their long professional careers.

The Supervisory Board appoints the members of the Executive Board, determines their total compensation and oversees their management activities. It also advises the Executive Board on the management of the Company. The Supervisory Board adopts the financial statements and approves the consolidated financial statements. Material decisions of the Executive Board require the approval of the Supervisory Board. In addition, the Supervisory Board has adopted Rules of Procedure. The Supervisory Board currently consists of three members to be elected by the Annual General Meeting of DEMIRE. The Supervisory Board does not include any former members of the Executive Board. It is composed in such a way that its members as a whole have the necessary knowledge, skills and professional experience to perform their duties properly. The Chairman of the Supervisory Board coordinates the work of the Supervisory Board. The Supervisory Board has formed an Audit Committee. No changes were made to the composition of the Supervisory Board in the 2021 financial year.

For further information on the topic of corporate governance, please refer to the [⑦ “Corporate Governance” chapter in the 2021 Annual Report starting on page 15](#) and to the [⑦ DEMIRE homepage.](#)



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EPRA SUSTAINABILITY INDICATORS

Environmental indicators for the portfolio – office

				Office			
Area	EPRA code	Indicator	Unit of measurement	2019	2020	2021	Δ (in %)
Energy	Elec-Abs	Total electricity consumption*	kWh per year	7,491,914	7,455,554	7,261,025	−2.6
			Share of renewable energies (in %)	61.7	69.9	70.3	0.4
	Elec-LfL	Like-for-like electricity consumption	kWh per year	7,491,914	7,455,554	7,261,025	−2.6
	DH&C-Abs	Total energy consumption from district heating and cooling	kWh per year	7,059,264	6,903,574	7,993,231	15.8
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0
	DH&C-LfL	Like-for-like total district heating & cooling consumption	kWh per year	7,059,264	6,903,574	7,993,231	15.8
	Fuels-Abs	Total energy consumption relating to fuels	kWh per year	11,760,521	13,710,475	15,348,040	11.9
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0
Fuels-LfL	Like-for-like fuel consumption	kWh per year	11.760.521	13.710.475	15.348.040	11.9	
Energy-Int	Energy intensity of buildings	kWh/m²	91	97	106	8.9	
Emissions**	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO₂	2,873	3,344	3,743	11.9
	GHG-Indir-Abs	Indirect GHG emissions (total) Scope 2	tCO₂	5,192	4,862	5,442	11.9
	GHG-Int	Intensity of GHG emissions – buildings	tCO₂/m²	0.03	0.03	0.03	11.8
Water	Water-Abs	Total water consumption	Tonnes (m³)	71,060	60,883	64,531	6.0
	Water-LfL	Like-for-like water consumption	Tonnes (m³)	71,060	60,883	64,531	6.0
	Water-Int	Intensity of water consumption – buildings	m³/m²	0.25	0.21	0.22	5.9
Waste	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	8,761	8,785	8,764	−0.2
			% burnt	40.7	40.7	40.8	0.1
			% composted	57.3	57.1	57.3	0.2
			% recycled	2.0	2.2	1.9	−0.3
	Waste-LfL	Like-for-like waste weight per disposal channel	Tonnes	8,761	8,785	8,764	−0.2
			% burnt	40.7	40.7	40.8	0.1
			% composted	57.3	57.1	57.3	0.2
			% recycled	2.0	2.2	1.9	−0.3
Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0	0.0

* Currently, no specific electricity tariff is being applied. Across Germany, the share of renewable energies in the electricity sector was 41.1% in 2021.

** Data on carbon emissions per person is not available. This information will be published from the next reporting cycle.

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Environmental indicators for the portfolio – retail

