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# EPRA 2022

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

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

The following performance measures and notes on Environmental, Social and Governance (ESG) aspects were prepared in accordance with the Sustainability Best Practice Recommendations (sBPR) Guidelines (third version, 2017) of the European Public Real Estate Association (EPRA) for the 2021 and 2022 financial years of DIC Asset AG. The reporting section includes the overarching recommendations and performance measures for the relevant sustainability topics.

### **DIC Asset AG**

DIC Asset AG is Germany's leading listed specialist for office and logistics properties, with 25 years of experience in the real estate market and access to a broad network of investors. Our business is based on a regional and inter-regional real estate platform with nine offices on the ground in all major German markets (incl. VIB Vermögen AG). We currently manage 360 assets with a combined market value of EUR 14.7 billion on site, always close to our properties and their tenants.

The Commercial Portfolio segment comprises properties reported as assets on our balance sheet. Here, we generate steady cash flows from stable rental income on long-term leases while also optimising the value of our portfolio assets through active management, and realising gains from sales. By acquiring VIB during the past financial year and purchasing several logistics properties in the Netherlands (for a special fund), DIC is developing the logistics asset class into one of the main pillars of its business model. This acquisition also marked the start of the expansion of DIC's logistics portfolio along Europe's main transport corridors.

In the Institutional Business segment, we earn recurrent fees from real estate services we provide to national and international institutional investors by structuring and managing investment vehicles that return attractive dividend yields. DIC Asset AG has been SDAX-listed since June 2006.

# 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 2022 Sustainability Report prepared in compliance with the GRI Standards, this document does not include the Institutional Business segment.

The acquisition of VIB and its integration into the Group's structure in 2022 constituted a material event that also affected the parent company. For example, our rental space in the Commercial Portfolio grew significantly from around 0.8 million sqm to more than 2.1 million sqm year-on-year. VIB is included in this EPRA Report for the first time as an additional subsidiary. As a result, some sustainability-related key figures have changed compared to the prior-year period, including employee-related figures, the carbon emission balance (including consumption data), the Green Building ratio and economic key performance indicators. The corresponding effects are described in individual sections of this report. Unless explicitly stated otherwise, the figures shown in this report include effects triggered by the acquisition of VIB.

## Coverage

### 1. Portfolio

The Commercial Portfolio segment (EUR 4.5 billion in assets under management) includes portfolio properties owned by DIC. Here, we generate steady cash flows from stable rental income on long-term leases while also optimising the value of our portfolio assets through active management, and realising gains from sales. We also generate income from equity investments. Our Commercial Portfolio consisted of 207 properties with rental space of 2,103,500 sqm as at 31 December 2022. This calculation of consumption data covered 195 properties, of which 92 are single-tenant properties and 103 are multi-tenant properties. The remaining properties are project developments, parking lots and undeveloped land. Within the above organisational boundaries, we report on the consumption data that was fully available as at the reporting date. In the context of EPRA reporting, the Commercial Portfolio data is not extrapolated to the overall portfolio. The number of certified properties refers solely to the DIC Asset AG Commercial Portfolio. The percentage coverage of the EPRA table refers to total rental space of 2,091,251 sqm in 195 properties (2021: 829,894 sqm in 93 properties).

### 2. Energy and GHG emissions

EPRA reporting and the indicators reported for energy and greenhouse (GHG) emissions in the 2022 reporting year are based on 73 properties with rental space of 762,733 sqm, which represents 36% of the Commercial Portfolio included here (2021: 52%). We report the key indicators for the "Office" segment (59 properties) and "Other" segment (136 properties). Of the 73 properties shown, 34 were supplied with district heating and 39 with natural gas. For these properties, we show all of the EPRA indicators, broken down by total amount and relevant segment. Unlike the GHG indicators disclosed in the Environment section of the Sustainability Report, the GHG indicators shown in this document do not include a safety margin. The basis of comparison for the like-for-like analysis of the period from 2021 to 2022 consists of 49 reported properties (identical portfolio over two reporting years).

### 3. Water

EPRA reporting and the indicators reported for water in the 2022 reporting year are based on 146 properties with rental space of 1,668,389 sqm, which represents around 80% of the Commercial Portfolio included here. In 2021, 75 properties with rental space of 660,965 sqm (80%) were included. The overall and segment-based like-for-like analysis relates to 74 properties (652,325 sqm).

### Estimation of landlord-obtained utility consumption

The consumption figures reported for the year 2021 regarding heating energy, communal-area electricity and water are entirely based on utility bills issued by supply companies, and derivations from meter readings.

