

# EPRA 2021

Disclosures on the Sustainability Best Practice Recommendations (sBPR)  
of the European Public Real Estate Association (EPRA)

- 3 Overarching recommendations
- 5 Narrative on performance
- 9 EPRA sustainability performance measures



### **EPRA Sustainability Best Practice Recommendations**

The following indicators and notes on Environmental, Social and Governance (ESG) aspects were prepared in accordance with version three of the Sustainability Best Practice Recommendations (sBPR) of the European Public Real Estate Association (EPRA) for the 2020 and 2021 financial years. The reporting section includes the overarching recommendations and indicators for the relevant sustainability topics.

### **DIC Asset AG**

DIC Asset AG is one of Germany's leading listed commercial real estate specialists, with more than 20 years' experience in the Real Estate market and access to a broad-based network of investors. Our real-estate platform operates via eight offices across the whole of Germany, cementing our presence in all major national markets. As at 31 December 2021, we managed a total of 237 properties on site with a market value of around EUR 11.5 billion.



# Overarching recommendations

## Organisational boundaries

DIC Asset AG is reporting on the real-estate data for its Commercial Portfolio, over which it has full operational control, in line with the Sustainability Best Practice Recommendations (sBPR). Unlike the 2021 Sustainability Report prepared in compliance with the GRI Standards, in this document the Institutional Business segment remains out of scope.

## Coverage

### 1. Portfolio

Our Commercial Portfolio consisted of 94 properties as at 31 December 2021, including 23 single-tenant properties (see [EPRA Table](#)). Within the above organisational boundaries, we reported on the consumption data that was fully available as at the balance-sheet date. No extrapolations were used for the Commercial Portfolio in the context of EPRA reporting. The number of sustainably certified assets refers solely to the entire DIC Asset AG Commercial Portfolio.

The EPRA table coverage percentage relates to the total rental space per year of the Commercial Portfolio (2021: 829,900sqm; 2020: 807,800sqm) and to the like-for-like presentation for 2021.

### 2. Energy and GHG emissions

EPRA reporting and the indicators reported for energy and greenhouse (GHG) emissions are based on 52 properties with a rental space of 431,700sqm, which represented 52% of the entire Commercial Portfolio in 2021 (2020: 53%). We report the key indicators for the Office segment (31 properties) and Other Uses segment (21 properties). No changes were made to the underlying real-estate portfolio as regards the comparison and analysis for 2020 and 2021. The 52 properties shown for 2021 form the basis of the like-for-like analyses (the same portfolio for two reporting years) which explains why there are no differences between the total indicator figures. Of the 52 properties shown, 24 were supplied with district heating and 28 with natural gas. For these 52 properties, we have presented all of the EPRA indicators, broken down by total amount and relevant segment. Unlike the GHG indicators disclosed in the Environment section of our 2021 Sustainability Report, the GHG indicators shown in this document do not include a safety margin.

### 3. Water

The EPRA reporting and the indicators shown for water in the 2021 reporting year are based on 75 properties with a rental space of 660,965sqm or 80% of the entire Commercial Portfolio; for 2020, this was 64 properties with a rental space of 564,049sqm (70%). The like-for-like analysis relates to 58 properties (489,870sqm) in the overall analysis, broken down by segment.

### Estimation of landlord-obtained utility consumption

The consumption figures shown for 2020 and 2021 for heating energy, communal-area electricity and water are based entirely on energy-supplier consumption statements and smart meter readings (see the Environment section in the 2021 Sustainability Report (SR)). No estimated figures were used for EPRA reporting.

### Third-party assurance

This document was subject to an in-house plausibility review before publication rather than a third-party review.

### Boundaries – reporting on utility consumption landlord and tenant

The electricity shown relates to communal-area electricity which we, as a landlord, provide to the communal areas in properties.

The consumption data for heating energy (district heating and natural gas) and water relates to the entire property, that is, to communal and rented areas which we, as a landlord, provide with energy and water.

The intensity indicators (Energy-Int and GHG-Int) for the Commercial Portfolio do not include any tenant electricity consumption as this could not be shown in 2020 and 2021 for all properties.

As at the reporting date, we did not record any waste data for our properties.



## Normalisation

### 1. Key indicators – Environment

The intensities shown for the Environment (energy, GHG emissions and water) section in the Commercial Portfolio relate to the relevant rental space of the analysed properties. The intensities shown for the regional offices – both rented and DIC Asset AG proprietary – relate to their total rental space (sqm).

The key indicators are presented on the basis of our eight regional offices although a single regional office may consist of several buildings (Cert-Tot).

### 2. Key indicators – Social

The key indicators for employees (Diversity-Emp, Diversity-Pay, H&S-Emp, Emp-Training, Emp-Turnover) relate to 306 DIC Asset AG employees in 2021 (2020: 272 employees) and meet the requirements of § 267(5) of the German Commercial Code (HGB). In 2021, the H&S-Emp indicator is based on 255 working days (2020: 261 working days). Employee turnover (Emp-Turnover) was calculated using the Schlüter formula.

Employees are categorised as either the Management Board, executives (the first level below the Management Board and regional office management) or employees.

## Segmental analysis

The Commercial Portfolio types of use include Office, Mixed-Use, Retail, Logistics and Other, with Office representing the largest type for DIC Asset AG at 55 properties or 67% of market value (see 2021 Annual Report, p. 71). EPRA analysis is based on Office and Other types of use.

Commercial Portfolio properties are all located in Germany and thus all in the same climate zone which is why we did not carry out geographical segmentation.


## Disclosure on own offices

Consumption data and environmental key indicators (excluding the car fleet) for our eight regional offices are shown in a separate section in the EPRA Table.

