



SUSTAINABILITY REPORT 22/23  
ACCORDING TO EPRA SBPR



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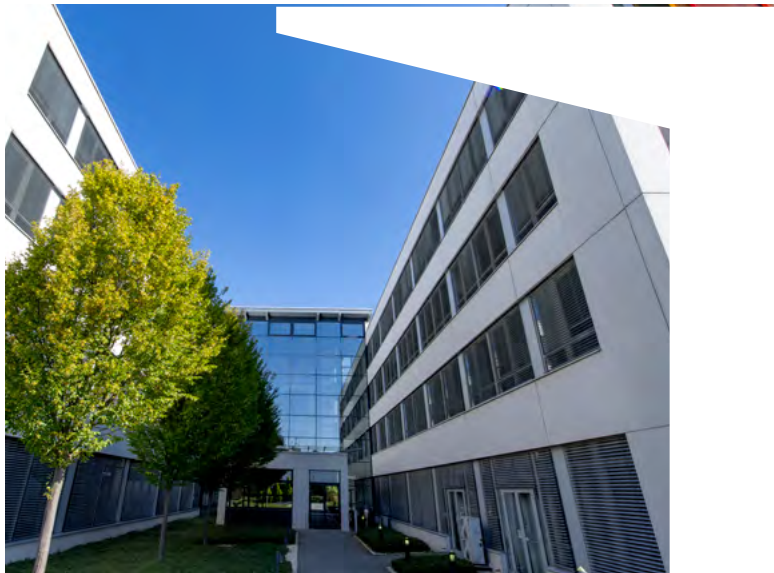
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# FOREWORD BY THE EXECUTIVE BOARD

## Dear Readers,

Today we present you with the second DEMIRE Sustainability Report. While last year – in the first Sustainability Report – we presented you with the first inventory of our environmental, social and governance activities (ESG), now – one year later – we are giving you a deeper insight into our Company. We have included our Company's own emissions in our reporting, and successfully reduced emissions compared with previous years. We don't just want to stop there, however; we want to cut DEMIRE's own carbon emissions even further.

We have also set up an interdepartmental working group to incorporate sustainability into all areas of our Company's business. The initial findings comprise the systematic analysis of our properties' carbon emissions, plans for smart metering to record consumption in the properties in real time, and the development of a plan of action for property-specific decreases in carbon emissions. As you can see, we are developing DEMIRE into a sustainable company step-by-step. But this doesn't happen overnight. We consider sustainability from three perspectives, meaning that in addition to the key environmental issues, we also take social and economic factors into account. Becoming a sustainable business should therefore be seen as a marathon, not a sprint.

Through new rentals such as our property in Essen we are demonstrating how we are integrating sustainability into our portfolio. Support from our tenants, which we have found in the long-term rental of the police headquarters in Essen in the state of North Rhine-Westphalia, helps us to do this. We are thus able to take an old office building, which fails to meet any modern standards in terms of user quality and sustainability, and turn it into a contemporary, sustainable property.

We are committed to the climate targets set by the German Federal Government and, in the long term, intend to bring our portfolio's carbon emissions in line with these reduction targets. For this purpose, we plan to identify and implement potential for reduction on the basis of a comprehensive inventory. The decision to commit to achieving climate targets during day-to-day business will be crucial here. And in this report, you, dear reader, will be able to see the clear progress we have made since last year.

We hope you enjoy reading our Sustainability Report and look forward to discussing it with you.

Frankfurt am Main, Germany, June 2023

Prof. Dr Alexander Goepfert  
(CEO)

Tim Brückner  
(CFO)

Ralf Bongers  
(Managing Director)



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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. It focuses on office properties, with retail, hotel and logistics properties also featured in the 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 and regional tenants. DEMIRE’s shareholders benefit from an attractive risk-return structure in a stable asset class.

As at 31 December 2022, DEMIRE managed 62 properties with lettable floor space of around 0.9 million m<sup>2</sup> and a total market value of more than EUR 1.3 billion. The Cielo property in Frankfurt is accounted for using the equity method, so is not included in the property-specific figures.

DEMIRE offers its 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 deep insight into the Company’s environmental, social and governance (ESG) activities. On this basis, DEMIRE has defined steps to help it make progress in this area in the coming years, both holistically and strategically. This includes, among other things, increasing the recording of consumer data in properties and developing plans of action for reducing CO<sub>2</sub> for each property on this basis.

For the second 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 2022 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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# SUSTAINABILITY STRATEGY

Following the publication of the first sustainability report in summer 2022, including the first inventory of emissions, DEMIRE set up an interdepartmental working group overseen by the Executive Board in 2022 to incorporate environment-related sustainability into its business processes. Discussions are based on an ESG project plan, which describes the specific proposed measures along with the respective goals, responsibilities and the status quo. The various departments worked together to set a sustainability target with a package of measures which is gradually being implemented.

The sustainability target pursued by DEMIRE takes the form of compliance with the Federal Government's decarbonisation plan for each individual property and for the emissions from DEMIRE's business activities as a whole. It therefore aims to achieve the climate targets laid out in the Paris Agreement, which limit global warming to 1.5°C to 2°C.

In order to achieve climate targets, we consider every single property in our portfolio individually to enable us to plan and implement effective, efficient measures. We are currently in the inventory and data collection stage of our energy audit, and we plan to develop decarbonisation pathways for the properties on this basis in the future. The measures take into account both the condition of the building and tenant needs. Following an overall assessment, plans of action for achieving the sustainability targets will be developed. In addition to pure consumption and emission values, measures for reducing climate risks and promoting biodiversity, for example, will also be considered.

Another key milestone in the collection of all consumption data for our properties is increasing the recording of our tenants' consumption. To enable us to record their consumption comprehensively in future, we have produced a "green lease". This forms the basis for all new leases and is included as a clause in our model leases. The population of consumption data collected will therefore increase significantly in future.