In our multi-tenant properties (103 properties, making up around 51% of the rental space), we were responsible for purchasing the energy consumed in 2022 in the communal areas. The Elec-Abs figure reported refers to communal-area electricity of the 103 properties. We have received utility bills or derivations from meter readings for around 68% of the multi-tenant rental space. A further 12% or so of the data records were completed on the basis of average portfolio consumption for the asset class in question (approx. 5.0%), the energy performance certificate (around 0.5%), prior-year data (3.7%) and annual consumption available in a certain number of cases (2.4%). The share of extrapolation in the reported communal-area electricity consumption (Elec-Abs) of 11,960,455 kWh is 16% (Elec-Lfl: 21% of 7,824,263 kWh). No information is available for the remaining 20% or so of the space. As extrapolating at portfolio level does not form part of the EPRA reporting, the total consumption of communal-area electricity in these properties is excluded from the calculations. Similar to Elec-Abs, the intensity metrics (Energy-Int and GHG-Int) for the Commercial Portfolio do not take tenant electricity consumption into account because this cannot be reported for all properties in 2021 and 2022.

We are responsible for purchasing all fuels and/or district heating for the 103 multi-tenant properties. For 2022, we received utility bills or derivations from meter readings for around 77% of the space. A further 10% or so of the data was extrapolated on the basis of average portfolio consumption for the asset class in question (approx. 6.7%), the energy performance certificate (around 3.3%) or prior-year data (0.4%). The share of extrapolation in the reported district heating figures (DH&C-Abs) of 18,392,076 kWh is 13% (DH&C-Lfl: 4% of 13,972,451 kWh). Regarding total fuel consumption (Fuels-Abs) of 33,937,968 kWh, the share of extrapolation in the reported figures is 6% (Fuels-Lfl: 4% of 15,672,446 kWh). Insufficient information was available for the remaining 13% or so of the space. We did not perform portfolio extrapolation as part of our EPRA reporting, which means that heating consumption is not taken into account for the space.

Therefore, energy intensity (Energy-Int) as reported for 2022 includes a 10% share of extrapolated consumption data.

The water consumption figures reported for the year 2022 are entirely based on utility bills issued by supply companies, and derivations from meter readings.

### Third-party assurance

An internal reasonableness check was performed prior to publication of this document. DIC decided

to have an independent auditor conduct, for the first time, voluntary limited assurance on parts of our Sustainability Report 2022, specifically the content of the “Targets, KPIs, status” tables on pages 9, 11, 13 ff. of the [2022 Sustainability Report](#), including the climate target for the Commercial Portfolio. Please refer to the appendix to the 2022 Sustainability Report for the audit opinion and the statements made about the independence of the audit firm and the quality management system in place there.

### Boundaries – reporting on landlord and tenant consumption

The electricity shown relates to communal-area electricity of the 103 multi-tenant properties which we, as a landlord, provide to the properties’ communal areas.

The consumption data for heating energy (district heating and fuel) 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 consumption metric Elec-Abs and the intensity metrics (Energy-Int and GHG-Int) for the Commercial Portfolio do not take tenant electricity consumption into account because this cannot be reported for all properties in 2021 and 2022.

We currently do not record 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 owned by DIC – relate to their total floor area (sqm).

The key indicators are presented on the basis of our nine regional offices although a single 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 341 DIC Asset AG employees in 2022 (2021: 306 employees). The increase in the 2022 reporting period is mainly attributable to the inclusion of the 34 VIB employees after the entity's initial consolidation. In 2022, the H&S-Emp indicator is based on 253 working days (2021: 255 working days). Employee turnover (Emp-Turnover) was calculated using the Schlüter formula. Employees are categorised as either the Management Board, executive level (the first level below the Management Board and regional office management) or employees. VIB is included in all figures except "Emp-Training".

## Segment reporting

The Commercial Portfolio includes the office, mixed-use, retail, logistics and other asset classes, with logistics representing the largest type for DIC Asset AG at 65 properties or 39% of market value (see [2022 Annual Report](#) [↗](#), page 55). The EPRA analysis presented in this documents is based on the "office" and "other" segments. The "other" EPRA segment described here includes, among other things, DIC's logistics properties reported in the Commercial Portfolio.

The Commercial Portfolio properties are all located in Germany and thus all in the Central European climate zone which is why we did not break them down geographically.

## Disclosure on own offices

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

DIC Asset AG has nine regional offices across Germany totalling 11,110 sqm of office space (2021: 8,211 sqm), including 6 properties owned by the Group. At the Stuttgart office, we use a co-working space. Apart from the VIB headquarters in Neuburg (heat pumps), all DIC offices are supplied with district heating. In rented offices, we mostly use green electricity: in 2022, we achieved a "green" coverage of 100% (for the offices owned by us) and 93.6% (for all offices).

