DIC

SUSTAINABILITY REPORT 2013

CONTENT

FOREWORD

The Management Board of DIC Asset AG (from left):
Rainer Pillmayer, Ulrich Höller, Sonja Wärntges

DEAR LADIES AND GENTLEMEN,

We can look back on a successful year, in which we achieved the targets set for 2013 and strengthened DIC Asset AG in preparation for facing the challenges to come.

The purpose of this – our third – Sustainability Report is to supplement our Annual Report by informing you, in a familiar format, about our company's non-financial performance indicators. In this report, we give an extensive account of our key figures on sustainability and describe successfully implemented measures as well as our future goals.

We were rather delighted about the EPRA citation of the previous report in September 2013, which commended the consistent implementation of, and the transparent reporting in compliance with, the Best Practice Criteria of the European Public Real Estate Association (EPRA).

Since the publication of our first Sustainability Report, we have made substantial progress in implementing and reporting on sustainable measures.

- We have significantly expanded our analysis portfolio over the past few years and now cover around 50% of the rental space in the real estate portfolio we manage.
- Through the acquisition of a joint venture portfolio in 2013, we have considerably simplified the portfolio and corporate structure of DIC Asset AG and significantly raised our profile as a direct investor in commercial real estate.
- Our funds business segment is continuing on its profitable course for growth and consistently providing us with additional contributions to results.
- In 2013, we achieved further success in marketing our biggest project, "MainTor", the creation of a sustainable city quarter in Frankfurt.
- Since April, we have been able to offer our employees an extremely attractive, modern and sustainable place to work at our new headquarters on the MainTor site in Frankfurt.

To enable us to achieve sustainable success in the long-term future too, we are making sure that our approach to sustainability forms an important part of our corporate strategy.

We still believe there is potential in our business environment and our various areas of activity which will be worth analysing further, exploiting and optimising over the next few years.

We hope you find our latest Sustainability Report an interesting read and look forward to continuing to report on the progress of DIC Asset AG's sustainable development in the future.

Yours sincerely,

Ulrich Höller | Sonja Wärntges | Rainer Pillmayer

KEY FIGURES

Economic key figures

	2013	2012
Number of properties	251	269
Lettable area in sqm *	1,484,700	1,256,100
Vacancy rate *	10.7%	10.9%
Rental income per sqm in EUR *	9.60	10.20
Gross rental yield *	6.6%	6.8%
Annualised rental income in EUR million *	158.6	141.9
Market value in EUR million *	2,538.3	2,223.5
Funds from Operations (FFO) in EUR million	45.9	44.9
Profit for the period in EUR million	16.0	11.8
Cash flow from operating activities in EUR million	42.0	43.9
Equity ratio **	32.6%	31.6%
Net Asset Value in EUR million	862.4	685.4

* all figures pro rata, except number of properties; all figures without developments except number of properties and market values

** based on net debt excluding effects from derivatives

Ecological key figures *

	2012	2011	2010
pro sqm			
Electricity consumption in kWh	85.9	89.3	91.3
Heating energy consumption in kWh	101.2	94.0	109.0
CO_2 emissions in $kgCO_2e$	49.7	49.6	58.4
Water consumption in m^3	0.26	0.27	0.27
per work place			
Electricity consumption in kWh	1,718	1,786	1,827
Heating energy consumption in kWh	2,024	1,880	2,180
CO_2 emissions in $kgCO_2e$	994	991	1,167
Water consumption in m^3	5.2	5.4	5.5

* based on the analysis portfolio in the reporting period 2010 - 2012

Social key figures

	2013	2012
Total employees	136	140
Fluctuation rate	10.6%	16.3%
Percentage of females	51%	48%
Percentage of males	49%	52%
Absence rate	4.6%	3.6%

PROFILE

Established in 2002, DIC Asset AG, with its registered office in Frankfurt am Main, is a real estate company that specialises in high-yield German commercial real estate. The company invests predominantly in office property, which is spread evenly between major office locations and strong regional economic centres. The aim of DIC Asset AG's investment strategy is to continue developing its quality-oriented, high-yield, regionally diversified portfolio. DIC Asset AG manages its portfolio through its own asset and property management organisation.

Its real estate assets under management comprise some 250 properties and total approximately EUR 3.4 billion, while DIC Asset AG's pro rata real estate portfolio is worth EUR 2.5 billion.

The real estate portfolio is divided into two segments:

- the commercial portfolio (EUR 2.2 billion) comprises portfolio properties owned by DIC Asset AG, which are leased long-term and offer attractive rental yields.
- The co-investments segment (EUR 0.3 billion) combines fund investments with investments in project developments and joint venture investments.

In-house real estate management teams in six branches located in the regions where the portfolio is concentrated manage tenants and properties directly. This market presence and expertise provide the basis for maintaining and increasing the value of our real estate.

DIC Asset AG has been listed on the SDAX index since June 2006 and is represented in the international EPRA Index of the leading real estate companies in Europe.

Highlights in 2013

Portfolio growth:

With the acquisition of a joint venture portfolio with a market value of EUR 481 million, we have raised our profile as an investor in commercial real estate and have reinforced and greatly simplified our portfolio and corporate structures in the process.

We have further expanded our fund business, thus securing attractive additional income for the long term (more details on page 26).

Equity position strengthened, financing arranged:

In the 2013 financial year, we increased our net equity ratio to 32.6% and reduced the debt ratio (loan-to-value) to 66.9%. With a respectable financing volume of around EUR 960 million across all segments, we were able to significantly improve the term structure of our financing. (more details on page 30).

MainTor – The Riverside Financial District:

DIC is implementing one of Germany's biggest sustainable developments in a top city-centre location on the bank of the River Main in Frankfurt. We continued to achieve notable progress with this project in 2013. Five out of six sub-projects have already been successfully marketed and are currently under construction. Marketing of the last and most distinctive phase, the central office block "WINX – The Riverside Tower", started at the beginning of 2014.