DIC Asset AG is represented at eight regional offices across Germany totalling 8,211sqm of rental space (2020: 8,161sqm), including 3 proprietary properties. At the Stuttgart office, we use a co-working space. All of the offices are supplied with district heating. In rented offices, we mostly use green electricity: in 2021, we achieved a “green” coverage of 73% (for our proprietary offices) and 51% (for all offices).

Consumption data for energy and water is profiled primarily based on energy-supplier statements and usage-data surveys completed by DIC Asset AG

landlords; it is secondly based on previous years' figures (2021: for 2 offices). The figures for the new Stuttgart office (co-working space) and RLI offices are extrapolated for 2021, based on the average rental spaces of the other offices.

For waste, disclosures on the type and quantity of materials disposed of are estimated using the underlying data provided by the local waste disposal companies and the commercial waste-disposal partners at our offices. At all office locations, waste is disposed of communally for all tenants of a given property. The estimated volume of waste attributable to DIC Asset AG was calculated using the total volume for each type of waste in an entire property multiplied by the percentage of the rental space rented by DIC Asset AG, and then multiplied by 52 weeks to give the figure for the whole year. The weight was converted into tonnes using the specific weight of the waste (for an explanation of the methodology, see [https://www.statistik-bw.de/DatenMelden/Formularservice/33\\_A\\_Umrechnungsfaktoren.pdf](https://www.statistik-bw.de/DatenMelden/Formularservice/33_A_Umrechnungsfaktoren.pdf) .



# Narrative on performance

## Performance Measures – Environmental

Greenhouse gas emissions were calculated using seasonal emissions factors provided by the German Environment Agency (Umweltbundesamt); the British Department for Environment Food & Rural Affairs (DEFRA); the Carbon Risk Real Estate Monitor (CRREM) and the appropriate studies; and the (market-based) methodology presented in the Environment section of our 2021 Sustainability Report. Our EPRA report shows total GHG emissions, by regional office (average figures for electricity).

## Portfolio trends

### Energy and GHG emissions<sup>1</sup>

The energy intensity of the properties (Energy-Int), excluding tenant electricity, increased by +7% in 2021. Communal-area electricity consumption (Elec-Abs, Elec-Lfl) decreased by –10% in 2021. However, we recorded an increase in the consumption of district heating (DH&C-Abs, DH&C-Lfl) and natural gas (Fuels-Abs, Fuels-Lfl), up by +8% and +14% respectively. The buildings GHG emissions intensity (GHG-Int) therefore amounted to 33.1kgCO<sub>2</sub>e/sqm in 2021 (2020: 31.6kgCO<sub>2</sub>e/sqm), a slight increase of +5% compared to the previous year. Indirect scope 2 emissions (GHG-Indir-Abs) arising from communal-area electricity provision was very low because of our procurement of green energy (2021: 86%; 2020: 100%). Other indirect scope 3 (total) GHG emissions (GHG-Indir-Abs)

from district heating and natural gas increased due to the rise in energy consumption outlined above.

### Water

The decrease in buildings water intensity (Water-Int) to 0.22m<sup>3</sup>/sqm resulted in a minimal reduction of –2% in 2021 compared to the previous year. Like-for-like water consumption (Water-Lfl) saw a –12% reduction in 2021 compared to the previous year which we attributed to the effects of the coronavirus pandemic.

### Number of sustainably certified assets (Cert-Tot)

Currently, there are 6 sustainably certified assets under DGNB, LEED or BREEAM in the Commercial Portfolio (2020: 4 buildings), of which 5 meet the DIC Asset AG definition of Green Buildings. DIC Asset AG has set itself the target of increasing the share of Green Buildings in the Commercial Portfolio (see the 2021 SR, Environment section).

## Company office trends

### Energy and GHG emissions

The buildings energy intensity of our company's offices stood at 175kWh/sqm in 2021 (2020: 163kWh/sqm), so an increase of +7%. This was partly attributable to an increase in total landlord-obtained electricity consumed (Elec-Abs) and like-for-like electricity consumption (Elec-Lfl) but partly due to a rise in total and like-for-like landlord-obtained district heating and cooling consumption (DH&C-Abs and DH&C-Lfl).

In the same period, the number of employees rose by +12.5%. Accordingly, the buildings greenhouse gas emissions intensity by office (GHG-Int) amounted to 65.6kgCO<sub>2</sub>e/sqm in 2021 compared to 60.8kgCO<sub>2</sub>e/sqm in the previous year, an increase of +8%. There were indirect scope 2 (total) GHG emissions (GHG-Indir-Abs) associated with the supply of energy to the rented offices, and the supply of communal-area electricity and district heating to our proprietary offices. By procuring renewable energy (by market), we are keeping these emissions to a low level. Other indirect scope 3 (total) GHG emissions occurred as a result of providing communal-area electricity and district heating to the rented offices. These emissions rose slightly compared to the previous year, attributable to the opening of our eighth regional office during the reporting year (2020: 7 offices).

### Water

Buildings water intensity (Water-Int) at the company's offices fell significantly and stood at 0.23m<sup>3</sup>/sqm in 2021 (2020: 0.34m<sup>3</sup>/sqm). Like-for-like water consumption (Water-Lfl) revealed a –34% reduction in 2021 compared to the previous year, attributable to the effects of the coronavirus pandemic.

<sup>1</sup> Unlike the GHG indicators disclosed in the Environment section of our 2021 Sustainability Report, the GHG indicators shown in this document do not include a safety margin.

**Waste**

The total weight of waste by disposal route (Waste-Abs and Waste-Lfl) declined in 2021 by comparison with the previous year, and by -6% for like-for-like weight.