Consumption data for energy and water is compiled based on energy-supplier statements and usage-data surveys completed by DIC Asset AG landlords. The figures for the Stuttgart office (30 sqm of co-working space) are extrapolated for 2022, based on the average rental space of the other offices. For VIB's headquarters in Neuburg, we use the 2022 settlement figures.

Disclosures on the type and quantity of waste 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. Waste disposal is communal at all offices for all property tenants. The estimated volume of waste attributable to DIC is calculated using the total volume of waste for each type of waste in an entire property (number and volume of containers/bins), multiplied by the percentage of rental space leased by DIC and is then extrapolated to the full year by multiplying it with the number of collections. The weight was converted into tonnes using the specific weight of the waste.

# 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 2022 Sustainability Report. Our EPRA report shows absolute GHG emissions, by regional office (average figures for electricity). More detail is available in the EPRA table annexed to this document as well as in the disclosures on GRI 302 and 305 in the Environment section of our [2022 Sustainability Report](#).

## Portfolio performance

### Energy and GHG emissions

The energy intensity (Energy-Int) of the properties excluding tenant electricity fell by 30% as compared with 2021. While total electricity consumption in absolute terms (Elec-Abs) increased by 23% in 2022, due among other things to the expansion of the portfolio, like-for-like total electricity consumption (Elec-Lfl) was down by 17%. There was also a change in energy consumption from district heating of +17% (DH&C-Abs) and -8% (DH&C-Lfl), and from other fuels of +26% (Fuels-Abs) and -29% (Fuels-Lfl). The properties' GHG emissions intensity (GHG-Int) amounted to

23.7 kg CO<sub>2</sub>e/sqm in 2022 (2021: 33.8 kg CO<sub>2</sub>e/sqm), a decrease of 30% compared to the previous year. Scope 2 emissions (GHG-Indir-Abs) arising from communal-area electricity provision was very low because of our procurement of green energy (2022: 92%; 2021: 87%). Scope 3 (total) emissions (GHG-Indir-Abs) from district heating and natural gas increased by 23% due to the rise in absolute energy consumption triggered by the portfolio expansion outlined above.

### Water

Buildings' water consumption intensity (Water-Int) fell marginally by 1% to 0.22 m<sup>3</sup>/sqm year-on-year in 2022. Like-for-like water consumption (Water-Lfl) increased by 39% in 2022 compared with the previous year. This is due to two effects: increased office use by our tenants after the coronavirus restrictions were lifted led to higher like-for-like water consumption, while the intensity of water consumption remains virtually stable as a result of the significant portfolio expansion because logistics properties generally do not have high water consumption.

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

Currently, there are 11 sustainably certified assets under DGNB, LEED or BREEAM in the Commercial Portfolio (2021: six buildings). The year under review is the first in which we also include properties that have been certified in accordance with the ENEC 2009 standard. This brings the total number of sus-

tainably certified buildings in the Commercial Portfolio to 33 properties. DIC Asset AG has set itself the target of increasing the share of Green Buildings in the Commercial Portfolio (see table of targets of DIC Asset AG in the 2022 Sustainability Report).

## Company office trends

### Energy and GHG emissions

The buildings' energy intensity of our company's offices stood at 158 kWh/sqm in 2022 (2021: 164 kWh/sqm), which represents a decrease of 4% year-on-year. Accordingly, the buildings' greenhouse gas emissions intensity (GHG-Int) amounted to 50.5 kg CO<sub>2</sub>e/sqm in 2022 compared to 58.5 kg CO<sub>2</sub>e/sqm in the previous year, a decrease of 14%. We attribute this significant improvement to the results of our Energy Challenge that we initiated in 2022. The aim of this company-internal challenge was to raise awareness about managing heating and electricity as energy-intensive utilities (see also our 2022 Sustainability Report, page 63). 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 the offices we own. 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 fell slightly by 6% compared to the previous year. Overall, it can be

observed that absolute consumption levels have increased on account of the new location (VIB), but the intensity indicators measured are falling.

### **Water**

The intensity of water consumption at the company's office premises (Water-Int) decreased and was 0.20 m<sup>3</sup>/sqm in 2022 (2021: 0.23 m<sup>3</sup>/sqm). Like-for-like water consumption (Water-Lfl) increased by 10% in 2022 compared with the previous year.

### **Waste**

Waste generated at the company's office premises (Waste-Abs, Waste-Lfl) rose year-on-year in 2022 and by 90% in the like-for-like analysis. We attribute this effect to the requirement to return to the office after the coronavirus restrictions were lifted.