The DIC Group relocated its registered office to the "MainTor Primus" building in the Riverside Financial District in early April 2014.

Award-winning sustainability reporting

With only its second report, DIC Asset's sustainability reporting has been awarded the Bronze Award for successful implementation and transparent reporting in accordance with EPRA's best-practice criteria. The award was handed over at the annual event organised by the European real estate sector in September 2013.

CORPORATE RESPONSIBILITY

SUSTAINABILITY AT DIC ASSET AG

Introduction

DIC Asset AG has been continuously reporting on its sustainability activities since 2009. Since March 2011 this has been done in the form of a stand-alone sustainability report, to give appropriate scope to the growing importance of sustainability within our company.

The business unit mainly responsible for this is the Investor Relations & Corporate Communications division, which coordinates the reporting processes in close cooperation with the other divisions, analyses and prepares the necessary information, and reports directly to the Management Board.

Since we first started reporting, we have continuously expanded our analysis portfolio. As of the end of 2012, this covers around 47% of the managed rental space in the DIC Asset portfolio. This comprehensive collection of operating and usage data on our properties now enables us to conduct more detailed analyses according to economic and ecological criteria and performance indicators.

Our reporting is essentially based on the relevant three-pillar sustainability model. The current sustainability report focuses on the following topic areas:

- We set out the fundamentals of DIC Asset AG's business model and describe our corporate objectives with regard to sustainability and its importance for the company's strategic direction. We also present DIC Asset AG's organisational structure and its corporate governance principles.

- We describe our stakeholders, their differing needs and our long-term stakeholder objectives.

- In the Economy, Ecology and Social sections we provide a detailed report on our activities in the form of qualitative and quantitative sustainability indicators.

This year's report primarily deals with the development of the ecological parameters of the analysis portfolio in the period from 2010 to 2012. The economic and social information in the report largely relates to the 2013 financial year and has been supplemented to reflect developments at DIC Asset AG in 2014.

Our sustainability strategy

Our real estate portfolio under management comprises approximately 1.9 million sqm of rental space and provides space for tenants to engage in their business activities with staff and customers. Through the combined use of these properties, energy resources are consumed, carbon dioxide is released and waste is produced. This affects our environment today and will do so in future too.

As a real estate company which numbers amongst Germany's biggest portfolio holders, a sense of responsibility obliges us to take a long-term approach to our assets, our tenants, our business partners, our co-workers and our residents.

With our long-term investment horizon, we are geared towards dealing with resources and the environment in a way that is sustainable in the long run. This minimises risks, promotes existing business and opens up new business opportunities for us. In our entrepreneurial decisions and processes, we take account of ecological and social requirements and, wherever possible, forego the opportunities for short-term gains in favour of fundamental options for optimisation.

Our strategic approach combines ecological, social and economical aspects and helps us with our decisions and business efficiency. We use various systems and indicators, starting with company statistics, sector-wide benchmarks and best-practice examples right through to environmental aspects, measures for building efficiency, our employees, tenant satisfaction and other economic and financial indicators.

Our approach to sustainability includes

- gearing ourselves to environmental, safety and social standards
- integrating sustainability issues into our business processes
- maintaining good, long-term relationships with all interest groups
- open and transparent communication.

Our strategic and organisational target is to anchor the sustainability approach permanently in our corporate strategy, and to optimising it in successive stages going forward. This includes implementing sustainability targets in our business processes and consequently making them achievable for employees in their day-to-day work. This will be a lengthier dynamic process in some areas, which we will regularly document in our sustainability reports in future.

Basis of our sustainability reporting

We report annually on our corporate activities' objectives, measures, results and progress according to the three-pillar approach for social, ecological and economic sustainability. In the process, we use the past financial year as a basis and are therefore reporting on the period from 1 January to 31 December 2012. We recommend that you refer to our Annual Reports for 2012 and 2013 for additional, more detailed information, which can be accessed via www.dic-asset.de.

The information and data in the economic and social part of the report relate to the DIC Asset Group and its subsidiaries. If this approach differs we will highlight this at the appropriate point. In our statements concerning ecology, we cover the entire range of properties in our managed portfolio. We therefore consider data from both our existing portfolio with directly held properties, the commercial portfolio, and properties from the "co-investments" area, in which we hold minority shares.

We investigated an analysis portfolio of 100 properties to obtain our findings for the ecological report and took into account data for the period from 2010 to 2012. In collecting, analysing and evaluating the data, we endeavoured to obtain a complete record of the comprehensive data material. This was not deemed worthwhile in all cases after weighing up the costs and benefits, so appropriate assumptions and simplifications have been made in some parts of the data analysis. We provide information within the individual report sections and in the Appendix on the calculation stages and scope of the analysed data. In addition, we collect the consumption data of DIC Asset AG in its six branch locations throughout Germany.

Focus on reporting standards

The topic of sustainability has increased in importance for the real estate sector as a result of social influences and statutory provisions as well as a change in the expectations of various interest groups. In collaboration with the German Property Federation (Zentraler Immobilien Ausschuss e.V. - ZIA) and together with other companies from the industry, DIC Asset AG has therefore pushed for the introduction of a sustainability code of practice for the German real estate sector. This code was published in the autumn of 2011. We have heeded the recommendation of the code for our sustainability reports and will also strive to do so in future.

A key feature of the ZIA industry code is the self-imposed obligation to prepare a sustainability report. This allows a company's sustainability activities to be measured in a verifiable manner. For this, the ZIA recommends adopting the globally recognised Global Reporting Initiative (GRI) approach. This addresses sector-specific details via an allocation to industry clusters. As a company that is both an investor and a portfolio holder as well as participating in selected project developments, DIC Asset AG belongs to the ”Operate and lease“, ”Invest“and ”Build“ clusters.