**Number of sustainably certified assets (Cert-Tot)**

We rented two German Sustainable Buildings Certificate (DGNB) buildings at our Frankfurt office (MainTor Primus and MainTor Panorama).

**Performance Measures – Social****Gender diversity (Diversity-Emp)**

DIC Asset AG has set itself the target of making or keeping the proportion of men and women balanced in all employee categories. At employee level (the employee level below the executive level), we had already achieved this target, and we wanted to continue consolidating this high standard going forward. More detail is available in the EPRA Table annexed to this document as well as in the disclosures on GRI 405-1 in the Social section of our 2021 Sustainability Report.

**Gender pay ratio (Diversity-Pay)**

In our 2021 Sustainability Report, we report for the first time on the pay gap between the basic salary and/or remuneration of male and female employees for various employee categories (executive level,

employees not in executive roles and employees with similar duties). The specific basis used to calculate these figures was the annual gross salary excluding any bonuses. More detail is available in the EPRA Table annexed to this document as well as in the disclosures on GRI 405-2 in the Social section of our 2021 Sustainability Report.

**Training and development (Emp-Training)**

We offer our employees numerous opportunities to undertake training and skill building to steadily expand their knowledge and skills. The number of hours spent on continuing professional development per employee increased slightly to 2.65 hours per employee this year compared to the previous year (2020: 2.55 hours/employee). More detail is available in the EPRA Table annexed to this document as well as in the disclosures under Supporting Talent in the Social section of our 2021 Sustainability Report.

**Employee performance appraisals (Emp-Dev)**

Our employees receive a regular and transparent appraisal of their performance and career progress from their line manager as part of the annual feedback interview. The percentage of employees who received a performance appraisal was almost 100% for both 2020 and 2021. More detail is available in the EPRA Table annexed to this document as well as in the disclosures under Employee Retention and Satisfaction in the Social section of our 2021 Sustainability Report.

**Employee turnover and retention (Emp-Turnover)**

DIC Asset AG's employee turnover rate improved slightly in the reporting year compared to the previous year, from 19.9% to 18.3%. There were 95 joiners to the company in 2021 or 31.0% (2020: 85 joiners or 31.3%). More detail is available in the EPRA Table annexed to this document as well as in the disclosures on GRI 401-1 in the Social section of our 2021 Sustainability Report.

**Employee health and safety (H&S-Emp)**

We create a safe working environment to prevent accidents. For instance, we will sit down with employees returning to work after a lengthy sickness absence and try to find ways together to optimally adjust their working environment to suit their needs. For its workforce of 306 employees in 2021 (2020: 272 employees), DIC Asset AG recorded zero occupational accidents (fatal or non-fatal) within the Group, equating to an injury rate of 0% (2020: 0.0%) and a lost day rate of 0% (2020: 0.2%). By comparison with the previous year, the absentee rate decreased slightly to 2.8% (2020: 4.0%). More detail is available in the EPRA Table annexed to this document as well as in the disclosures under Sickness Absence and Accidents in the Social section of our 2021 Sustainability Report (SR).



### **Asset health and safety assessment and compliance (H&S-Asset, H&S-Comp)**

DIC Asset AG is conscious of its responsibility as an owner and manager of Real Estate assets. So we take measures to prevent adverse impacts on the lives, health and assets of our tenants and other people involved in the life cycle of our real estate. Assessing the health and safety standards operating in all our real estate forms the cornerstone of our quality requirements. Appropriately qualified and selected facility-management service providers are responsible for properly and safely operating the properties and facilities on site, and for checking compliance with the applicable health and safety regulations, e.g. as regards fire safety and drinking water quality. We manage and control these external service providers and appoint health and safety coordinators for our construction sites. We record all accidents occurring on our construction sites and carry out a root-cause analysis.

We will use the EPRA indicators presented for the first time in 2021 to continue to ensure our properties meet the health and safety standards (H&S-Asset) and to avoid non-compliance incidents (H&S-Comp) e.g. threats of fines to remedy the relevant H&S shortcomings or accidents in portfolio properties.

### **Local community (Compty-Eng)**

Our buildings play a key role in our urban environment. Their location has (environmental and social) impacts on our tenants' transport choices, shaping the building environment. Community engagement and access to public transport systems is therefore a key assessment criterion for our properties and one that we are reporting on here for the first time. In fact, 90.4% of the properties in our portfolio were a maximum of 500m from the nearest access to public-transport hubs. This was primarily attributable to the composition of our portfolio which was largely made up of buildings in conurbations.

### **Performance Measures – Governance**

DIC Asset AG attaches great importance to corporate governance. The term corporate governance refers to the legal and constructive framework for managing and monitoring a company. This includes the current laws, policies and codes as well as the Management Board's Declarations of intent and business practices.

### **Highest Governance Body (Gov-Board, Gov-Select)**

The dual management structure of DIC Asset AG, as a listed stock corporation, consists of the Management Board and the Supervisory Board (dual board system). The two governing bodies are strictly separate in terms of personnel and functions, and carry out their differing tasks independently of each other.

The Management Board (executive board) is responsible for managing the company, and the Supervisory Board (non-executive board) for supervision.

The Management Board and the Supervisory Board work closely together in the interests of the company and the Group. This guarantees that optimum use is made of the professional expertise of the Board members and speeds up the decision-making process. Further information on the functioning and composition of the Management Board and the Supervisory Board can be found in the 2021 Annual Report, p. 144 et seq.