Area	EPRA code	Indicator	Unit of measurement	Retail			
				2019	2020	2021	Δ (in %)
Energy	Elec-Abs	Total electricity consumption*	kWh per year	1,545,962	1,522,037	1,347,380	-11.5
			Share of renewable energies (in %)	63.3	62.0	61.8	-0.2
	Elec-LfL	Like-for-like electricity consumption	kWh per year	1,545,962	1,522,037	1,347,380	-11.5
	DH&C-Abs	Total energy consumption from district heating and cooling	kWh per year	3,114,848	2,936,130	3,122,007	6.3
			Share of renewable energies (in %)	27.5	25.3	26.5	1.2
	DH&C-LfL	Like-for-like total district heating & cooling consumption	kWh per year	3,114,848	2,936,130	3,122,007	6.3
Emissions**	Fuels-Abs	Total energy consumption relating to fuels	kWh per year	69,630	94,673	90,723	-4.2
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0
	Fuels-LfL	Like-for-like fuel consumption	kWh per year	69,630	94,673	90,723	-4.2
	Energy-Int	Energy intensity of buildings	kWh/m ²	143	138	138	0.2
	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO ₂	22	30	28	-4.2
Water	GHG-Indir-Abs	Indirect GHG emissions (total) Scope 2	tCO ₂	1,568	1,449	1,500	3.5
	GHG-Int	Intensity of GHG emissions – buildings	tCO ₂ /m ²	0.05	0.04	0.05	3.3
	Water-Abs	Total water consumption	Tonnes (m ³)	11,863	9,308	7,229	-22.3
	Water-LfL	Like-for-like water consumption	Tonnes (m ³)	11,863	9,308	7,229	-22.3
Waste	Water-Int	Intensity of water consumption – buildings	m ³ /m ²	0.36	0.28	0.22	-22.3
	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	166	167	151	-9.5
			% burnt	31.9	68.5	61.5	-6.9
			% composted	56.2	24.7	30.0	5.3
			% recycled	11.9	6.9	8.5	1.6
	Waste-LfL	Like-for-like waste weight per disposal channel	Tonnes	166	167	151	-9.5
			% burnt	31.9	68.5	61.5	-6.9
			% composted	56.2	24.7	30.0	5.3
			% recycled	11.9	6.9	8.5	1.6
Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0	0.0

* Currently, no specific electricity tariff is being applied. Across Germany, the share of renewable energies in the electricity sector was 41.1% in 2021.

** Data on carbon emissions per person is not available. This information will be published from the next reporting cycle.



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Environmental indicators for the portfolio – logistics

				Logistics			
Area	EPRA code	Indicator	Unit of measurement	2019	2020	2021	Δ (in %)
Energy	Elec-Abs	Total electricity consumption*	kWh per year	7,024,512	7,141,683	8,129,654	13.8
			Share of renewable energies (in %)	60.6	65.4	65.4	0.0
	Elec-LfL	Like-for-like electricity consumption	kWh per year	7,024,512	7,141,683	8,129,654	13.8
	DH&C-Abs	Total energy consumption from district heating and cooling	kWh per year	0	0	0	0.0
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0
	DH&C-LfL	Like-for-like total district heating & cooling consumption	kWh per year	0	0	0	0.0
	Fuels-Abs	Total energy consumption relating to fuels	kWh per year	9,335,620	10,331,219	12,499,219	21.0
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0
Fuels-LfL	Like-for-like fuel consumption	kWh per year	9,335,620	10,331,219	12,499,219	21.0	
	Energy-Int	Energy intensity of buildings	kWh/m²	91	119	140	18.0
Emissions**	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO₂	2,251	2,491	3,013	21.0
	GHG-Indir-Abs	Indirect GHG emissions (total) Scope 2	tCO₂	2,887	2,678	3,414	27.5
	GHG-Int	Intensity of GHG emissions – buildings	tCO₂/m²	0.03	0.04	0.04	24.3
Water	Water-Abs	Total water consumption	Tonnes (m³)	13,025	11,013	14,358	30.4
	Water-LfL	Like-for-like water consumption	Tonnes (m³)	13,025	11,013	14,358	30.4
	Water-Int	Intensity of water consumption – buildings	m³/m²	0.07	0.07	0.10	30.3
Waste	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	3	3	5	71.3
			% burnt	100.0	100.0	100.0	0.0
			% composted	0.0	0.0	0.0	0.0
			% recycled	0.0	0.0	0.0	0.0
	Waste-LfL	Like-for-like waste weight per disposal channel	Tonnes	3	3	5	71.3
			% burnt	100.0	100.0	100.0	0.0
			% composted	0.0	0.0	0.0	0.0
			% recycled	0.0	0.0	0.0	0.0
	Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0

* Currently, no specific electricity tariff is being applied. Across Germany, the share of renewable energies in the electricity sector was 41.1% in 2021.