In addition, the EPRA (European Public Real Estate Association) published its ”Best Practices Recommendations on Sustainability Reporting“ in September 2011, containing the key figures which it feels are most important for sustainability reporting in real estate companies.

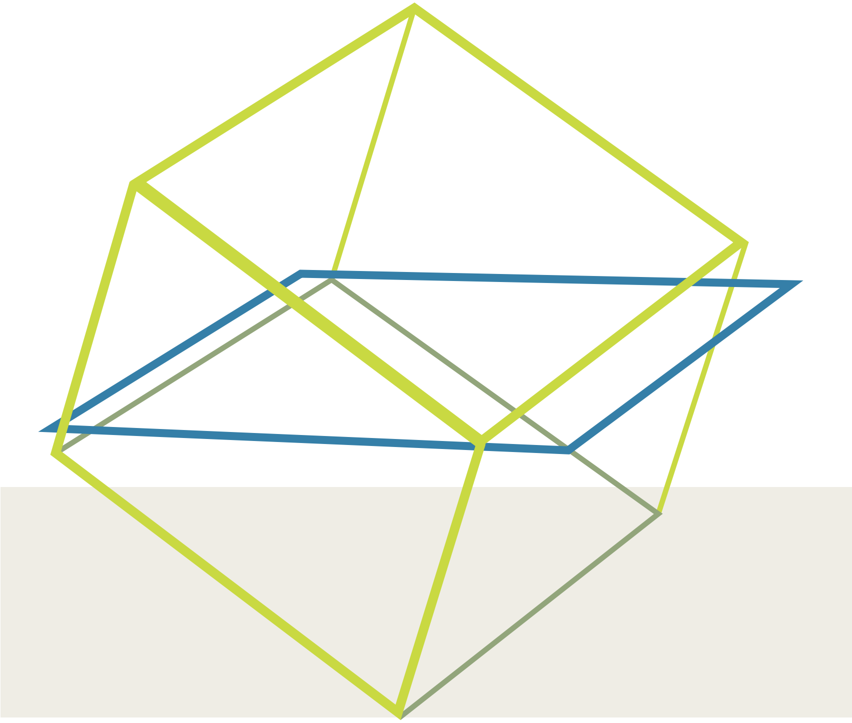
This report is based on the ZIA code, the reporting standards of the GRI 3.1 guidelines and the construction and real estate sector supplements (CRESS) as well as EPRA recommendations.

The European Public Real Estate Association (EPRA) is a non-profit organisation based in Brussels, which represents the interests of major European real estate companies vis-à-vis the public and supports the European real estate corporations' development and market presence.
www.epra.com

Global Reporting Initiative (GRI)

The Global Reporting Initiative was founded in 1997, to provide the foundation for transparent, standardised and comparable sustainability reporting on the global economy's economic, ecological and social performance. Its guidelines are intended to promote sustainable global development while helping companies/organisations to prepare sustainability reports with a voluntary framework for reporting.
www.globalreporting.org

The ZIA (Zentraler Immobilien Ausschuss e.V., German Property Federation) was founded in 2006 to provide uniform representation of the real estate industry's interests. The Federation promotes and follows up measures likely to maintain and improve the economic, legal, political and fiscal environment for the real estate industry as a whole.
www.zia-deutschland.de



DIC ASSET AG

DIC Asset AG is a real estate company that has specialised in high-yield German commercial real estate. The company invests predominantly in office property, with an investment strategy which aims to continue developing a quality-oriented, regionally diversified portfolio.

Our real estate assets under management currently total approximately EUR 3.4 billion. By managing our own properties, we secure and increase rental income, earnings power and the value of our properties and co-investments.

Active in the German real estate market
The real estate industry is very important to the German economy: not only is it the second largest branch of industry in Germany, but property also accounts for a considerable proportion of German fixed assets.

The transaction market for German commercial properties is stable, with long-term liquidity, and consequently appeals strongly to both national and – crucially – international investors. Office property is also particularly attractive due to its high rental flexibility and because it usually lends itself well to secondary use. Compared with other European countries, the German commercial property market is very heterogeneous, regionally diversified and covers many different-sized market players.

The major economic centres of Frankfurt, Hamburg, Berlin, Düsseldorf, Cologne and Munich are characterised by a high volume of office space, a very active level of transactions and liquid trading, strong competition and therefore more market price and rent movements, but often higher vacancies too.

At the same time, there is a multitude of medium-sized towns and cities, which form the centre of economically strong regions. The competition is less fierce in these regions and transactions less frequent, but prices and rents are relatively stable and vacancy rates are mostly lower.

Since, through our branch offices, we operate throughout Germany and have a strong network within the market, we are able to exploit the advantages and opportunities offered by cities and regional centres and appropriately diversify our real estate portfolio while minimising risk.

OUR BUSINESS STRATEGY

1. Clear focus

We invest in the German commercial real estate market
We are one of the biggest direct investors in the German commercial real estate market. Our investments focus solely on commercial real estate in Germany, specialising particularly in office properties.

2. Portfolio with strong earnings potential

We manage a regionally diversified portfolio with high rental yields
We operate a quality portfolio, which generates attractive, long-term returns and absorbs risk thanks to its broad diversification.

3. Regional presence

We maintain a permanent presence in the market and act quickly based on local expertise
We operate throughout Germany with our own network of branches offices in areas where our portfolio is concentrated. This enables us to identify attractive locations, market opportunities and properties even beyond internationally well-known key investment areas.