As at the end of 2021, the Management Board of DIC Asset AG was composed of four members, with Sonja Wärntges as Chair (Chief Executive Officer/CEO and Chief Financial Officer/CFO), also responsible for Asset, Property and Portfolio Management, Finance, Controlling, Marketing, PR, Sustainability and Administration; Christian Bock (Chief Institutional Business Officer/CIBO), responsible for Institutional Business; Johannes von Mutius (Chief Investment Officer/CIO), responsible for Transaction Business; and Patrick Weiden (Chief Capital Markets Officer/CCMO), responsible for Capital Market Activities and M&A. The average term of office of the Management Board as at the end of 2021 was 4.5 years.



There were six skilled and experienced members of DIC Asset AG's Supervisory Board by 31 December 2021, including Prof Dr Ulrich Reuter, a financial expert in accounting and auditing, and independent Chair of the Audit Committee, and Prof Dr Gerhard Schmidt as an additional finance expert in accounting and a member of the Audit Committee. The average term of office of the Supervisory Board was 8.8 years as at the end of 2021.

With Prof Dr Ulrich Reuter, Eberhard Vetter, Michael Zahn and René Zahnd, the Supervisory Board included four members as at the end of 2021 who were deemed to be independent from the company and the Management Board within the meaning of point C.7 of the German Corporate Governance Code (DCGK); in addition, these members were also independent from the controlling shareholder within the meaning of point C.9 DCGK. An adequate number of independent members represented the shareholder side on the Supervisory Board, in the Board's opinion, with at least four members who were independent from the company and the Management Board, on the one hand, and independent from the controlling shareholder, on the other. Prof Dr Gerhard Schmidt and Klaus-Jürgen Sontowski were deemed not to be independent within the meaning of the above definition as at 31 December 2021.

Diversity concepts and requirement profiles were set for both the Supervisory Board and the Management Board (Gov-Select), taking into account the DCGK recommendations (see 2021 Annual Report, p. 146-148).

All members of the executive and non-executive boards (10 people out of 10) possessed skills with reference to environmental and social topics. Ever since DIC Asset AG's first Sustainability Report in 2012 through to the present day, ESG topics have steadily become more significant even in the deliberations of Board members. All past and especially present Board members have participated actively in discussions and debates about these issues. Several members of the Supervisory Board have also even taken direct responsibility for this topic themselves in their main professional activity in their companies.

#### **Conflicts of interest (Gov-Col)**

Members of the Management Board (executive board) and the Supervisory Board (non-executive board) will disclose any conflicts of interest that might arise, in compliance with the German Corporate Governance Code. No conflicts of interest arose in the 2021 financial year (see 2021 Annual Report, p. 36 and 148).





## EPRA sustainability performance measures

### Commercial Portfolio data and Portfolio performance measures – Environmental

| Area             | EPRA code | Indicator                                              | Unit                                                          | Total                                                          |                   |                   | Office           |                  |                  | Other uses       |                  |                  |                  |             |
|------------------|-----------|--------------------------------------------------------|---------------------------------------------------------------|----------------------------------------------------------------|-------------------|-------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|-------------|
|                  |           |                                                        |                                                               | 2020                                                           | 2021              | Δ                 | 2020             | 2021             | Δ                | 2020             | 2021             | Δ                |                  |             |
| <b>Portfolio</b> |           | Total number of properties                             | Number                                                        | 91                                                             | 94                | 3                 | 55               | 55               | 0                | 36               | 39               | 3                |                  |             |
|                  |           | Rental space                                           | sqm                                                           | 807,800                                                        | 829,900           | 3%                | 474,600          | 456,100          | -4%              | 333,200          | 373,800          | 12%              |                  |             |
|                  |           | Market value                                           | EUR million                                                   | 2,000                                                          | 2,222             | 11%               | 1,391            | 1,491            | 7%               | 609              | 731              | 20%              |                  |             |
| <b>Energy</b>    | Elec-Abs  | Total landlord-obtained electricity consumption        | kWh/year                                                      | 10,879,742                                                     | 9,745,776         | -10%              | 5,319,243        | 5,066,110        | -5%              | 5,560,499        | 4,679,666        | -16%             |                  |             |
|                  |           | of which, renewable energy                             | %                                                             | 100                                                            | 87                | -13%              | 100              | 75               | -25%             | 100              | 100              | 0%               |                  |             |
|                  |           | Landlord-obtained electricity consumed in tenant areas | kWh/year                                                      | 0                                                              | 0                 | 0%                | 0                | 0                | 0%               | 0                | 0                | 0%               |                  |             |
|                  |           |                                                        | <b>Total landlord-obtained electricity consumption</b>        | <b>kWh/year</b>                                                | <b>10,879,742</b> | <b>9,745,776</b>  | <b>-10%</b>      | <b>5,319,243</b> | <b>5,066,110</b> | <b>-5%</b>       | <b>5,560,499</b> | <b>4,679,666</b> | <b>-16%</b>      |             |
|                  |           |                                                        | Number of properties analysed                                 | Number                                                         | 52                | 52                | 0%               | 31               | 31               | 0%               | 21               | 21               | 0%               |             |
|                  |           |                                                        | by rental space                                               | sqm                                                            | 431,720           | 431,720           | 0%               | 223,637          | 223,637          | 0%               | 208,083          | 208,083          | 0%               |             |
|                  |           |                                                        | Coverage as a % of total rental space                         | %                                                              | 53                | 52                | -3%              | 47               | 49               | 4%               | 62               | 56               | -11%             |             |
|                  |           | Elec-Lfl                                               | Like-for-like total landlord-obtained electricity consumption | kWh/year                                                       | 10,879,742        | 9,745,776         | -10%             | 5,319,243        | 5,066,110        | -5%              | 5,560,499        | 4,679,666        | -16%             |             |
|                  |           |                                                        | of which, renewable energy                                    | %                                                              | 100               | 87                | -13%             | 100              | 75               | -25%             | 100              | 100              | 0%               |             |
|                  |           |                                                        | Landlord-obtained electricity consumed in tenant areas        | kWh/year                                                       | 0                 | 0                 | 0%               | 0                | 0                | 0%               | 0                | 0                | 0%               |             |
|                  |           |                                                        |                                                               | <b>Like-for-like landlord-obtained electricity consumption</b> | <b>kWh/year</b>   | <b>10,879,742</b> | <b>9,745,776</b> | <b>-10%</b>      | <b>5,319,243</b> | <b>5,066,110</b> | <b>-5%</b>       | <b>5,560,499</b> | <b>4,679,666</b> | <b>-16%</b> |
|                  |           |                                                        |                                                               | Number of properties analysed                                  | Number            |                   |                  | 52               |                  |                  | 31               |                  | 21               |             |
|                  |           |                                                        |                                                               | by rental space                                                | sqm               |                   |                  | 431,720          |                  |                  | 223,637          |                  | 208,083          |             |
|                  |           | Coverage as a % of total rental space (2021)           | %                                                             |                                                                |                   | 52                |                  |                  | 49               |                  | 56               |                  |                  |             |