### **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). In addition, the building at our Munich office has BREEAM DE Bestand certification.

## **Performance Measures – Social**

### **Gender diversity (Diversity-Emp)**

DIC has set itself the target of achieving or maintaining a balanced proportion of men and women in all

employee categories. At employee level (the employee level below the Management Board), we already achieved this target, and we want 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 2022 Sustainability Report.

### **Gender-specific pay gap**

#### **Employees (Diversity-Pay)**

We report on the pay of male and female employees by employee category (executive level, employees not in executive roles and employees with similar duties) and based on their annual gross salary excluding 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 2022 Sustainability Report.

#### **Employee 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 (excluding VIB) increased to 6.50 hours in 2022 (2021: 2.65 hours). More detail is available in the EPRA Table annexed to this document and in the disclosures in the Social section of our 2022 Sustainability Report under "Follow your

ambitions – fostering talent at DIC". VIB is not included in the key figures for employee training and development.

### **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 100% for both 2021 and 2022. More detail is available in the EPRA Table annexed to this document and in the disclosures in the Social section of our 2022 Sustainability Report under "Regular feedback".

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

DIC Asset AG's employee turnover rate rose slightly in the reporting year from 18.3% to 20%<sup>1</sup>. In 2022, 114 people joined the company, which equates to a ratio of 33% (2021: 31%). 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 2022 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

<sup>1</sup> Not including staff leaving during probationary periods.

its workforce of 341 employees in 2022 (2021: 306 employees), DIC Asset AG recorded zero occupational accidents (fatal or non-fatal) within the Group, equating to an injury rate and a lost day rate of 0.0% each (previous year: also 0.0%). Compared to the previous year (2.8%), the absentee rate rose slightly to 4.5%. More detail is available in the EPRA Table annexed to this document and in the disclosures in the Social section of our 2022 Sustainability Report under “Sickness absence and accidents”.

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

DIC Asset AG is aware of its responsibility as an owner and manager of real estate assets. We therefore 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 in all of our properties 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.

On 20 December 2022, we also adopted a safety policy for our products, services and buildings to prevent adverse effects on life, health and the assets of our business partners and other people as well as the environment. During the year under review, we analysed 100% of our portfolio of products and services for potential improvements to reduce adverse impacts on the health and safety of our business partners and other people. In 2022, there were no violations of statutory provisions or internal guidelines associated with the impact of our products, services and buildings on the health or safety of our employees, business partners or clients.

#### **Local community (Comty-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. In fact, 79.9% of the properties in our portfolio were a maximum of 500 m from the nearest access to public-transport hubs (2021: 90.4%). The slight decline compared to the previous year is due to the structure of the VIB portfolio, which consists largely of more remote logistics properties.

#### **Performance Measures – Governance**

DIC Asset AG attaches great value 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. More detail is available in the EPRA Table annexed to this document and in the disclosures in the section GRI 2 ESG profile of our 2022 Sustainability Report under “Corporate governance and sustainability strategy”.

#### **Highest governance body (Gov-Board, Gov-Select)**

As a listed corporation, DIC Asset AG has a dual management structure comprising a Management Board and a Supervisory Board (dual board system). The two Boards are clearly separated from each other – both in terms of personnel and function – allowing each of them to perform their different duties independently. 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 ensures that optimal use is made of the professional expertise of the Board members and speeds up decision-making processes. Further information on the working practices and composition

of the Management Board and the Supervisory Board can be found in the [2022 Annual Report](#), page 122.

The Management Board is responsible for managing the company. Management Board members take collective responsibility for the overall management of the company. Notwithstanding their overall responsibility, the individual Management Board members are each responsible for managing the division allocated to them by Management Board resolution. The CEO, Sonja Wärntges, is also responsible for Sustainability/ESG. Three other members sat on the Management Board in addition to the CEO as of 31 December 2022: Christian Bock (CIBO), Patrick Weiden (CCMO) and Johannes von Mutius (Investments). Management Board members Christian Bock and Patrick Weiden stepped down at the end of 31 December 2022. The Management Board has had two new members in addition to Sonja Wärntges and Johannes von Mutius since 1 January 2023, with Torsten Doyen (CIBO) and Christian Fritzsche (COO) joining the Management Board team at the start of the year. The average term of office of the Management Board as at the end of 2022 was 5.5 years.

There were six skilled and experienced members of DIC Asset AG's Supervisory Board at 31 December 2022, 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 financial expert in accounting and a member of the Audit Committee. The average term of office of the Supervisory Board was 6.7 years as at the end of 2022.