4. Internal real estate management

We guarantee professional support with our internal teams of experts
We aim to increase rental income and earnings power as well as to improve the quality of our portfolio through the internal management of our property portfolio. Around 120 employees across six branches and offices located in the hotspots of the portfolio look after the properties and support our tenants in everyday matters relating to the properties.

5. Balanced financial structure

We secure long-term financing through equity and borrowing
We maintain a good reputation with our capital partners and on the capital market and thus secure access to different sources of financing. We combine various forms of financing in a flexible way and optimise our conditions with the aim of creating a sustainable financial architecture which is manageable in the long term.

6. Internal and external portfolio growth

We exploit potential to increase value in both the rental and transaction market
We seek external and internal opportunities for growth to ensure that our real estate portfolio remains profitable in the long term and thereby enhance the attractiveness of our company on the capital market. In doing so, we invariably ensure a stable and appropriate spread of risk.

7. Diversified sources of income

We combine high-yield portfolio properties and attractive co-investments in a balanced manner
Our sources of income are diversified: in addition to the bulk of our income from the property portfolio (commercial portfolio), we make regular earnings from our investments and from real estate management for our co-investments.

A detailed presentation of our strategy can be found in our 2013 Annual Report at www.dic-asset.de.

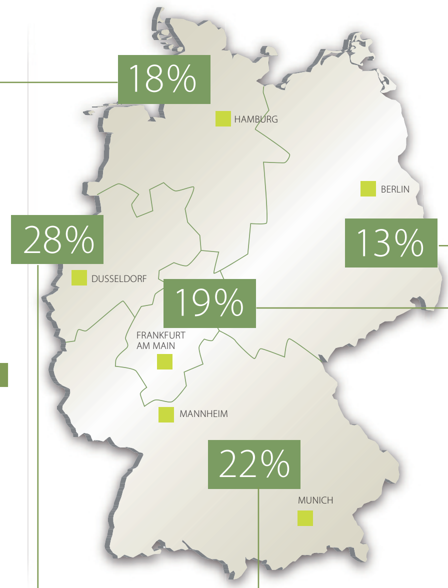
Diversification, regional segmentation and company locations

Our high-yield portfolio comprises real estate assets under management of EUR 3.4 billion with a rental area of 1.9 million m² and generates pro rata annual rental income of EUR 159 million (including pro rata co-investments). The focus is concentrated on office properties (approximately 70%) and retail (approximately 20%).

With our investments, we strive for balanced diversification, which both opens up attractive opportunities and avoids cluster risks. The portfolio is concentrated in the rapidly expanding western and southern federal states (West region approximately 30%, South region approximately 22%), while the North region and Central region each account for just under 20%. At the same time, this investment is evenly balanced with 50% being accounted for in the major office locations and regional economic centres, respectively.

An occupancy rate of over 89% and a high, stable lease term of five years on average provide a reliable basis for stable cash flows. Compared with our peers, our portfolio is highly diverse, both in terms of regions and sectors, and consequently risk is well spread and there is also little concentration of risk in the tenant structure. Our tenant base is characterised by a balance between small and large tenants.

REGIONAL DEVELOPMENT
by rental space



North	2013	2012
Gross rental yield	6.6%	6.7%
Vacancy rate	6.5%	5.2%
WALT in years	6.3	6.2
Annualised rental income (EUR million)	23.8	15.6

West	2013	2012
Gross rental yield	6.5%	6.6%
Vacancy rate	12.1%	12.1%
WALT in years	4.4	5.3
Annualised rental income (EUR million)	46.2	43.3

South	2013	2012
Gross rental yield	7.2%	7.4%
Vacancy rate	7.8%	7.6%
WALT in years	3.9	4.1
Annualised rental income (EUR million)	32.0	30.6

East	2013	2012
Gross rental yield	7.3%	7.6%
Vacancy rate	7.4%	7.8%
WALT in years	5.1	4.3
Annualised rental income (EUR million)	22.0	20.7

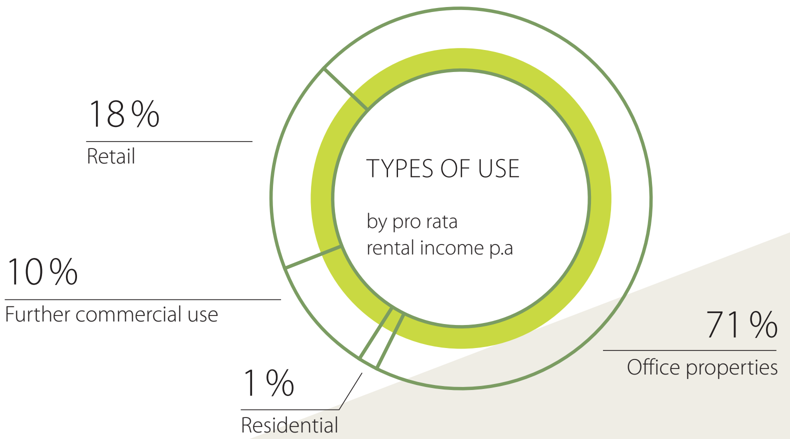
Central	2013	2012
Gross rental yield	6.1%	6.0%
Vacancy rate	18.0%	18.8%
WALT in years	5.3	6.0
Annualised rental income (EUR million)	34.6	31.8