## Commercial Portfolio data and Portfolio performance measures – Environmental (continued)

| Area   | EPRA code | Indicator                                                                                                    | Unit     | Total             |                   |            | Office            |                   |           | Other uses       |                  |            |
|--------|-----------|--------------------------------------------------------------------------------------------------------------|----------|-------------------|-------------------|------------|-------------------|-------------------|-----------|------------------|------------------|------------|
|        |           |                                                                                                              |          | 2020              | 2021              | Δ          | 2020              | 2021              | Δ         | 2020             | 2021             | Δ          |
| Energy | DH&C-Abs  | <b>Total landlord-obtained district heating &amp; cooling consumption (consumed in tenant areas)</b>         | kWh/year | <b>12,641,838</b> | <b>13,695,586</b> | <b>8%</b>  | <b>5,866,159</b>  | <b>6,227,372</b>  | <b>6%</b> | <b>6,775,679</b> | <b>7,468,214</b> | <b>10%</b> |
|        |           | of which, renewable energy                                                                                   | %        | 0                 | 0                 | 0%         | 0                 | 0                 | 0%        | 0                | 0                | 0%         |
|        |           | Number of properties analysed                                                                                | Number   | 24                | 24                | 0%         | 14                | 14                | 0%        | 10               | 10               | 0%         |
|        |           | by rental space                                                                                              | sqm      | 185,891           | 185,891           | 0%         | 91,617            | 91,617            | 0%        | 94,274           | 94,274           | 0%         |
|        |           | Coverage as a % of total rental space                                                                        | %        | 23                | 22                | -3%        | 19                | 20                | 4%        | 28               | 25               | -11%       |
|        | DH&C-Lfl  | <b>Like-for-like landlord-obtained district heating &amp; cooling consumption (consumed in tenant areas)</b> | kWh/year | <b>12,641,838</b> | <b>13,695,586</b> | <b>8%</b>  | <b>5,866,159</b>  | <b>6,227,372</b>  | <b>6%</b> | <b>6,775,679</b> | <b>7,468,214</b> | <b>10%</b> |
|        |           | of which, renewable energy                                                                                   | %        | 0                 | 0                 | 0%         | 0                 | 0                 | 0%        | 0                | 0                | 0%         |
|        |           | Number of properties analysed                                                                                | Number   |                   |                   | 24         |                   |                   | 14        |                  |                  | 10         |
|        |           | by rental space                                                                                              | sqm      |                   |                   | 185,891    |                   |                   | 91,617    |                  |                  | 94,274     |
|        |           | Coverage as a % of total rental space                                                                        | %        |                   |                   | 22         |                   |                   | 20        |                  |                  | 25         |
|        | Fuels-Abs | <b>Total landlord-obtained fuel consumption (consumed in tenant areas)</b>                                   | kWh/year | <b>23,611,813</b> | <b>26,977,798</b> | <b>14%</b> | <b>17,249,919</b> | <b>17,403,308</b> | <b>1%</b> | <b>6,361,894</b> | <b>9,574,490</b> | <b>50%</b> |
|        |           | of which, renewable energy                                                                                   | %        | 0                 | 0                 | 0%         | 0                 | 0                 | 0%        | 0                | 0                | 0%         |
|        |           | Number of properties analysed                                                                                | Number   | 28                | 28                | 0%         | 17                | 17                | 0%        | 11               | 11               | 0%         |
|        |           | by rental space                                                                                              | sqm      | 245,829           | 245,829           | 0%         | 132,020           | 132,020           | 0%        | 113,809          | 113,809          | 0%         |
|        |           | Coverage as a % of total rental space                                                                        | %        | 30                | 30                | -3%        | 28                | 29                | 4%        | 34               | 30               | -11%       |