At the same time, we are currently working on collecting consumption data electronically to enable us to collect it quickly and therefore improve the collection of it in future. It will be possible to record meter readings digitally in future so that they can be analysed more regularly, technical improvements can be made and the workload involved can be reduced.

In order to achieve our sustainability targets we are also focussing on reducing emissions from our business activities and this year have given this its own chapter titled "Company's own carbon emissions" in this report. Here we analyse our current emissions and illustrate measures to reduce them in future ([chapter "Environmental indicators – DEMIRE office spaces and carbon emissions"](#)).



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# METHODOLOGY

## Scope

As at the reporting date of 31 December 2022, the Core Portfolio comprised 62 commercial properties with a total lettable floor space of around 0.9 million m<sup>2</sup>. This corresponds to 100% of the total portfolio.

The market value of the properties totalled EUR 1,329.8 million (previous year: EUR 1,412.5 million). Office properties accounted for the largest share of this portfolio in terms of market value, at around 62% (previous year: 60%). Retail properties account for approximately 24% (previous year: 25%). Around 14% of the portfolio is made up of logistics properties and other properties, including hotels (previous year: 15%). The report for 2022 relates to 28 properties with a market value of EUR 699.5 million for a portfolio which is consistent as at 31 December 2022 and for which complete data is available for the three-year period (2020 to 2022). The reported portfolio decreased by one property year-on-year as a result of the sale of the property in Ludwigsburg. In terms of market value, data was collected for 52.6% of the portfolio (previous year: 51.2%). The data will gradually be enhanced to include figures for the rest of the portfolio in the coming years. 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 for the years from 2020 to 2022, 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.

The social indicators are based on the data of 33 employees who worked at DEMIRE in 2022 (previous year: 32). In line with IFRS reporting standards, the term “employees” includes all members of staff, including trainees, but not students, apprentices, interns and members of the Executive Board (CEO, CFO, CIO).

## Collection of data on landlord consumption values

All consumption data for the properties for 2020, 2021 and 2022 is based on statements which DEMIRE has received from the utility companies or from verified meter readings taken by Property Managers. DEMIRE has opted to use actual values in the analyses where possible. Estimates of consumer data are therefore only made to a limited extent. This applies in the case of defective or non-accessible meters, for example. For 2020, 2021 and 2022, this also affects the electricity readings for the property in Dortmund, with estimated consumption of 222 kWh in 2022. Additionally, the only data on suppliers’ waste disposal that is generally available is the volumes of waste bins, and therefore consists of average values that are converted into the weight of waste.

## Limits of our reporting

### Landlord and tenant consumption data

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

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 2022. The energy and water consumption relates, 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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## EPRA terminology

### Absolute key performance indicators (Abs)

Absolute key performance indicators (Abs) for environmental data consist of the total consumption attributed to the building portfolio for the entire reporting period. The absolute KPIs for social data also include the total number of employees for the entire reporting period.

### Like-for-like (LfL) key performance indicators

Like-for-like (LfL) key performance indicators complement the absolute KPIs. They make it easier to compare the consumption data for a portfolio of the same size from the last two reporting periods. Reporting on a like-for-like basis is a more effective way of demonstrating a change in performance which is not influenced by the size of a portfolio (through acquisitions, sales and renovations). Like-for-like KPIs are not used for social indicators; for better comparability, the absolute figures from the last two reporting periods are provided instead.

### Intensity indicators (Int)

Intensity indicators (Int) for environmental data indicate the level of consumption per unit of a suitable denominator. A typical denominator for office buildings is “per lettable space”. The main denominator for indicators of building intensity is “per rental space”.

The denominator for consumption in respect of office spaces used by DEMIRE is “per total number of employees” for the reporting period. The denominator for greenhouse gas emissions (GHG) is also “per total number of employees”. Likewise, the denominator for social data is “per total/average number of employees”.

## Analysis – Data normalisation

The intensity ratios (Energy-Int, GHG-Int and Water-Int) are calculated based on the underlying lettable space (m<sup>2</sup>). Using lettable 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.

### Accounting for greenhouse gas emissions

In accordance with the operational approach taken in the GHG Protocol standards, we divided our carbon emissions into three categories:

**Scope 1 emissions:** Direct emissions (Dir) resulting from our Company’s vehicles and gas heating in our business premises.

**Scope 2 emissions:** Indirect emissions (Indir) resulting from electricity consumption in the communal areas of our multi-tenant buildings as well as from electricity and heating consumption in the office spaces that we ourselves use.

**Scope 3 emissions:** Indirect emissions (Indir) resulting from business trips, employee commutes, construction work and energy consumption in tenant areas.

There are two available methods for calculating Scope 2 and 3 emissions. In the location-based method, data on the average emission factor of the electricity grid is mainly used, while in the market-based method, electricity which the Company has made a conscious decision to purchase is used (e.g. procurement of renewable energy).



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For our GHG accounting for 2022, we used the latest available conversion factor from the German Environment Agency, “Climate Change | 15/2022” (“Klimawandel | 15/2022”), published in May 2022, and “German Environment Agency – Carbon Dioxide Emission Factors for German Reporting on Atmospheric Emissions” (“Umweltbundesamt – Kohlendioxid-Emissionsfaktoren für die deutsche Berichterstattung atmosphärischer Emissionen”), published in March 2020. Emissions from the German electricity mix are based on “German Environment Agency, Development of Specific Greenhouse Gas Emissions from the German Electricity Mix from 1990 to 2022” (“Umweltbundesamt, Entwicklung der spezifischen Treibhausgas-Emissionen des deutschen Strommix in den Jahren 1990-2022”). For emissions from transport, we used the online CO<sub>2</sub> calculator provided by the German Environment Agency. The conversion factors used are as follows:

- Electricity grid mix, Germany – 2020: 0.369 kg/kWh; 2021: 0.410 kg/kWh; 2022: 0.434 kg/kWh (change: 17.6%)
- Natural heating gas mix, Germany – 2020: 0.241 kg/kWh; 2021: 0.241 kg/kWh; 2022: 0.241 kg/kWh (change: 0.0%)
- Remaining fuel oil mix, Germany – 2020: 0.266 kg/kWh; 2021: 0.266 kg/kWh; 2022: 0.266 kg/kWh (change: 0.0%)
- District heating mix, Germany – 2020: 0.299 kg/kWh; 2021: 0.299 kg/kWh; 2022: 0.299 kg/kWh (change: 0.0%)

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.