Five members of the Supervisory Board – Prof. Dr. Ulrich Reuter, Eberhard Vetter, Michael Zahn, René Zahnd and Dr. Angela Geerling (since 24 March 2022) – as of year-end 2022 were independent from the Company and the Management Board as defined in clause C.7 of the German Corporate Governance Code (DCGK) and are also independent from the controlling shareholder as defined in clause C.9 DCGK. With at least five members who are independent from both the Company and the Management Board on the one hand and the controlling shareholder on the other, the Supervisory Board is therefore of the opinion that it has an appropriate number of independent members to represent the shareholders. Prof. Dr. Gerhard Schmidt was deemed not to be independent within the meaning of the above definition as at 31 December 2022. The DCGK recommends in clause C.10 sentence 1 that the Chairman of the Supervisory Board should be independent of the Company and its Management Board. According to clause C.7 of the Code, when assessing the independence from the Company and its Management Board it shall be taken into account, among other things, whether the Supervisory Board member (i) currently is maintaining (or has maintained) a material business relationship

with the Company or one of the entities dependent upon the Company in the year prior to his appointment, directly or as a shareholder, or in a leading position of a non-group entity, and/or (ii) has been a member of the Supervisory Board for more than 12 years. The Supervisory Board has decided to use the formal indicators referred to in the Code as relevant for its assessment and not to apply a different classification, as would be permitted under clause C.8 of the Code. Notwithstanding the fact that the Chairman of the Supervisory Board based on the aforementioned formal indicators would not be regarded as independent of the Company and its Management Board, the Supervisory Board has no doubt that the Chairman can fully meet his advisory and supervisory duties. In addition, the Supervisory Board has what it considers to be an appropriate number of independent members as more than half of the shareholder representatives, including the Chairman of the Audit Committee, are independent of the Company and its Management Board.

Diversity policies and requirement profiles were set for both the Supervisory Board and the Management Board (Gov-Select), taking into account the DCGK recommendations (see [2022 Annual Report](#), page 22 et seq.). The nomination and selection procedures applicable to the Supervisory Board and its committees are set out in DIC's Articles of Association.

The majority of the members of the executive and non-executive boards (6 out of 10) possessed skills with reference to environmental and social topics. Since DIC Asset AG published its first sustainability report in 2012, ESG topics have steadily become more important, which is also reflected in the deliberations of the 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 are also directly in charge of sustainability in their companies in their main professional capacities.

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

Supervisory Board members declare conflicts of interest that arise while carrying out their duties in accordance with the DCGK. No conflicts of interest arose in financial year 2022 (see 2022 Annual Report, page 126). The Supervisory Board, in conjunction with the Management Board, in December 2022 issued the annual Declaration of Compliance in accordance with section 161 of the Stock Corporation Act (AktG) on the recommendations of the DCGK, taking into account its amendments. It was published on the Company's website in the Corporate Governance section, including the applicable exceptions.

## EPRA sustainability performance measures

### EPRA Sustainability Best Practice Recommendations

The following performance measures and notes on Environmental, Social and Governance (ESG) aspects were prepared in accordance with the Sustainability Best Practice Recommendations (sBPR) Guidelines

(third version, 2017) of the European Public Real Estate Association (EPRA) for the 2021 and 2022 financial years of DIC Asset AG. The reporting section includes the overarching recommendations and performance indicators for the relevant sustainability topics.

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

Area	EPRA code	Indicator	Unit	Total			Office			Other uses		
				2021	2022	Δ	2021	2022	Δ	2021	2022	Δ
Portfolio		Total number of properties	Number	93	195	110%	56	59	5%	37	136	268%
		Floorspace	sqm	829,894	2,091,251	152%	456,060	458,172	0%	373,834	1,633,079	337%
		Market value	EUR million	2,222	4,335	95%	1,491	1,215	-19%	731	3,120	327%
Energy	Elec-Abs	Total landlord-obtained electricity consumption	kWh/year	9,749,641	11,960,455	23%	5,066,110	5,124,220	1%	4,683,531	6,836,234	46%
		of which, renewable energy	%	87	92	6%	76	100	31%	100	87	-13%
		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>9,749,641</b>	<b>11,960,455</b>	<b>23%</b>	<b>5,066,110</b>	<b>5,124,220</b>	<b>1%</b>	<b>4,683,531</b>	<b>6,836,234</b>	<b>46%</b>
		Number of properties analysed	Number	53	73	38%	31	36	16%	22	37	68%
		by floorspace	sqm	435,007	762,733	75%	223,883	277,097	24%	211,124	485,636	130%
		Coverage as a % of total floorspace	%	52	36	-30%	49	60	23%	56	30	-47%