** Data on carbon emissions per person is not available. This information will be published from the next reporting cycle.



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Environmental indicators for the portfolio – other

Area	EPRA code	Indicator	Unit of measurement	Other			
				2019	2020	2021	Δ (in %)
Energy	Elec-Abs	Total electricity consumption*	kWh per year	392,600	379,633	359,915	- 5.2
			Share of renewable energies (in %)	60.5	65.2	65.2	0.0
	Elec-LfL	Like-for-like electricity consumption	kWh per year	392,600	379,633	359,915	- 5.2
	DH&C-Abs	Total energy consumption from district heating and cooling	kWh per year	328,000	299,300	361,100	20.6
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0
	DH&C-LfL	Like-for-like total district heating & cooling consumption	kWh per year	328,000	299,300	361,100	20.6
Emissions**	Fuels-Abs	Total energy consumption relating to fuels	kWh per year	1,041,760	1,027,013	1,064,017	3.6
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0
	Fuels-LfL	Like-for-like fuel consumption	kWh per year	1,041,760	1,027,013	1,064,017	3.6
	Energy-Int	Energy intensity of buildings	kWh/m ²	110	106	111	4.6
	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO ₂	251	248	257	3.6
Water	GHG-Indir-Abs	Indirect GHG emissions (total) Scope 2	tCO ₂	260	232	259	11.8
	GHG-Int	Intensity of GHG emissions – buildings	tCO ₂ /m ²	0.03	0.03	0.03	7.5
	Water-Abs	Total water consumption	Tonnes (m ³)	9,849	5,357	6,458	20.6
	Water-LfL	Like-for-like water consumption	Tonnes (m ³)	9,849	5,357	6,458	20.6
Waste	Water-Int	Intensity of water consumption – buildings	m ³ /m ²	0.61	0.33	0.40	20.6
	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	25	25	22	- 10.7
			% burnt	81.7	84.7	94.9	10.1
			% composted	0.2	0.3	0.3	0.0
			% recycled	18.0	15.0	4.9	- 10.2
	Waste-LfL	Like-for-like waste weight per disposal channel	Tonnes	25	25	22	- 10.7
			% burnt	81.7	84.7	94.9	10.1
			% composted	0.2	0.3	0.3	0.0
			% recycled	18.0	15.0	4.9	- 10.2
Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0	0.0

* Currently, no specific electricity tariff is being applied. Across Germany, the share of renewable energies in the electricity sector was 41.1% in 2021.

** Data on carbon emissions per person is not available. This information will be published from the next reporting cycle.



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Environmental indicators for the portfolio – total

				TOTAL			
Area	EPRA code	Indicator	Unit of measurement	2019	2020	2021	Δ (in %)
Energy	Elec-Abs	Total electricity consumption*	kWh per year	16,370,575	16,498,907	17,097,974	3.6
			Share of renewable energies (in %)	61.6	67.1	67.2	0.1
	Elec-LfL	Like-for-like electricity consumption	kWh per year	16,454,988	16,498,907	17,097,974	3.6
	DH&C-Abs	Total energy consumption from district heating and cooling	kWh per year	10,502,112	10,139,004	11,476,338	13.2
			Share of renewable energies (in %)	8.2	7.3	7.2	-0.1
	DH&C-LfL	Like-for-like total district heating & cooling consumption	kWh per year	10,502,112	10,139,004	11,476,338	13.2
	Fuels-Abs	Total energy consumption relating to fuels	kWh per year	22,207,531	25,163,380	29,001,998	15.3
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0
Fuels-LfL	Like-for-like fuel consumption	kWh per year	22,207,531	25,163,380	29,001,998	15.3	
Energy-Int	Energy intensity of buildings	kWh/m²	95	107	119	11.1	
Emissions**	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO₂	5,396	6,112	7,042	15.2
	GHG-Indir-Abs	Indirect GHG emissions (total) Scope 2	tCO₂	9,906	9,221	10,616	15.1
	GHG-Int	Intensity of GHG emissions – buildings	tCO₂/m²	0.03	0.03	0.04	15.1
Water	Water-Abs	Total water consumption	Tonnes (m³)	105,797	86,561	92,577	6.9
	Water-LfL	Like-for-like water consumption	Tonnes (m³)	105,797	86,561	92,577	6.9
	Water-Int	Intensity of water consumption – buildings	m³/m²	0.20	0.18	0.19	6.9
Waste	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	8,955	8,979	8,942	-0.4
			% burnt	40.7	41.3	41.3	0.0
			% composted	57.1	56.4	56.7	0.3
			% recycled	2.2	2.3	2.0	-0.3
	Waste-LfL	Like-for-like waste weight per disposal channel	Tonnes	8,955	8,979	8,942	-0.4
			% burnt	40.7	41.3	41.3	0.0
			% composted	57.1	56.4	56.7	0.3
			% recycled	2.2	2.3	2.0	-0.3
	Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0