The environmental indicators for the office spaces that we ourselves use were compiled for the first time this year and are reported separately. As DEMIRE rents an office in its own portfolio, the consumption is also included in the portfolio data, which means that the environmental indicators for the Company’s own offices should be seen as part of the property portfolio.

## Review by third parties

The sustainability data set out in this EPRA report was collected by external service providers, including quality assurance, and was checked by DEMIRE for consistency (dual control principle). This year, the data for the 2022 reporting period was also verified by an external party for the first time. Ernst & Young Real Estate GmbH was commissioned to perform the verification.





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# EXPLANATORY INFORMATION ON THE KEY FIGURES

## Environmental indicators

### Energy and GHG emissions in 2022

Total energy consumption per unit of area (Energy-Int) decreased by 16.5% in 2022 from 121 kWh/m<sup>2</sup> to 101 kWh/m<sup>2</sup>. Like-for-like electricity consumption (Elec-LfL) increased by 0.4% from 16.940 million kWh to 16.999 million kWh. Consumption of district heating and cooling (DH&C-LfL) increased by 6.7% compared with the previous year from 11.476 million kWh to 10.713 million kWh, while fuel consumption (Fuels-LfL) decreased by 22.0% from 29.296 million kWh to 22.865 million kWh.

As a result, Scope 1 emissions (GHG-Dir-Abs) fell by 23.4% from 7,249 t CO<sub>2</sub> to 5,555 t CO<sub>2</sub> and Scope 2 emissions (GHG-Indir-Abs) by 2.4% from 10,485 t CO<sub>2</sub> to 10,234 t CO<sub>2</sub>. In terms of the unit of area, total Scope 1 and 2 emissions (GHG-Int) per tonne CO<sub>2</sub>/m<sup>2</sup>/year decreased by 14.0% from 0.04 t CO<sub>2</sub>/m<sup>2</sup> to 0.03 t CO<sub>2</sub>/m<sup>2</sup>.

### Water

Water consumption (Water-LfL) in 2022 increased by 2.3% compared with the previous year from 91,033 m<sup>3</sup> to 93,166 m<sup>3</sup>, which was mainly due to the increase in office use once coronavirus safety measures had ended. Absolute water consumption (Water-Abs) decreased across the entire portfolio by 0.4% from 93,543 m<sup>3</sup> to 93,166 m<sup>3</sup>, however, due to property sales. In terms of total floor space, water consumption per square metre (Water-Int) came to 0.19 m<sup>3</sup>/m<sup>2</sup> in 2022, meaning there was no change from 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 (Waste-LfL) for which DEMIRE collected data increased by 32.5% from 748 t to 990 t between 2021 and 2022. This notable increase is mainly due to the shopping centre in Kassel, where the volume of waste increased by 143 t as a result of higher visitor frequency once coronavirus safety measures had ended. In line with German waste regulations, no waste is sent to landfill sites: 73.8% of the waste was incinerated for energy recovery (previous year: 64.3), 6.8% was composted (previous year: 11.4%) and 19.4% of waste was recycled (previous year: 24.4%). DEMIRE has not identified any hazardous waste and therefore does not report on it.

### Certified properties

In its second EPRA report, DEMIRE has compiled the key indicators and identified further measures to be taken in the future. In future, the Company will examine whether its properties can be certified. Actual CO<sub>2</sub> reductions will continue to be prioritised over potential certification and the associated compensation.



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## Environmental indicators – DEMIRE office spaces and carbon emissions

This year, for the first time, we separately evaluated the EPRA environmental indicators for the office spaces that we ourselves use (Scope 1 and 2) and, at the same time, recorded our Company's own emissions from business activities (Scope 1 and 3). As the method of collection is continuously increasing, the values shown here differ from the figures published in the 2022 annual report.

Scope 1 includes direct emissions from the generation of heating and cooling the office spaces that we ourselves use and the Company's own vehicle fleet. Scope 2 comprises the indirect emissions from electricity consumption for the office spaces that we ourselves use as well as the proportion of general electricity used by our office. The values therefore differ from the electricity consumption reported for the portfolio, which currently includes general electricity. In addition, water consumption is recorded in Scope 2. Scope 3 covers indirect emissions from business trips, employees' journeys to and from work, and the waste generated by our office.

DEMIRE occupies a 1,276 m<sup>2</sup> office space (previous year: 1,276 m<sup>2</sup>) located in a property of the subsidiary Fair Value REIT-AG in Langen. The property is also part of the evaluation of the office portfolio in this report. As at the reporting date of 31 December 2022, DEMIRE employs 33 employees in total (previous year: 32).

All carbon emissions have been calculated using the location-based method, which means that it was mainly data on the average emission factor in the grid that was used ([chapter "Methodology"](#)).

For 2022, we recorded our Company's Scope 1, 2 and 3 emissions totalling 97.4 t CO<sub>2</sub>. We arranged for this data to be validated externally and offset in full via atmosfair (previous year: 102.9 t CO<sub>2</sub>). We therefore achieved a carbon-neutral

status in the 2022 calendar year. We are aware of the fact that our Company's carbon emissions need to be reduced further and that compensation models will only have limited scope in the medium to long term. We have therefore already identified further measures that we can implement in the short to medium term. Our aim in the medium term is to become carbon-neutral and avoid the need to use offsetting measures.