## Commercial Portfolio data and Portfolio performance measures – Environmental

Area	EPRA code	Indicator	Unit	Total			Office			Other uses		
				2021	2022	Δ	2021	2022	Δ	2021	2022	Δ
Energy	Elec-Lfl	Like-for-like total landlord-obtained electricity consumption	kWh/year	9,382,224	7,824,263	-17%	4,698,693	4,719,772	0%	4,683,531	3,104,491	-34%
		of which, renewable energy	%	86	100	16%	72	100	38%	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>9,382,224</b>	<b>7,824,263</b>	<b>-17%</b>	<b>4,698,693</b>	<b>4,719,772</b>	<b>0%</b>	<b>4,683,531</b>	<b>3,104,491</b>	<b>-34%</b>
		Number of properties analysed	Number		49			28			21	
		by floorspace	sqm		389,002			208,241			180,761	
		Coverage as a % of total floorspace (2022)	%		19			45			11	
DH&C-Abs		<b>Total landlord-obtained district heating &amp; cooling consumption (consumed in tenant areas)</b>	<b>kWh/year</b>	<b>15,784,759</b>	<b>18,392,076</b>	<b>17%</b>	<b>8,144,165</b>	<b>9,850,745</b>	<b>21%</b>	<b>7,640,594</b>	<b>8,541,332</b>	<b>12%</b>
		of which, renewable energy	%	0	0	0%	0	0	0%	0	0	0%
		Number of properties analysed	Number	27	34	26%	16	19	19%	11	15	36%
		by floorspace	sqm	210,369	260,207	24%	113,428	136,482	20%	96,941	123,724	28%
		Coverage as a % of total floorspace	%	25	12	-51%	25	30	20%	26	8	-71%
DH&C-Lfl		<b>Like-for-like landlord-obtained district heating &amp; cooling consumption (consumed in tenant areas)</b>	<b>kWh/year</b>	<b>15,178,588</b>	<b>13,972,451</b>	<b>-8%</b>	<b>7,537,994</b>	<b>6,864,539</b>	<b>-9%</b>	<b>7,640,594</b>	<b>7,107,911</b>	<b>-7%</b>
		of which, renewable energy	%	0	0	0%	0	0	0%	0	0	0%
		Number of properties analysed	Number		25			14			11	
		by floorspace	sqm		188,583			91,642			96,941	
		Coverage as a % of total floorspace (2022)	%		9			20			6	

## Commercial Portfolio data and Portfolio performance measures – Environmental

Area	EPRA code	Indicator	Unit	Total			Office			Other uses			
				2021	2022	Δ	2021	2022	Δ	2021	2022	Δ	
Energy	Fuels-Abs	<b>Total landlord-obtained fuel consumption (consumed in tenant areas)</b>	kWh/year	26,977,798	33,937,968	26%	17,403,308	12,343,634	-29%	9,574,490	21,594,334	126%	
		of which, renewable energy	%	0	0	0%	0	0	0%	0	0	0%	
		Number of properties analysed	Number	28	39	39%	17	17	0%	11	22	100%	
		by floorspace	sqm	245,829	502,526	104%	132,020	140,614	7%	113,809	361,911	218%	
		Coverage as a % of total floorspace	%	30	24	-19%	29	31	6%	30	22	-27%	
	Fuels-Lfl	<b>Like-for-like landlord-obtained fuel consumption (consumed in tenant areas)</b>	kWh/year	21,988,894	15,672,446	-29%	15,917,466	11,253,386	-29%	6,071,428	4,419,060	-27%	
		of which, renewable energy	%	0	0	0%	0	0	0%	0	0	0%	
		Number of properties analysed	Number		24			14			10		
		by floorspace	sqm		200,419			116,599			83,820		
		Coverage as a % of total floorspace (2022)	%		10			25			5		
	Energy-Int		<b>Buildings energy intensity (landlord-obtained consumption)</b>	kWh/year	120.7	84.3	-30%	136.7	98.6	-28%	103.7	76.1	-27%
	Emissions	GHG-Dir-Abs	Direct scope 1 (total) GHG emissions (location based)	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 (location based)	t CO <sub>2</sub> e/year	5,109	6,297	23%	2,655	2,698	2%	2,454	3,599	47%
			Indirect scope 2 (total) GHG emissions (market based)	t CO <sub>2</sub> e/year	648	482	-26%	639	9	-99%	9	473	5,289%
		Other indirect scope 3 (total) GHG emissions (location based)	t CO <sub>2</sub> e/year	9,606	11,786	23%	5,784	4,929	-15%	3,821	6,857	79%	
Other indirect scope 3 (total) GHG emissions (market based)			t CO <sub>2</sub> e/year	9,606	11,786	23%	5,784	4,929	-15%	3,821	6,857	79%	