## Commercial Portfolio data and Portfolio performance measures – Environmental (continued)

| Area      | EPRA code   | Indicator                                                                          | Unit                                                        | Total                                                                          |                              |             | Office            |                   |             | Other uses       |                  |             |             |
|-----------|-------------|------------------------------------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------------------------------------------|------------------------------|-------------|-------------------|-------------------|-------------|------------------|------------------|-------------|-------------|
|           |             |                                                                                    |                                                             | 2020                                                                           | 2021                         | Δ           | 2020              | 2021              | Δ           | 2020             | 2021             | Δ           |             |
| Energy    | Fuels-Lfl   | <b>Like-for-like landlord-obtained fuel consumption (consumed in tenant areas)</b> | <b>kWh/year</b>                                             | <b>23,611,813</b>                                                              | <b>26,977,798</b>            | <b>14%</b>  | <b>17,249,919</b> | <b>17,403,308</b> | <b>1%</b>   | <b>6,361,894</b> | <b>9,574,490</b> | <b>50%</b>  |             |
|           |             | of which, renewable energy                                                         | %                                                           | 0                                                                              | 0                            | 0%          | 0                 | 0                 | 0%          | 0                | 0                | 0%          |             |
|           |             | Number of properties analysed                                                      | Number                                                      |                                                                                |                              |             | 28                |                   |             | 17               |                  | 11          |             |
|           |             | by rental space                                                                    | sqm                                                         |                                                                                |                              |             | 245,829           |                   |             | 132,020          |                  | 113,809     |             |
|           |             | Coverage as a % of total rental space (2021)                                       | %                                                           |                                                                                |                              |             | 30                |                   |             | 29               |                  | 30          |             |
|           |             |                                                                                    |                                                             |                                                                                |                              |             |                   |                   |             |                  |                  |             |             |
|           | Energy-Int  | <b>Buildings energy intensity (landlord-obtained consumption)</b>                  | <b>kWh/sqm</b>                                              | <b>109.2</b>                                                                   | <b>116.8</b>                 | <b>7%</b>   | <b>127.1</b>      | <b>128.3</b>      | <b>1%</b>   | <b>89.9</b>      | <b>104.4</b>     | <b>16%</b>  |             |
| Emissions | GHG-Dir-Abs | Direct scope 1 (total) GHG emissions (by regional office)                          | t CO <sub>2</sub> e/year                                    | 0                                                                              | 0                            | 0%          | 0                 | 0                 | 0%          | 0                | 0                | 0%          |             |
|           |             | GHG-Indir-Abs                                                                      | Indirect scope 2 (total) GHG emissions (by regional office) | t CO <sub>2</sub> e/year                                                       | 5,679                        | 5,107       | -10%              | 2,777             | 2,655       | -4%              | 2,903            | 2,452       | -16%        |
|           |             |                                                                                    | Indirect scope 2 (total) GHG emissions (by market)          | t CO <sub>2</sub> e/year                                                       | 0                            | 682         | >100%             | 0                 | 673         | >100%            | 0                | 9           | >100%       |
|           |             | Other indirect scope 3 (total) GHG emissions (by regional office)                  | t CO <sub>2</sub> e/year                                    | 7,946                                                                          | 9,183                        | 16%         | 5,136             | 5,396             | 5%          | 2,810            | 3,786            | 35%         |             |
|           |             | Other indirect scope 3 (total) GHG emissions (by market)                           | t CO <sub>2</sub> e/year                                    | 7,946                                                                          | 9,183                        | 16%         | 5,136             | 5,396             | 5%          | 2,810            | 3,786            | 35%         |             |
|           |             |                                                                                    | GHG-Int                                                     | <b>Buildings greenhouse gas (GHG) emissions intensity (by regional office)</b> | <b>kgCO<sub>2</sub>e/sqm</b> | <b>31.6</b> | <b>33.1</b>       | <b>5%</b>         | <b>35.4</b> | <b>36.0</b>      | <b>2%</b>        | <b>27.5</b> | <b>30.0</b> |
| Water     | Water-Abs   | <b>Total water consumption</b>                                                     | <b>m<sup>3</sup></b>                                        | <b>125,422</b>                                                                 | <b>144,716</b>               | <b>15%</b>  | <b>68,114</b>     | <b>78,673</b>     | <b>16%</b>  | <b>57,308</b>    | <b>66,043</b>    | <b>15%</b>  |             |
|           |             | Number of properties analysed                                                      | Number                                                      | 64                                                                             | 75                           | 17%         | 42                | 45                | 7%          | 22               | 30               | 36%         |             |
|           |             | by rental space                                                                    | sqm                                                         | 564,049                                                                        | 660,965                      | 17%         | 350,576           | 371,319           | 6%          | 213,473          | 289,646          | 36%         |             |
|           |             | Coverage as a % of total rental space                                              | %                                                           | 70                                                                             | 80                           | 14%         | 74                | 81                | 10%         | 64               | 77               | 21%         |             |