### Scope 1 and 2

#### ENERGY AND ELECTRICITY CONSUMPTION

Total energy consumption per unit of area (Energy-Int) for the DEMIRE office decreased by 8.0% in 2022 from 126 kWh to 116 kWh. Total electricity consumption (Elec-Abs) increased by 5.6% from 52,644 kWh to 55,574 kWh. District heating and cooling (DH&C-LfL) were not used. Fuel consumption (Fuels-Abs) decreased by 14.6% from 107,504 kWh to 91,833 kWh.

As a result, Scope 1 emissions (GHG-Dir-Abs) reduced by 14.6% from 26 t CO<sub>2</sub> to 22 t CO<sub>2</sub>. Scope 2 emissions (GHG-Indir-Abs), however, increased by 11.7% from 22 t CO<sub>2</sub> to 24 t CO<sub>2</sub>. In terms of the unit of area, total Scope 1 and 2 emissions (GHG-Int) per tonne CO<sub>2</sub>/m<sup>2</sup>/year decreased by 2.6% from 0.04 t CO<sub>2</sub>/m<sup>2</sup> to 0.04 t CO<sub>2</sub>.

The temperature in DEMIRE's office spaces decreased in 2022 and radiators with digital, programmable thermostats were fitted to make up for the fact that employees regularly work from home and to turn the heating down on days when the office is empty. Since 2022, the heating has run on 57% biogas. In the future, biogas alone will be used for heating.

Since the beginning of 2023, DEMIRE has procured electricity from renewable sources for its own requirements. The lighting is gradually being converted to LED, so emissions from electricity consumption should decrease in future.



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### REFRIGERANT FOR COOLING

The refrigerant in the air conditioning system has not been replaced in previous years. In 2022, however, 2 kg of refrigerant had to be used, which emitted 4 t of CO<sub>2</sub>.

### WATER

Water consumption (Water-Abs) in 2022 decreased in the office that DEMIRE itself uses by 2.0% from 125 m<sup>3</sup> to 123 m<sup>3</sup> compared with the previous year. In terms of total floor space, water consumption per square metre (Water-Int) came to 0.10 m<sup>3</sup>/m<sup>2</sup> in 2022, compared with 0.10 m<sup>3</sup>/m<sup>2</sup> in the previous year (-2.0%). All of the water consumed in DEMIRE's properties comes from the municipal supply. Water-saving devices will be fitted when refurbishing sanitation facilities in future.

### COMPANY VEHICLE FLEET

Around 78,400 km was travelled in company cars (previous year: 107,665 km) in 2022, emitting 13.2 t CO<sub>2</sub> (previous year: 29.4 t CO<sub>2</sub>). Company vehicles are gradually being replaced by plug-in hybrids and electric vehicles. Reductions in carbon emissions resulting from this became apparent in 2022.

## Scope 3

### WASTE MANAGEMENT

The total weight of waste in the portfolio (Waste-Abs) for which DEMIRE collected data increased by 4.4% from 2.2 t to 2.3 t between 2021 and 2022. The increase can be explained by the fact that employees began to use the office more frequently once coronavirus safety measures had ended. In line with German waste regulations, no waste is sent to landfill sites: 65.0% of the waste was incinerated for energy recovery (previous year: 61.6), 18.5% was composted (previous year: 19.3%) and 16.5% of waste was reused (previous year: 19.1%). No hazardous waste was generated.

### BUSINESS TRIPS

Around 43,300 km was travelled in company cars (previous year: 36,558 km) for business trips in 2022, emitting 6.0 t CO<sub>2</sub> (previous year: 5.1 t CO<sub>2</sub>). In accordance with the travel policy, employees have been encouraged to avoid flights and to preferably travel by public transport since 2023.

### COMMUTING

Commutes amounted to around 236,500 km in 2022 (previous year: 141,900 km), emitting 27.1 t CO<sub>2</sub> (previous year: 19.7 t CO<sub>2</sub>). The increase is mainly due to employees returning to the office once coronavirus safety measures had ended.

To permanently reduce journeys to and from work, employees are given the option to work from home at least two days per week. At the same time, DEMIRE encourages the use of local public transport for journeys to and from work. From May 2023, all employees will be offered a free Deutschlandticket.

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## Social indicators

The social indicators cover all employees of DEMIRE and Logistik Park Leipzig GmbH. Where “DEMIRE” is used below, this should be understood to mean the DEMIRE group, which, as at the reporting date of 31 December 2022, has 33 employees, not including the Executive Board (previous year: 32).

### Employee diversity

DEMIRE 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.

Encouragingly, 45.5% of our employees were female in 2022 (previous year: 46.9%), while 25% of employees at the first management level below the Executive Board were female (previous year: 28.6%).

The Supervisory Board has consisted of three members for many years, with the proportion of women remaining at a constant 33.3% since 2019.

In 2022, the Executive Board consisted of two men. Due to the small number of members, legal requirements do not require a woman to be appointed.

### 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 1:1.01 in 2022 (previous year: 1:1.07). In terms of senior executives (excluding Executive Board and Supervisory Board members), the remuneration ratio of male to female employees was 1:1.24 (previous year: 1:1.25) and has therefore remained constant in recent years.

On the Supervisory Board, the remuneration ratio of male to female employees is 1:1, with additional remuneration paid to the Chair or Deputy Chair.

As the Executive Board consists only of men, a salary comparison is not required.

### Employee development

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 degrees, another reason for its sponsorship of EBS Universität für Wirtschaft und Recht. These development measures help to ensure that our employees enjoy their work and that DEMIRE as a company can meet growing market demands. The low labour turnover rate is evidence of the Company's success here.



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In previous years, DEMIRE did not record the average training hours completed by its employees. The tracking of this data was introduced in 2022, and has found that each employee completes 13.1 hours of training on average.