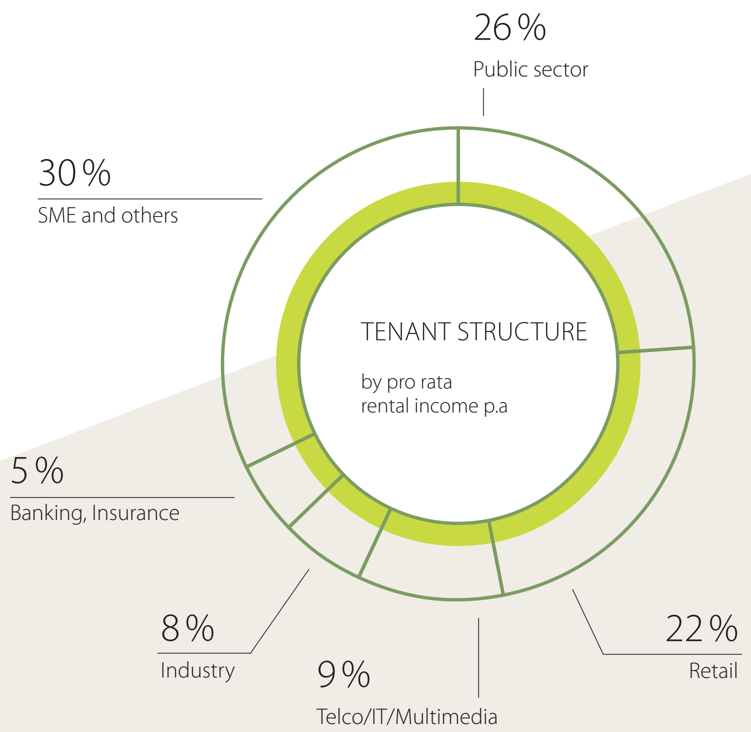
Total	2013	2012
Gross rental yield	6.6%	6.8%
Vacancy rate	10.7%	10.9%
WALT in years	4.9	5.2
Annualised rental income (EUR million)	158.6	141.9

There are approximately 1,400 commercial tenancies in total with tenants from a vast range of sectors. 30% of our tenants are SMEs, while more than a quarter are recruited from the public sector. Around 39% of rental income is attributable to the 10 largest tenants and approximately 55% to the 20 largest. As a rule, several tenancy agreements, frequently allocated to various properties in different towns, are concluded with our large tenants.

We look after our tenants directly and manage the real estate through our own teams at six branch offices. The DIC Asset branch network organises Germany into five portfolio regions: North (Hamburg office), West (Dusseldorf office), Central (Frankfurt office), South (Munich and Mannheim offices) and East (Berlin office).

Our proximity to tenants, our properties and the regional markets gives us a significant advantage in terms of location and know-how over national and international competitors who are more remote. It also enables us to provide efficient and responsive local support services for tenants and properties.





CORPORATE GOVERNANCE

Corporate governance refers to the legal and actual regulatory framework for managing and monitoring a company. This includes current laws, guidelines and codes as well as declarations of intent and business practices relating to corporate management and monitoring.

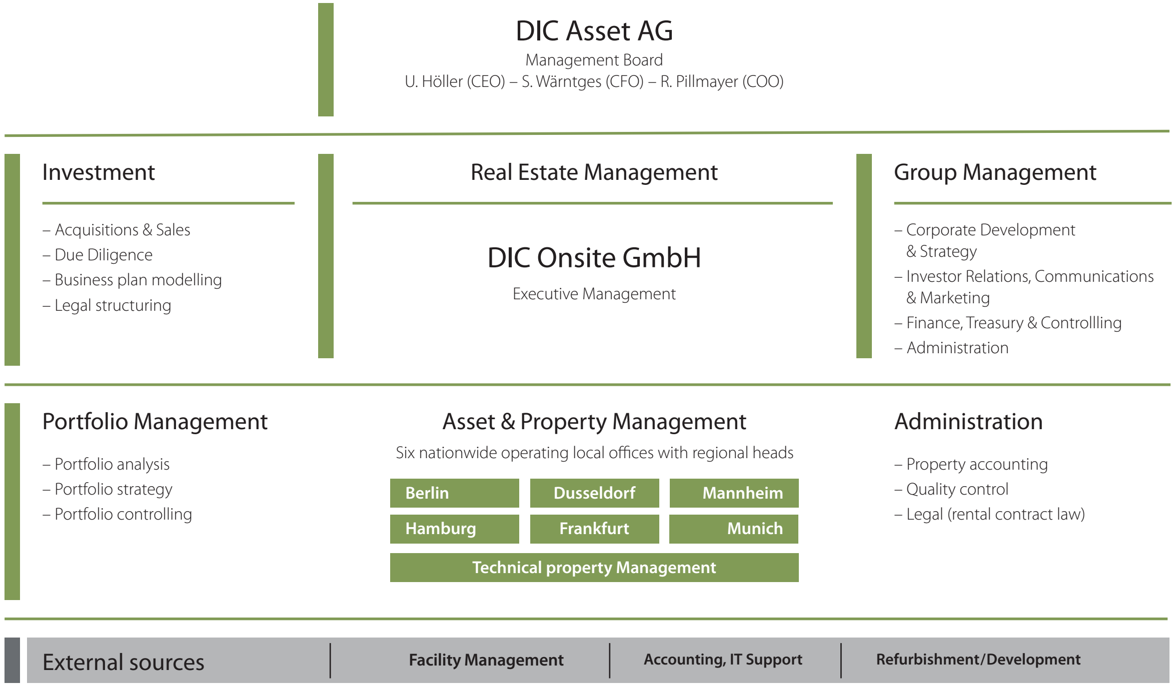
DIC Asset AG sees good corporate governance as a basis for successful business development and attaches great value to it. The Management Board and Supervisory Board feel they have an obligation to ensure the company's continued existence and the generation of sustained added value through responsible corporate governance that is focused on the long term. Good corporate governance also includes dealing with risks in a responsible manner. The Management Board makes sure that risks are adequately managed and controlled within the company (see also the detailed information in Risk and Opportunities Report in the 2013 Annual Report). The Management Board regularly informs the Supervisory Board of existing risks and their development. The company’s internal control, reporting and compliance structures are continuously revised, enhanced and adjusted to changes in framework conditions.