### Commercial Portfolio data and Portfolio performance measures – Environmental (continued)

| Area             | EPRA code | Indicator                                                                  | Unit                | Total   |         |         | Office |        |         | Other uses |        |         |
|------------------|-----------|----------------------------------------------------------------------------|---------------------|---------|---------|---------|--------|--------|---------|------------|--------|---------|
|                  |           |                                                                            |                     | 2020    | 2021    | Δ       | 2020   | 2021   | Δ       | 2020       | 2021   | Δ       |
| Water            | Water-Lfl | <b>Like-for-like water consumption</b>                                     | m <sup>3</sup>      | 115,015 | 100,785 | -12%    | 58,995 | 59,602 | 1%      | 56,020     | 41,183 | -26%    |
|                  |           | Number of properties analysed                                              | Number              |         |         | 58      |        |        | 38      |            |        | 20      |
|                  |           | by rental space                                                            | sqm                 |         |         | 489,870 |        |        | 287,075 |            |        | 202,795 |
|                  |           | Coverage as a % of total rental space (2021)                               | %                   |         |         | 59      |        |        | 63      |            |        | 54      |
|                  | Water-Int | <b>Buildings water intensity</b>                                           | m <sup>3</sup> /sqm | 0.22    | 0.22    | -2%     | 0.19   | 0.21   | 9%      | 0.27       | 0.23   | -15%    |
| Waste            | Waste-Abs | <b>Total weight of waste by disposal route</b>                             | t/year              | n/a     | n/a     | -       | n/a    | n/a    | -       | n/a        | n/a    | -       |
|                  | Waste-Lfl | <b>Like-for-like weight of waste by disposal route</b>                     | t/year              | n/a     | n/a     | -       | n/a    | n/a    | -       | n/a        | n/a    | -       |
| Certified assets | Cert-Tot  | Number of sustainably certified assets                                     | Number              | 4       | 6       | 50%     | 4      | 5      | 25%     | 0          | 1      | >100%   |
|                  |           | Number of sustainably certified assets as a % of rental space <sup>1</sup> | %                   | 6.1     | 9.7     | 59%     | 6.1    | 6.7    | 10%     | 0          | 3.0    | >100%   |
|                  |           | Number of sustainably certified assets as a % of market value <sup>1</sup> | %                   | 11.9    | 15.1    | 27%     | 11.9   | 11.8   | -1%     | 0          | 3.3    | >100%   |

<sup>1</sup> Please refer to the Environment section of our [2021 Sustainability Report](#) for further information.

### DIC regional offices performance measures – Environmental

| Area     | EPRA code | Indicator                            | Unit     | 2020           | 2021           | Δ         |
|----------|-----------|--------------------------------------|----------|----------------|----------------|-----------|
| Energy   |           | Number of regional offices           | Number   | 7              | 8              | 14%       |
|          |           | Rental space                         | sqm      | 8,161          | 8,211          | 1%        |
| Elec-Abs |           | <b>Total electricity consumption</b> | kWh/year | <b>727,276</b> | <b>780,600</b> | <b>7%</b> |
|          |           | of which, renewable energy           | %        | 60             | 51             | -15%      |
|          |           | Number of regional offices analysed  | Number   | 7              | 8              | 14%       |


**DIC regional offices performance measures – Environmental (continued)**

| Area      | EPRA code     | Indicator                                                                      | Unit                     | 2020    | 2021    | Δ    |
|-----------|---------------|--------------------------------------------------------------------------------|--------------------------|---------|---------|------|
| Energy    | Elec-Lfl      | <b>Like-for-like electricity consumption</b>                                   | kWh/year                 | 727,276 | 758,342 | 4%   |
|           |               | of which, renewable energy                                                     | %                        | 60      | 53      | -13% |
|           |               | Number of regional offices analysed                                            | Number                   |         |         | 7    |
|           | DH&C-Abs      | <b>Total district heating &amp; cooling consumption</b>                        | kWh/year                 | 605,388 | 651,231 | 8%   |
|           |               | of which, renewable energy                                                     | %                        | 0       | 0       | 0%   |
|           |               | Number of regional offices analysed                                            | Number                   | 7       | 8       | 14%  |
|           | DH&C-Lfl      | <b>Like-for-like total district heating and cooling consumption</b>            | kWh/year                 | 605,388 | 629,513 | 4%   |
|           |               | of which, renewable energy                                                     | %                        | 0       | 0       | 0%   |
|           |               | Number of regional offices analysed                                            | Number                   |         |         | 7    |
|           | Energy-Int    | <b>Buildings energy intensity (by regional office)</b>                         | kWh/sqm                  | 163     | 175     | 7%   |
| Emissions | GHG-Dir-Abs   | Direct scope 1 (total) GHG emissions (by regional office)                      | t CO <sub>2</sub> e/year | 0       | 0       | 0%   |
|           | GHG-Indir-Abs | Indirect scope 2 (total) GHG emissions (by regional office)                    | t CO <sub>2</sub> e/year | 269     | 275     | 2%   |
|           |               | Indirect scope 2 (total) GHG emissions (by market)                             | t CO <sub>2</sub> e/year | 40      | 65      | 63%  |
|           |               | Other indirect scope 3 (total) GHG emissions (by regional office)              | t CO <sub>2</sub> e/year | 227     | 261     | 15%  |
|           |               | Other indirect scope 3 (total) GHG emissions (by market)                       | t CO <sub>2</sub> e/year | 227     | 261     | 15%  |
|           | GHG-Int       | <b>Buildings greenhouse gas (GHG) emissions intensity (by regional office)</b> | kgCO <sub>2</sub> e/sqm  | 60.8    | 65.6    | 8%   |
| Water     | Water-Abs     | <b>Total water consumption</b>                                                 | m <sup>3</sup>           | 2,801   | 1,901   | -32% |
|           |               | Number of regional offices analysed                                            | Number                   | 7       | 8       | 14%  |
|           | Water-Lfl     | <b>Like-for-like water consumption</b>                                         | m <sup>3</sup>           | 2,801   | 1,840   | -34% |
|           |               | Number of regional offices analysed                                            | Number                   |         |         | 7    |
|           | Water-Int     | <b>Buildings water intensity (by regional office)</b>                          | m <sup>3</sup> /sqm      | 0.34    | 0.23    | -32% |