All DEMIRE employees are given a performance appraisal in the first quarter of the year.

### Staff turnover

In 2022, 9 new employees joined the Company, which corresponds to a recruitment rate of 27.3% (previous year: 11%). In the same period, 8 employees left the Company (previous year: 3 employees), which corresponds to a turnover rate of 24.2% (previous year: 9%).

### Health and safety

Among a total workforce of 33 employees (previous year: 32 employees), no work-related accidents occurred in 2022, as in the previous year. No losses were incurred due to occupational diseases or work-related accidents in 2022 either. The illness-related absence rate in 2022 was 3.4% (previous year: 2.8%). When calculating this figure, the number of working days in Hesse in 2022 less 30 days' holiday was multiplied by the number of employees as at 31 December 2022 and compared with the sick days recorded in 2022. There were no recorded deaths in connection with professional activities in 2022.

## Governance indicators

The Executive Board and Supervisory Board of DEMIRE are committed to the principles of good corporate governance and work together closely 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 dates on which our regular reports will be published can be found well ahead of time in the financial calendar. In addition to its regular publications, DEMIRE also issues ad hoc announcements on issues that could significantly influence the Company's share price.

## Compliance and conflicts of interest

DEMIRE wants to achieve success on the market through reliability and fairness. To make this possible, statutory provisions and internal company guidelines must be observed. The Company has a Code of Conduct that all employees agree to abide by when they start working for the Company. It provides practical information for day-to-day work. There is also a Code of Conduct for the Company's business partners.



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Employees can contact the Compliance Officer at any time if they have any questions or concerns regarding adherence to compliance regulations. The Executive Board can also be approached at any time.

Besides the aforementioned Code of Conduct, to which the Executive Board is also subject, DEMIRE does not have a formal procedure for managing conflicts of interest.

### **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. The Supervisory Board's Chair is also routinely and continually informed of business developments. The Executive Board relies on, among other things, 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 members of the Executive Board are appointed by the Supervisory Board. There is no formal procedure for doing so. The Supervisory Board begins discussions on whether to extend Executive Board members' service agreements in good time before they are due to end. If these discussions do not result in continued collaboration, the Supervisory Board produces an individual profile of requirements for the appointment of a replacement.

The Supervisory Board also sets the Executive Board's remuneration and oversees its business 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, who are elected by the Annual General Meeting of DEMIRE. The Supervisory Board does not include any former members of the Executive Board. It is organised in such a way that, as a whole, its members have the necessary knowledge, skills and professional experience to perform their duties properly. The Chair 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 2022 financial year, as in the previous year.



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# EPRA SUSTAINABILITY INDICATORS

## Portfolio environmental indicators – Office

Area	EPRA Code	Indicator	Unit of measurement	Office			
				2020	2021	2022	Δ (in %)
Energy	Elec-Abs	Total electricity consumption	kWh per year	7,563,056	7,359,502	6,570,397	-10.7
		Share of renewable energies (in %)		69.9	70.4	72.0	1.5
	Elec-LfL	Like-for-like electricity consumption	kWh per year	7,291,283	7,103,017	6,570,397	-7.5
	DH&C-Abs	Total energy consumption from district heating and cooling	kWh per year	6,667,690	7,993,231	7,550,768	-5.5
		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	6,667,690	7,993,231	7,550,768	-5.5
	Fuels-Abs	Total energy consumption relating to fuels	kWh per year	14,311,419	16,206,865	12,687,314	-21.7
		Share of renewable energies (in %)		0.0	0.0	0.0	0.0
	Fuels-LfL	Like-for-like fuel consumption	kWh per year	13,750,154	15,642,502	12,687,314	-18.9
Energy-Int	Energy intensity of buildings	kWh/m <sup>2</sup>	99	109	91	-16.9	
Emissions	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO <sub>2</sub>	3,489	3,950	3,101	-21.5
	GHG-Indir- Abs	Indirect GHG emissions (total) Scope 2	tCO <sub>2</sub>	4,786	5,410	4,761	-12.0
	GHG-Int	Intensity of GHG emissions – buildings	tCO <sub>2</sub> /m <sup>2</sup>	0	0	0	-17.8
Water	Water-Abs	Total water consumption	Tonnes (m <sup>3</sup> )	61,908	65,498	61,121	-6.7
	Water-LfL	Like-for-like water consumption	Tonnes (m <sup>3</sup> )	60,656	62,988	61,121	-3.0
	Water-Int	Intensity of water consumption – buildings	m <sup>3</sup> /m <sup>2</sup>	0.21	0.23	0.21	-8.7
Waste	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	606	580	562	-3.2
			% burnt	60.6	63.5	68.6	5.1
			% composted	6.3	7.0	4.2	-2.8
			% recycled	33.1	29.5	27.2	-2.3
	Waste-LfL	Like-for-like waste weight per disposal channel	Tonnes	596	570	562	-1.4
			% burnt	60.6	63.5	68.6	5.1
			% composted	6.3	7.0	4.2	-2.8
	% recycled	33.1	29.5	27.2	-2.3		
Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0	0.0



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## Portfolio environmental indicators – Retail