* Currently, no specific electricity tariff is being applied. Across Germany, the share of renewable energies in the electricity sector was 41.1% in 2021.

** Data on carbon emissions per person is not available. This information will be published from the next reporting cycle.

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Social and governance indicators

Area	EPRA code	Indicator	Unit of measurement	Scope	2019	2020	2021
SOCIAL							
Employee diversity	Diversity-Emp	Proportion male/female – Supervisory Board	%	Company-wide	66.6% male, 33.3% female	66.6% male, 33.3% female	66.6% male, 33.3% female
		Proportion male/female – Executive Board	%		100% male, 0% female	100% male, 0% female	100% male, 0% female
		Proportion male/female – senior management	%		62.5% male, 37.5% female	62.5% male, 37.5% female	71.4% male, 28.6% female
		Proportion male/female – all employees	%		40.0% male, 60.0% female	39.3% male, 60.7% female	53.1% male, 46.9% female
	Diversity-Sal	Proportion female/male – Supervisory Board	%	Company-wide	1 to 1	1 to 1	1 to 1
		Proportion female/male – Executive Board	%		Not applicable	Not applicable	Not applicable
		Proportion female/male – senior management	%		1 to 1.20	1 to 1.24	1 to 1.25
		Proportion female/male – all employees	%		1 to 1.04	1 to 1.26	1 to 1.07
Employee development	Emp-Training	Average number of training hours per employee	Hours	Company-wide	N/A	N/A	N/A
	Emp-Dev	Proportion of employees with regular performance appraisals	%	Company-wide	100	100	100
	Emp-Turnover	Total number of new hires	Number	Company-wide	15	3	4
		Share of new hires	%		46.9	10	11
		Total number of employees who left	Number		12	6	3
		Share of employees who left	%		37.5	21	9
Health & safety	H&S-Emp	Injury rate	%	Company-wide	0	0	0
		Lost day rate	%		0	0	0
		Absentee rate	%		4.6	2.3	2.8
		Number of fatalities	Number		0	0	0
	H&S-Asset	Proportion of properties where health and safety standards have been reviewed	%	Portfolio	0	0	0
	H&S-Comp	Number of breaches of health and safety standards	Number	Portfolio	0	0	0
Community	Comty-Eng	Proportion of properties with programmes to engage local communities	%	Portfolio	0	0	0



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Social and governance indicators


Area	EPRA code	Indicator	Unit of measurement	Scope	2019	2020	2021
GOVERNANCE							
Corporate governance	Gov-Board	Number of members of the Executive Board	Number	Company-wide	2	2	2
		Number of independent members of the Executive Board	Number		2	2	2
		Average term of office of Executive Board members	Years		1	2	3
		Number of Executive Board members with skill sets relating to environmental and social topics	Number		0	0	0
	Gov-Select	Procedure for selection and appointment of Executive Board members	Process description	Company-wide	See chapter "Corporate Governance" in the 2019 Annual Report (pages 24 et seq.)	See chapter "Corporate Governance" in the 2020 Annual Report (pages 18 et seq.)	See chapter "Corporate Governance" in the 2021 Annual Report (pages 15 et seq.)
	Gov-Col	Procedure relating to conflicts of interest on the Executive Board	Process description	Company-wide	See chapter "Corporate Governance" in the 2019 Annual Report (pages 24 et seq.)	See chapter "Corporate Governance" in the 2020 Annual Report (pages 18 et seq.)	See chapter "Corporate Governance" in the 2021 Annual Report (pages 15 et seq.)



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