#### DIC regional offices performance measures – Environmental (continued)

| Area                                | EPRA code | Indicator                                                           | Unit          | 2020         | 2021         | Δ          |
|-------------------------------------|-----------|---------------------------------------------------------------------|---------------|--------------|--------------|------------|
| Waste                               | Waste-Abs | <b>Total weight of waste by disposal route</b>                      | <b>t/year</b> | <b>97.84</b> | <b>94.75</b> | <b>-3%</b> |
|                                     |           | of which, recycling                                                 | %             | 80           | 80           | 0%         |
|                                     |           | of which, composting                                                | %             | 0            | 0            | 0%         |
|                                     |           | of which, for waste incineration                                    | %             | 5            | 5            | 1%         |
|                                     |           | of which, for landfill                                              | %             | 15           | 15           | 0%         |
|                                     | Waste-Lfl | <b>Like-for-like weight of waste by disposal route</b>              | <b>t/year</b> | <b>97.84</b> | <b>91.68</b> | <b>-6%</b> |
|                                     |           | of which, recycling                                                 | %             | 80           | 80           | 0%         |
|                                     |           | of which, composting                                                | %             | 0            | 0            | 0%         |
|                                     |           | of which, for waste incineration                                    | %             | 5            | 5            | -3%        |
|                                     |           | of which, for landfill                                              | %             | 15           | 14           | -3%        |
| <b>Certified assets (buildings)</b> | Cert-Tot  | <b>Number of regional offices with sustainably certified assets</b> | <b>Number</b> | <b>1</b>     | <b>1</b>     | <b>0%</b>  |

#### DIC Asset AG performance measures – Social and Governance

| Area      | EPRA code     | Indicator                              | Unit | 2020    | 2021    |
|-----------|---------------|----------------------------------------|------|---------|---------|
| Employees | Diversity-Emp | <b>Employee gender diversity</b>       |      |         |         |
|           |               | Supervisory Board                      | %    | 0w/100m | 0w/100m |
|           |               | Management Board                       | %    | 25w/75m | 25w/75m |
|           |               | executive level                        | %    | 18w/82m | 26w/74m |
|           |               | employees                              | %    | 52w/48m | 54w/46m |
|           |               | employees below Management Board level | %    | 52w/48m | 52w/48m |

#### Gender

w = women

m = men


**DIC Asset AG performance measures – Social and Governance (continued)**

| Area              | EPRA code     | Indicator                                                                                           | Unit                                   | 2020       | 2021  |      |
|-------------------|---------------|-----------------------------------------------------------------------------------------------------|----------------------------------------|------------|-------|------|
| <b>Employees</b>  | Diversity-Pay | <b>Gender-specific pay gap</b>                                                                      |                                        |            |       |      |
|                   |               | executive level                                                                                     | %                                      | n/a        | -19.0 |      |
|                   |               | employees not in executive roles                                                                    | %                                      | n/a        | -28.3 |      |
|                   |               |                                                                                                     | employees with similar duties          | %          | n/a   | 2.2  |
|                   | Emp-Training  |                                                                                                     | Employee training and development      | Hrs./empl. | 2.55  | 2.65 |
|                   | Emp-Dev       |                                                                                                     | Employee performance appraisals        | %          | 100   | 100  |
|                   | Emp-Turnover  |                                                                                                     | <b>Employee turnover and retention</b> |            |       |      |
|                   |               |                                                                                                     | number of joiners                      | Number     | 85    | 95   |
|                   |               |                                                                                                     | joiners                                | %          | 31.3  | 31.0 |
|                   |               |                                                                                                     | number of leavers                      | Number     | 54    | 67   |
|                   |               |                                                                                                     | leavers                                | %          | 19.9  | 18.3 |
|                   |               |                                                                                                     |                                        |            |       |      |
|                   | H&S-Emp       |                                                                                                     | <b>Health and safety employees</b>     |            |       |      |
|                   |               |                                                                                                     | injury rate                            | %          | 0.0   | 0.0  |
|                   |               | lost day rate                                                                                       | %                                      | 0.2        | 0.0   |      |
|                   |               | absentee rate                                                                                       | %                                      | 4.0        | 2.8   |      |
|                   |               | number of work-related fatalities                                                                   | Number                                 | 0          | 0     |      |
| <b>Properties</b> | H&S-Asset     | Number of properties with H&S assessments                                                           | %                                      | n/a        | 100   |      |
|                   | H&S-Comp      | Number of H&S non-compliance incidents                                                              | Number                                 | n/a        | 3     |      |
|                   | Comty-Eng     | Local community engagement programmes or the number of buildings located near public transport hubs | %                                      | n/a        | 90.4  |      |


**DIC Asset AG performance measures – Social and Governance (continued)**

| Area                                          | EPRA code                                                                                                            | Indicator                                                                 | Unit                       | 2020                       | 2021                    |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------|----------------------------|-------------------------|
| <b>Supervisory Board and Management Board</b> | Gov-Board                                                                                                            | <b>Composition of the highest governing boards</b>                        |                            |                            |                         |
|                                               |                                                                                                                      | Number of members of the non-executive board (Supervisory Board)          | Number                     | 6                          | 6                       |
|                                               |                                                                                                                      | Number of members of the executive board (Management Board)               | Number                     | 4                          | 4                       |
|                                               |                                                                                                                      | Average term of office of non-executive board (Supervisory Board) members | Years                      | 7.8                        | 8.8                     |
|                                               |                                                                                                                      | Average term of office of executive board (Management Board) members      | Years                      | 3.5                        | 4.5                     |
|                                               | Board members (non-executive and executive boards) with expertise and experience of environmental and social topics. | Number                                                                    | 10                         | 10                         |                         |
|                                               | Gov-Select                                                                                                           | Process used for selecting and appointing the highest governing body      | Process description        | See 2020 AR, p. 222–225    | See 2021 AR, p. 144–148 |
| Gov-Col                                       | Process for resolving conflicts of interest                                                                          | Process description                                                       | See 2020 AR, p. 14 and 225 | See 2021 AR, p. 36 and 148 |                         |

**Additional publications**

 AR = [Annual Report](#)