				Retail			
Area	EPRA Code	Indicator	Unit of measurement	2020	2021	2022	Δ (in %)
Energy	Elec-Abs	Total electricity consumption	kWh per year	1,522,037	1,347,380	1,412,392	4.8
		Share of renewable energies (in %)		62.0	61.8	58.4	-3.4
	Elec-LfL	Like-for-like electricity consumption	kWh per year	1,522,037	1,347,380	1,412,392	4.8
		DH&C-Abs	Total energy consumption from district heating and cooling	kWh per year	2,936,130	3,122,007	2,904,480
	Share of renewable energies (in %)			25.3	26.5	26.2	-0.3
	DH&C-LfL	Like-for-like total district heating & cooling consumption	kWh per year	2,936,130	3,122,007	2,904,480	-7.0
		Fuels-Abs	Total energy consumption relating to fuels	kWh per year	94,673	90,723	0
	Share of renewable energies (in %)			0.0	0.0	0.0	0.0
	Fuels-LfL	Like-for-like fuel consumption	kWh per year	94,673	90,723	0	-100.0
Energy-Int		Energy intensity of buildings	kWh/m <sup>2</sup>	138	138	139	0.7
	Emissions	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO <sub>2</sub>	30	28	0
GHG-Indir- Abs			Indirect GHG emissions (total) Scope 2	tCO <sub>2</sub>	1,440	1,487	1,482
GHG-Int		Intensity of GHG emissions – buildings	tCO <sub>2</sub> /m <sup>2</sup>	0	0	0	4.0
Water	Water-Abs	Total water consumption	Tonnes (m <sup>3</sup> )	9,308	7,229	8,193	13.3
		Water-LfL	Like-for-like water consumption	Tonnes (m <sup>3</sup> )	9,308	7,229	8,193
	Water-Int	Intensity of water consumption – buildings	m <sup>3</sup> /m <sup>2</sup>	0.28	0.22	0.26	20.5
Waste	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	167	151	390	157.9
			% burnt	68.5	61.5	80.4	18.9
			% composted	24.7	30.0	10.8	-19.1
			% recycled	6.9	8.5	8.7	0.3
	Waste-LfL	Like-for-like waste weight per disposal channel	Tonnes	167	151	390	157.9
			% burnt	68.5	61.5	80.4	18.9
			% composted	24.7	30.0	10.8	-19.1
		% recycled	6.9	8.5	8.7	0.3	
Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0	0.0





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## Portfolio environmental indicators – Logistics

Area	EPRA Code	Indicator	Unit of measurement	Logistics				
				2020	2021	2022	Δ (in %)	
Energy	Elec-Abs	Total electricity consumption	kWh per year	7,141,683	8,129,654	8,636,820	6.2	
			Share of renewable energies (in %)	65.4	65.4	61.6	-3.8	
	Elec-LfL	Like-for-like electricity consumption	kWh per year	7,141,683	8,129,654	8,636,820	6.2	
	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	10,331,219	12,499,219	9,184,313	-26.5	
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0	
	Fuels-LfL	Like-for-like fuel consumption	kWh per year	10,331,219	12,499,219	9,184,313	-26.5	
Emissions	Energy-Int	Energy intensity of buildings	kWh/m <sup>2</sup>	119	140	111	-20.5	
	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO <sub>2</sub>	2,491	3,013	2,214	-26.5	
	GHG-Indir- Abs	Indirect GHG emissions (total) Scope 2	tCO <sub>2</sub>	2,635	3,333	3,748	12.5	
	GHG-Int	Intensity of GHG emissions – buildings	tCO <sub>2</sub> /m <sup>2</sup>	0	0	0	-13.5	
	Water	Water-Abs	Total water consumption	Tonnes (m <sup>3</sup> )	11,013	14,358	15,982	11.3
		Water-LfL	Like-for-like water consumption	Tonnes (m <sup>3</sup> )	11,013	14,358	15,982	11.3
		Water-Int	Intensity of water consumption – buildings	m <sup>3</sup> /m <sup>2</sup>	0.07	0.10	0.10	2.4
	Waste	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	3	5	11	114.5
				% burnt	100.0	100.0	91.4	-8.6
% composted				0.0	0.0	0.0	0.0	
% recycled				0.0	0.0	8.6	8.6	
Waste-LfL		Like-for-like waste weight per disposal channel	Tonnes	3	5	11	114.5	
			% burnt	100.0	100.0	91.4	0.0	
			% composted	0.0	0.0	0.0	0.0	
			% recycled	0.0	0.0	8.6	0.0	
Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0	0.0	



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## Portfolio environmental indicators – Other


Area	EPRA Code	Indicator	Unit of measurement	Other			
				2020	2021	2022	Δ (in %)
Energy	Elec-Abs	Total electricity consumption	kWh per year	379,633	359,915	379,821	5.5
		Share of renewable energies (in %)		65.2	65.2	57.3	-7.9
	Elec-LfL	Like-for-like electricity consumption	kWh per year	379,633	359,915	379,821	5.5
		DH&C-Abs	Total energy consumption from district heating and cooling	kWh per year	299,300	361,100	257,900
	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	299,300	361,100	257,900	-28.6
		Fuels-Abs	Total energy consumption relating to fuels	kWh per year	1,027,013	1,064,017	993,420
	Share of renewable energies (in %)			0.0	0.0	0.0	0.0
	Fuels-LfL	Like-for-like fuel consumption	kWh per year	1,027,013	1,064,017	993,420	-6.6
Energy-Int	Energy intensity of buildings	kWh/m <sup>2</sup>	106	111	102	-8.6	
Emissions	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO <sub>2</sub>	248	257	240	-6.6
	GHG-Indir- Abs	Indirect GHG emissions (total) Scope 2	tCO <sub>2</sub>	230	256	242	-5.3
	GHG-Int	Intensity of GHG emissions – buildings	tCO <sub>2</sub> /m <sup>2</sup>	0	0	0	-6.0
Water	Water-Abs	Total water consumption	Tonnes (m <sup>3</sup> )	5,357	6,458	7,870	21.9
	Water-LfL	Like-for-like water consumption	Tonnes (m <sup>3</sup> )	5,357	6,458	7,870	21.9
	Water-Int	Intensity of water consumption – buildings	m <sup>3</sup> /m <sup>2</sup>	0.33	0.40	0.49	21.9
Waste	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	25	22	28	29.9
			% burnt	84.7	94.9	80.4	-14.5
			% composted	0.3	0.3	4.4	4.1
			% recycled	15.0	4.9	15.3	10.4
	Waste-LfL	Like-for-like waste weight per disposal channel	Tonnes	25	22	28	29.9
			% burnt	84.7	94.9	80.4	-14.5
			% recycled	15.0	4.9	15.3	10.4
Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0	0.0