German Corporate Governance Code

The German Corporate Governance Code aims to make the corporate management and monitoring regulations that apply in Germany clear to both national and international investors, in order to boost confidence in the corporate governance of German companies. The code contains statutory provisions, recommendations and suggestions. The Management Board and Supervisory Board of DIC Asset AG regularly keep informed of changes to the German Corporate Governance Code and every year they adopt a declaration on the extent to which DIC Asset AG complies with the code's recommendations.

The Management Board and the Supervisory Board have familiarised themselves with the new elements in the German Corporate Governance Code and have dealt with the question of compliance with the recommendations in the 2013 financial year. Their discussions led to the adoption of the Declaration of Conformity on 11 December 2013, which is permanently accessible on the company website at www.dic-asset.de /investor-relations/CG/index.php.

ORGANISATIONAL STRUCTURE



Strategic Group structure

As a central management holding company, DIC Asset AG brings together all the functions of corporate governance, including directing Group strategy (in particular investment management, portfolio management and sales strategy), corporate and real estate financing, risk management and controlling real estate management. Furthermore, responsibility for capital market and corporate communications is at Group level.

Two DIC Asset AG subsidiaries also perform important operational duties: with its six regional branch offices, DIC Onsite GmbH is responsible for real estate management, while DIC Fund Balance GmbH is responsible for the funds business segment.

Dual management structure

As a listed public limited company, the dual management structure of DIC Asset AG consists of a Management Board and a Supervisory Board.

There is rigid separation of the two boards – both in terms of personnel and function – allowing each of them to perform their different duties independently. The duty of the Management Board is to manage the company autonomously, with the duty of the Supervisory Board being to monitor this management.

Management using key figures

The internal control system, which forms part of the risk management process and is explained in detail as part of the Forecast, Risk and Opportunities section in our 2013 Annual Report, serves as the fundamental instrument for monitoring and managing the achievement of the company’s targets.

Key control variables and targets

In order to monitor the agreed targets, we use resultoriented figures, which are a part of regular reporting.

We plan and manage our operational activities by considering our portfolio from a regional perspective. The DIC Asset branch network organises Germany into five portfolio regions: North (Hamburg), West (Dusseldorf), Central (Frankfurt), South (Munich/Mannheim) and East (Berlin). We manage our segments' operations on a uniform basis, particularly with regard to maintaining value and increasing income from real estate management (including letting volume, rental income and vacancy rates).

The operating profit from real estate management (funds from operations, FFO) is of the greatest importance from a Group perspective.

Risk management

The risk management system, including the early warning system, helps DIC Asset AG to achieve its aims and plays a fundamental part in the management of the company. It secures the company's continued existence in the long term in the interests of its management, employees and investors and protects it from critical situations. To ensure that risks are recognised in good time and countered in an appropriate manner, this system is integrated within the organisation and is mandatory for all employees.

Enhancements to the system in 2013

We continuously optimise the risk management system and adjust it to the constant evolution of DIC Asset AG's structures. The key changes in our company's organisation and processes during the financial year were the introduction of a new software system for real estate management and its close alignment with the systems for corporate and financial accounting. With these changes, we have made our processes more efficient and are able to identify, assess and manage risks more effectively with the help of improved management and control systems, methods and tools.

To ensure a standardised and comprehensible approach, we have defined responsibilities for all relevant risks in line with the hierarchy. Systematic risk analysis has been integrated into the general work processes. All employees are required to conscientiously deal with and take responsibility for risks and opportunities, as part of their skill sets. An identified risk is assessed as to the likelihood of it occurring and the extent of potential damage or loss is calculated. The next step involves a decision by the divisional managers, if necessary in consultation with the Management Board, regarding appropriate risk management. Newly occurring risks entailing a substantial financial impact are notified immediately. Appropriate response measures are devised on the basis of this and their success is monitored regularly. This enables us to take appropriate measures at early stage and control risk. Longer-term risks are integrated in the strategic planning process.

The existing guidelines, procedures, instruments, areas of risk and responsibilities are documented in writing and are expanded on an ongoing basis. Comprehensive documentation summarises the key elements of the normal cycle introduced as part of the risk management system. Employees therefore always have access to binding, job-related instructions for standard, cross-Group approaches to dealing with risk.

Details on risk management can be found in the 2013 Annual Report.

New compliance guidelines

We are constantly aiming to positively reinforce our stakeholders' confidence in DIC Asset AG. We therefore introduced a comprehensive set of compliance guidelines during the 2013 financial year which are designed to ensure that DIC Asset AG and its employees act responsibly and consistently. This includes observing the principles of ethics and integrity within the company, and in particular complying with legal provisions, internal company guidelines and self-imposed values.

The new compliance guidelines have been issued to all employees of DIC Asset AG, who have accepted them with their signature. All employees are requested to report any misconduct or violations of legal provisions and internal company guidelines to their line managers, the Personnel department or the Management Board. In dealing with violations of the compliance guidelines within the context of business relations, DIC Asset AG is guided by the applicable laws, provisions and regulations and reports any such incidents to the relevant authorities. Our guidelines take into account the protection of individuals and all reports are therefore treated anonymously and confidentially without any detriment to the employee making the report.