## Commercial Portfolio data and Portfolio performance measures – Environmental

Area	EPRA code	Indicator	Unit	Total			Office			Other uses		
				2021	2022	Δ	2021	2022	Δ	2021	2022	Δ
<b>Emissions</b>	GHG-Int	<b>Buildings greenhouse gas (GHG) emissions intensity (location based)</b>	<b>kg CO<sub>2</sub>e/sqm</b>	<b>33.8</b>	<b>23.7</b>	<b>-30%</b>	<b>37.7</b>	<b>27.5</b>	<b>-27%</b>	<b>29.7</b>	<b>21.5</b>	<b>-28%</b>
<b>Water</b>	Water-Abs	<b>Total water consumption</b>	<b>m<sup>3</sup></b>	<b>144,716</b>	<b>362,486</b>	<b>150%</b>	<b>78,673</b>	<b>103,788</b>	<b>32%</b>	<b>66,043</b>	<b>258,698</b>	<b>292%</b>
		Number of properties analysed	Number	75	146	95%	45	57	27%	30	89	197%
		by floorspace	sqm	660,965	1,668,389	152%	371,319	455,152	23%	289,646	1,213,236	319%
		Coverage as a % of total floorspace	%	80	80	0%	81	99	22%	77	74	-4%
	Water-LfL	<b>Like-for-like water consumption</b>	<b>m<sup>3</sup></b>	<b>143,581</b>	<b>199,854</b>	<b>39%</b>	<b>77,538</b>	<b>80,798</b>	<b>4%</b>	<b>66,043</b>	<b>119,057</b>	<b>80%</b>
		Number of properties analysed	Number		74			44			30	
		by floorspace	sqm		652,325			362,533			289,793	
		Coverage as a % of total floorspace (2022)	%		31			79			18	
	Water-Int	<b>Buildings water intensity</b>	<b>m<sup>3</sup>/sqm</b>	<b>0.22</b>	<b>0.22</b>	<b>-1%</b>	<b>0.21</b>	<b>0.23</b>	<b>8%</b>	<b>0.23</b>	<b>0.21</b>	<b>-6%</b>
<b>Waste</b>	Waste-Abs	<b>Total weight of waste by disposal route</b>	<b>t/year</b>	<b>n/a</b>	<b>n/a</b>		<b>n/a</b>	<b>n/a</b>		<b>n/a</b>	<b>n/a</b>	
	Waste-LfL	<b>Like-for-like weight of waste by disposal route</b>	<b>t/year</b>	<b>n/a</b>	<b>n/a</b>		<b>n/a</b>	<b>n/a</b>		<b>n/a</b>	<b>n/a</b>	
<b>Certified assets</b>	Cert-Tot	Number of sustainably certified assets	Number	6	33	450%	5	7	40%	1	26	2,500%
		Number of sustainably certified assets as a % of floorspace	%	10	28	190%	7	4	-45%	3	24	718%
		Number of sustainably certified assets as a % of market value	%	15	33	116%	12	10	-17%	3	23	602%

## DIC Asset AG performance measures – Social and Governance

Area	EPRA code	Indicator	Unit	2021	2022	
Employees	Diversity-Emp	<b>Employee gender diversity</b>				
		Supervisory Board	%	0w/100m	17w/83m	
		Management Board	%	25w/75m	25w/75m	
		executive level	%	26w/74m	31w/69m	
		employees	%	54w/46m	55w/45m	
	employees below Management Board level	%	52w/48m	53w/47m		
	Diversity-Pay	<b>Gender-specific pay gap</b>				
		executive level	%	-19.0	-11.0	
		employees not in executive roles	%	-28.3	-25.2	
		employees with similar duties	%	2.2	-1.6	
	Emp-Training	Employee training and development	Hours/ employee	2.65	6.50	
	Emp-Dev	Employee performance appraisals	%	100	100	
	Emp-Turnover	<b>Employee turnover and retention</b>				
		number of joiners	Number	95	114	
		joiners	%	31	33.4	
number of leavers		Number	67	109		
leavers		%	18.3	20		