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## Portfolio environmental indicators – Total

Area	EPRA Code	Indicator	Unit of measurement	Total			
				2020	2021	2022	Δ (in %)
Energy	Elec-Abs	Total electricity consumption	kWh per year	16,606,409	17,196,451	16,999,430	-1.1
			Share of renewable energies (in %)	67.1	67.3	63.2	-4.1
	Elec-LfL	Like-for-like electricity consumption	kWh per year	16,334,636	16,939,965	16,999,430	0.4
	DH&C-Abs	Total energy consumption from district heating and cooling	kWh per year	9,903,120	11,476,338	10,713,148	-6.7
			Share of renewable energies (in %)	7.5	7.2	7.1	-0.1
	DH&C-LfL	Like-for-like total district heating & cooling consumption	kWh per year	9,903,120	11,476,338	10,713,148	-6.7
	Fuels-Abs	Total energy consumption relating to fuels	kWh per year	25,764,324	29,860,824	22,865,047	-23.4
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0
	Fuels-LfL	Like-for-like fuel consumption	kWh per year	25,203,059	29,296,461	22,865,047	-22.0
Energy-Int	Energy intensity of buildings	kWh/m <sup>2</sup>	108	121	101	-16.5	
Emissions	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO <sub>2</sub>	6,257	7,249	5,555	-23.4
	GHG-Indir- Abs	Indirect GHG emissions (total) Scope 2	tCO <sub>2</sub>	9,091	10,485	10,234	-2.4
	GHG-Int	Intensity of GHG emissions – buildings	tCO <sub>2</sub> /m <sup>2</sup>	0	0	0	-14.0
Water	Water-Abs	Total water consumption	Tonnes (m <sup>3</sup> )	87,586	93,543	93,166	-0.4
	Water-LfL	Like-for-like water consumption	Tonnes (m <sup>3</sup> )	86,334	91,033	93,166	2.3
	Water-Int	Intensity of water consumption – buildings	m <sup>3</sup> /m <sup>2</sup>	0.18	0.19	0.19	-3.8
Waste	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	800	758	990	30.6
			% burnt	63.1	64.3	73.8	9.6
			% composted	9.9	11.4	6.8	-4.6
			% recycled	27.0	24.4	19.4	-5.0
	Waste-LfL	Like-for-like waste weight per disposal channel	Tonnes	790	748	990	32.5
			% burnt	63.1	64.3	73.8	9.6
			% composted	9.9	11.4	6.8	-4.6
			% recycled	27.0	24.4	19.4	-5.0
Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0	0.0

	
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## Portfolio environmental indicators – Office (Company's own use)

Area	EPRA Code	Indicator	Unit of measurement	Office Own Use				
				2020	2021	2022	Δ (in %)	
Energy	Elec-Abs	Total electricity consumption <sup>1</sup>	kWh per year	57,629	52,644	55,574	5.6	
			Share of renewable energies (in %)	69.1	81.2	76.9	-4.3	
	Elec-LfL	Like-for-like electricity consumption	kWh per year	57,629	52,644	55,574	5.6	
	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	77,971	107,504	91,833	-14.6	
			Share of renewable energies (in %)	0.0	0.0	0.0	0.0	
	Fuels-LfL	Like-for-like fuel consumption	kWh per year	77,971	107,504	91,833	-14.6	
Emissions	Energy-Int	Energy intensity of buildings	kWh/m <sup>2</sup>	106	126	116	-8.0	
	GHG-Dir-Abs	Direct GHG emissions (total) Scope 1	tCO <sub>2</sub>	19	26	22	-14.6	
	GHG-Indir- Abs	Indirect GHG emissions (total) Scope 2	tCO <sub>2</sub>	21	22	24	11.7	
	GHG-Int	Intensity of GHG emissions – buildings	tCO <sub>2</sub> /m <sup>2</sup>	0	0	0	-2.6	
	Water	Water-Abs	Total water consumption	Tonnes (m <sup>3</sup> )	170	125	123	-2.0
		Water-LfL	Like-for-like water consumption	Tonnes (m <sup>3</sup> )	170	125	123	-2.0
		Water-Int	Intensity of water consumption – buildings	m <sup>3</sup> /m <sup>2</sup>	0.13	0.10	0.10	-2.0
	Waste	Waste-Abs	Waste weight per disposal channel (total)	Tonnes	3	2	2	4.4
				% burnt	58.8	61.6	65.0	3.4
% composted				15.4	19.3	18.5	-0.8	
% recycled				25.8	19.1	16.5	-2.6	
Waste-LfL		Like-for-like waste weight per disposal channel	Tonnes	3	2	2	4.4	
			% burnt	58.8	61.6	65.0	3.4	
			% recycled	25.8	19.1	16.5	-2.6	
Certificates	Cert-Tot	Number of certified properties	Number of certificates	0	0	0	0.0	

<sup>1</sup> In contrast to the environmental indicators for the portfolio, not only the electricity consumption for common spaces is recorded, but also the electricity consumption of the tenant space. Comparability with the environmental indicators for the portfolio is therefore not possible.