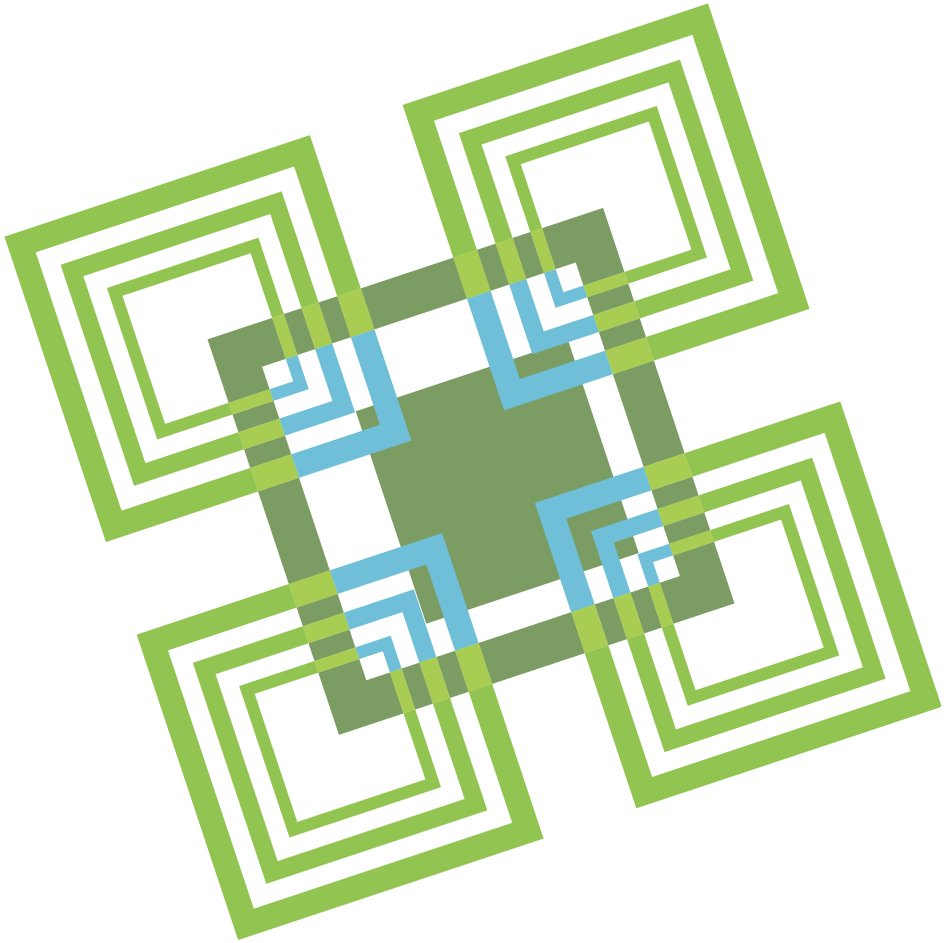
KEY ELEMENTS OF DIC ASSET AG'S COMPLIANCE GUIDELINES:

1. Protection against discrimination
   - No discrimination or undesirable behaviour on the grounds of race, ethnic origin, gender, religion, disability, age or sexual orientation.

2. Avoiding conflicts of interest (to ensure transparent corporate actions)
   - Prohibition on accepting or granting any personal advantage in connection with direct or indirect business activities.
   - Binding rule on accepting and issuing gifts/invitations or other benefits.
   - Obligation to comply with legal regulations with regard to office holders.
   - No conflicts of interest through any other private secondary employment or participating interests in other companies.

3. Data protection
   - Obligation to comply with data secrecy.
   - Access to data, particularly protected personal data, only permissible within the context of the legitimate performance of duties.

4. Prohibited agreements
   - Commitment to fair, free and undistorted competition.
   - Prohibition on agreements in violation of anti-trust law or corrupt practices relating to prices and calculations, warranties and guarantees, the allocation of customers or areas of responsibility or the exchange of confidential market and customer information.



OUR STAKEHOLDERS

Thanks to its pan-German activities, DIC Asset AG has a wide real estate industry network, with a multitude of links to players and service providers in the real estate sector. Our decisions and activities influence our investors and capital providers, some 140 employees, approximately 1,400 tenants, more than 6,000 business partners and the entire global environment surrounding our properties.

We realise that our entrepreneurial decisions affect the various interest groups differently, which is why it is essential that we identify and understand our interest groups' requirements and needs through regular, reciprocal dialogue. We include the interests of all participating stakeholders for the purpose of sustainability. As far as possible, we strive to pursue our corporate activities in consideration of the different requirements concerned and in the interests of all the stakeholders involved.

INVESTORS AND CAPITAL PROVIDERS

Investor and capital providers either have direct shareholdings in DIC Asset AG or have made finance available to our company. These are primarily private and institutional shareholders (including notable major shareholders such as Deutsche Immobilien Chancen Group, solvia Vermögensverwaltung, EII Capital Management, RAG-Stiftung and APG), fund investors, holders of DIC bonds, and numerous financial institutions and financing partners (banks and insurance companies).

Goals

- We want to offer our investors and capital providers sufficiently attractive rates of interest and simultaneously create long-term value.
- Our aim is invariably to convey to DIC Asset AG's investors and capital providers a realistic and detailed picture of our company, its situation and future development. To achieve this we work closely with our capital partners and take care to maintain open and transparent communications.

SHAREHOLDER STRUCTURE

Activities and successes

- ✓ In 2013 we invested a total of approximately EUR 600 million in the growth of our portfolio across all business segments. The bulk of this investment relates to the acquisition of a joint venture portfolio with a market value of EUR 481 million, which we successfully realised as part of a cash and non-cash capital increase in November 2013.
- ✓ In parallel, we defined the strategic direction and operational objectives of DIC Asset AG up to the year 2016, with the medium-term aim of further enhancing the attractiveness of our company in the eyes of national and international investors as one of Germany's largest direct property portfolio holders for commercial real estate.
- ✓ Due to the greater number of outstanding shares as a result of the capital increase, DIC Asset AG's market capitalisation rose to almost EUR 500 million. The proportion of shares in the free float also grew to around 67%. Thanks both to this and to a greater average share turnover, share liquidity has increased, thus enhancing our appeal to institutional investors in particular.