## Gender

w = women

m = men

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

Area	EPRA code	Indicator	Unit	2021	2022
<b>Employees</b>	H&S-Emp	<b>Health and safety employees</b>			
		injury rate	%	0	0
		lost day rate	%	0	0
		absentee rate	%	2.8	4.5
		number of work-related fatalities	Number	0	0
<b>Properties</b>	H&S-Asset	Number of properties with H&S assessments	%	100	100
	H&S-Comp	Number of H&S non-compliance incidents	Number	3	0
	Comty-Eng	Local community engagement programmes or the number of buildings located near public transport hubs	%	90.4	79.9
<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	8.8	6.7
		Average term of office of executive board (Management Board) members	Years	4.5	5.5
		Board members (non-executive and executive boards) with expertise and experience of environmental and social topics.	Number	10	6
	Gov-Select	Process used for selecting and appointing the highest governing body	Process description	s. 2021 AR, p. 144–148	s. 2022 AR, p. 122–124
Gov-Col	Process for resolving conflicts of interest	Process description	s. 2021 AR, p. 36 a. 148	s. 2022 AR, p. 27 a. 126	

#### Additional publications

AR = [Annual Report](#) 

## DIC regional offices performance measures – Environmental

Area	EPRA code	Indicator	Unit	2021	2022	Δ
Energy		Number of regional offices	Number	8	9	13%
		Floorspace	sqm	8,211	11,110	35%
	Elec-Abs	<b>Total electricity consumption</b>	<b>kWh/year</b>	<b>671,781</b>	<b>875,039</b>	<b>30%</b>
		of which, renewable energy	%	43.5	93.6	115%
		Number of regional offices analysed	Number	8	9	13%
	Elec-LfL	<b>Like-for-like electricity consumption</b>	<b>kWh/year</b>	<b>635,849</b>	<b>642,086</b>	<b>1%</b>
		of which, renewable energy	%	45.7	91.2	99%
		Number of regional offices analysed	Number	7		
	DH&C-Abs	<b>Total district heating &amp; cooling consumption</b>	<b>kWh/year</b>	<b>662,781</b>	<b>514,128</b>	<b>-22%</b>
		of which, renewable energy	%	0	0	0%
		Number of regional offices analysed	Number	8	9	13%
	DH&C-LfL	<b>Like-for-like total district heating and cooling consumption</b>	<b>kWh/year</b>	<b>621,570</b>	<b>486,547</b>	<b>-22%</b>
		of which, renewable energy	%	0	0	0%
	Number of regional offices analysed	Number	7			
Energy-Int		<b>Buildings energy intensity</b>	<b>kWh/sqm</b>	<b>163</b>	<b>125</b>	<b>-23%</b>
Emissions	GHG-Dir-Abs	Direct scope 1 (total) GHG emissions (location based)	t CO <sub>2</sub> e/year	0	0	0%
	GHG-Indir-Abs	Indirect scope 2 (total) GHG emissions (location based)	t CO <sub>2</sub> e/year	220	315	44%
		Indirect scope 2 (total) GHG emissions (market based)	t CO <sub>2</sub> e/year	67	52	-22%
	GHG-Indir-Abs	Other indirect scope 3 (total) GHG emissions (location based)	t CO <sub>2</sub> e/year	261	245	-6%
		Other indirect scope 3 (total) GHG emissions (market based)	t CO <sub>2</sub> e/year	261	245	-6%
	GHG-Int		<b>Buildings greenhouse gas (GHG) emissions intensity (location based)</b>	<b>kg CO<sub>2</sub>e/sqm</b>	<b>58.5</b>	<b>50.5</b>

## DIC regional offices performance measures – Environmental

Area	EPRA code	Indicator	Unit	2021	2022	Δ
Water	Water-Abs	<b>Total water consumption</b>	<b>m³</b>	<b>1,901</b>	<b>2,246</b>	<b>18%</b>
		Number of regional offices analysed	Number	8	9	13%
	Water-LfL	<b>Like-for-like water consumption</b>	<b>m³</b>	<b>1,729</b>	<b>1,904</b>	<b>10%</b>
		Number of regional offices analysed	Number	7		
	Water-Int	<b>Buildings water intensity</b>	<b>m³/sqm</b>	<b>0.23</b>	<b>0.20</b>	<b>-13%</b>
	Waste	Waste-Abs	<b>Total weight of waste by disposal route</b>	<b>tonnes/year</b>	<b>94.75</b>	<b>166.21</b>
of which, recycling			%	80	85	7%
of which, composting			%	0	0	0%
of which, for waste incineration			%	5	6	8%
of which, for landfill			%	15	9	-40%
Waste-LfL		<b>Like-for-like weight of waste by disposal route</b>	<b>tonnes/year</b>	<b>84.96</b>	<b>161.11</b>	<b>90%</b>
		of which, recycling	%	72	85	19%
		of which, composting	%	0	0	0%
		of which, for waste incineration	%	11	6	-47%
		of which, for landfill	%	16	8	-46%
		Cert-Tot	<b>Number of regional offices with sustainably certified assets</b>	<b>Number</b>	<b>1</b>	<b>2</b>