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## Social and governance indicators

Area	EPRA Code	Indicator	Unit of measurement	Scope	2020	2021	2022
<b>SOCIAL</b>							
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	71.4 male, 28.6 female	75.0 male, 25.0 female
		Proportion male/female – all employees	%		39.3 male, 60.7 female	53.1 male, 46.9 female	54.5 male, 45.5 female
Diversity salary comparison (fixed salary and/or plus any additional remuneration)	Diversity-Emp	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 1.24	1 to 1.25	1 to 1.24
		Proportion female/male – all employees	%		1 to 1.26	1 to 1.07	1 to 1.01
Employee development	Emp-Training	Average number of training hours per employee	Hours	Company-wide	N/A	N/A	13.1
	Emp-Dev	Proportion of employees with regular performance appraisals	%		100	100	100
	Emp-Turnover	Total number of new hires	Number		3	4	9
		Share of new hires	%		10.3	11.4	27.3
		Total number of employees who left	Number		6	3	8
Share of employees who left	%	20.7	8.6	24.2			
Health & safety	H&S-Emp	Injury rate	%	Company-wide	0	0	0
		Lost day rate	%		0	0	0
		Absentee rate	%		2.29	2.82	3.38
	H&S-Asset	Number of fatalities	Number		0	0	0
	H&S-Comp	Proportion of properties where health and safety standards have been reviewed	%		Portfolio	0	0
Number of breaches of health and safety standards		Number	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	2020	2021	2022
<b>GOVERNANCE</b>							
Corporate governance		Number of members of the Executive Board	Number		2	2	2
		Number of independent members of the Executive Board	Number		2	2	2
	Gov-Board	Average term of office of Executive Board members	Years	Company-wide	1.96	2.96	3.96
		Number of Executive Board members with skill sets relating to environmental and social topics	Number		0	0	2
	Gov-Select	Procedure for selection and appointment of Executive Board members	Process description	Company-wide	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.)	See chapter "Corporate Governance" in the 2022 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 2020 Annual Report (pages 18 et seq.)	See chapter "Corporate Governance" in the 2021 Annual Report (pages 15 et seq.)	See chapter "Corporate Governance" in the 2022 Annual Report (pages 15 et seq.)



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# COMPANY'S OWN CARBON EMISSIONS

## Overview of emissions

	Unit of measurement	2020	2021	2022
<b>SCOPE 1</b>				
Heating - natural gas	kWh	77,971	107,504	91,833
	t CO <sub>2</sub> e	18.8	25.9	22.1
Cooling refrigerants	kg	0	0	2
	t CO <sub>2</sub> e	0	0	4
Company cars	km	117,015	107,665	78,450
	t CO <sub>2</sub> e	33.6	29.4	13.2
<b>SCOPE 2</b>				
Electricity total	kWh	57,629	52,644	55,574
	t CO <sub>2</sub> e	21.3	21.6	24.1
thereof: Electricity - tenant spaces	kWh	46,961	42,829	45,028
	t CO <sub>2</sub> e	17.3	17.6	19.5
thereof: Electricity - common area consumption	kWh	10,668	9,815	10,546
	t CO <sub>2</sub> e	3.94	4.02	4.58
Water	m <sup>3</sup>	169.8	125.3	122.7
	t CO <sub>2</sub> e	0.06	0.04	0.04
<b>SCOPE 3</b>				
Waste	t	2.82	2.25	2.35
	t CO <sub>2</sub> e	1.64	1.30	1.31
Business travel	km	37,455	36,558	43,300
	t CO <sub>2</sub> e	6.4	5.1	6.0
Employee commutes	km	158,025	141,900	236,498
	t CO <sub>2</sub> e	23.1	19.7	27.1
<b>Sum of CO<sub>2</sub> emissions</b>	<b>t CO<sub>2</sub> e</b>	<b>104.9</b>	<b>102.9</b>	<b>97.4</b>

## DEMIRE office indicators

	2020	2021	2022
Number of employees	32	32	33
Office space	1,276	1,276	1,276

	
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## Intensity indicators

		Unit of measurement	2020	2021	2022
<b>SCOPE 1</b>					
Heating	per employee	kWh/employee	2,436.6	3,359.5	2,782.8
	per office space	kWh/m <sup>2</sup>	61.1	84.3	72.0
Cooling refrigerants	per employee	kWh/employee	0	0	0.06
	per office space	kg/m <sup>2</sup>	0	0	0.00
Company cars	per employee	km/employee	3,656.7	3,364.5	2,377.3
<b>SCOPE 2</b>					
Electricity	per employee	kWh/employee	1,800.9	1,645.1	1,684.1
	per office space	kWh/m <sup>2</sup>	45.2	41.3	43.6
Water	per employee	kWh/employee	5.31	3.92	3.72
	per office space	m <sup>3</sup> /m <sup>2</sup>	0.13	0.10	0.10
	per employee and day	l/employee/day	24.1	17.8	16.9
<b>SCOPE 3</b>					
Waste	per employee	t/employee	0.09	0.07	0.07
Business travel	per employee	km/employee	1,170.5	1,142.4	1,312.1
Employee commutes	per employee	km/employee	4,938.3	4,434.4	7,166.6
	per employee	km/employee/day	22.4	20.2	32.6

## Carbon emissions by Scope

		Unit of measurement	2020	2021	2022
Scope 1		t CO <sub>2</sub> e	52.4	55.3	38.9
		t /CO <sub>2</sub> e/employee	1.6	1.7	1.2
Scope 2		t CO <sub>2</sub> e	21.3	21.6	24.2
		t /CO <sub>2</sub> e/employee	0.7	0.7	0.7
Scope 3		t CO <sub>2</sub> e	31.2	26.0	34.4
		t /CO <sub>2</sub> e/employee	1.0	0.8	1.0
<b>Scope 1+2+3</b>		<b>t CO<sub>2</sub> e</b>	<b>104.9</b>	<b>102.9</b>	<b>97.4</b>
		<b>t /CO<sub>2</sub> e/employee</b>	<b>3.3</b>	<b>3.2</b>	<b>3.0</b>

## Return on carbon emissions (ROCE)

		Unit of measurement	2020	2021	2022
Scope 1+2 emissions		t CO <sub>2</sub> e	73.7	76.9	63.1
Earnings before tax (EBT)		EUR thousand	6,482	80,814	-71,502
<b>ROCE</b>		<b>t CO<sub>2</sub> e/EUR m</b>	<b>11.37</b>	<b>0.95</b>	<b>-0.88</b>






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