- ✓ Over the past three years, we have gradually reduced the vacancy rate by around 3.6 percentage points overall, so that by the end of 2013 it stood at 10.7%.

- ✓ Our funds business segment has also grown. With the funds, we offer institutional investors the opportunity to invest in selected classes of real estate as well as investing in the share and bond asset classes. As of the end of 2013, we have already achieved a fund volume of around EUR 520 million with our two existing funds, approximately 75% of our target of at least EUR 700 million. In addition to income from our own significant equity contribution, we generate additional management income from providing real estate services for the funds. Since 2011 this additional income has risen in parallel with fund growth, increasing by 100% to reach around EUR 6 million by the end of 2013.

- ✓ We maintain a continuous dividend policy: as in previous years, we are proposing a dividend of EUR 0.35 per share for the 2013 financial year. This corresponds to an attractive dividend yield of 5.2% (based on the closing price as at 31.12.2013).

- ✓ During the 2013 financial year, we provided information about our company at over 21 road shows and 10 conferences in 13 different locations across six countries as well as in discussions with around 280 institutional investors and analysts. We also held three events of our own for analysts.

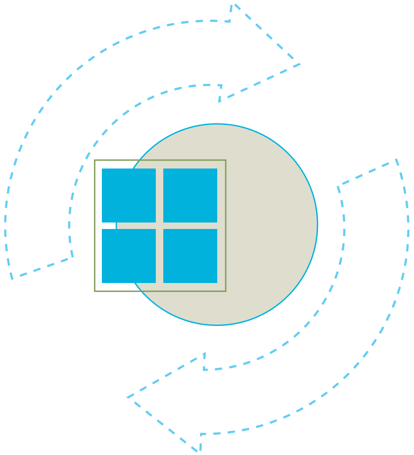
- ✓ After obtaining the consent of our shareholders at the General Shareholders' Meeting in July 2013, we changed the share class from bearer shares to registered shares in August 2013. This will enable us to communicate with our shareholders more directly, more quickly and more efficiently future. In particular, invitations to the annual General Shareholders' Meeting will be issued directly through the company in future.

- ✓ In April 2013 we invited German and international experts from the real estate and financial sectors to our second DIC Investors' Day. Some 300 investors, financial partners and players in the industry accepted the invitation and took part in discussions with eminent figures from the worlds of business and politics about current challenges facing the real estate sector.

- ✓ The quality of our communication activities is recognised internationally: our 2012 Annual Report was awarded silver and bronze prizes respectively in the international ARC Awards and the LACP Vision Awards, the world's largest annual report competition.

- ✓ In September 2013 we received a bronze award from EPRA for our comprehensive sustainability reporting.

- ✓ DIC Asset AG's continuous and comprehensive capital market communication has been rewarded with fifth place in the SDAX category of the German Investor Relations Award in 2013, having been ranked 19th in 2012.



TENANTS

Some 1,400 commercial tenants use spaces in our real estate. These are primarily office tenants and trading companies. The size ranges from small and medium-sized enterprises to international groups of companies.

Goals

- Our overriding objective is to ensure the satisfaction of our tenants, which is a key condition for our long-term success.
- We aim to establish a good, long-term landlord-tenant relationship with all our tenants, which is why we provide our tenants with a personal, direct and local service.
- We want to ensure that our tenants, with our support and in our common interest, make efficient use of real estate in a manner that is economical with resources.
- We take a highly tenant-focused approach with regard to our organisation, for example by ensuring our employees are specialised in companies of a certain size or which belong to a certain sector.
- We continuously strive for the best possible quality in our real estate. Through regular investments in our portfolio, which increase useful life, building efficiency, equipment and attractiveness, we create the impetus for a high level of tenant satisfaction.

Activities and successes

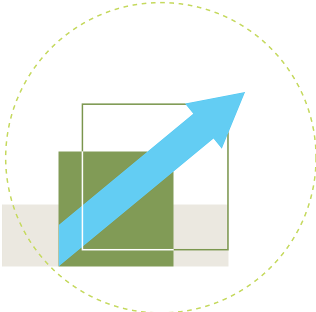
- ✓ In the 2012 financial year, we checked the feasibility of "green clauses" in our sample letting contracts and added further clauses of this kind. The purpose of this was to set a good example and to convince our tenants of the benefits of having sustainable guidelines for action in place in the company (further information on this can be found on p. 44 under "DIC is moving!").
- ✓ In 2013 we invested a total of EUR 22.7 million in our real estate. Significant proportions of this investment went into maintaining the attractiveness of our properties and upgrading their technical aspects, which also has a positive impact on our tenants' service charges.
- ✓ We are in constant communication with our tenants, the priority being to ensure service quality, reliability and permanent ease of access to our commercial and technical property managers. This helps us to find out our tenants' wishes or requirements at an early stage. Each employee from the asset and letting management team takes care of around 12 properties on average.

Green leases (sustainable letting contracts)

German letting contracts contain a number of regulations which are regarded in other countries (in the USA, for example) as "green advances". Nevertheless, there is still a need for further action and regulation in Germany, as there is not yet any universally valid definition of a "green lease".

There are only a few generally accepted regulations which can be applied to "any kind of property" in our portfolio. In future, we envisage more contractual regulations in the interests of ensuring the environmental sustainability of our real estate, particularly with regard to service changes and the obligations of contractual parties concerning sustainability. We are also supporting this by taking active measures such as our successfully completed "green energy" project.

EMPLOYEES



As at the end of 2013, DIC Asset AG has 136 employees (2012: 140). The majority of our staff work in local real estate management (approximately 120) based at the branch offices in Hamburg, Berlin, Dusseldorf, Mannheim, Munich and Frankfurt am Main. The Management Board and the head office are also located in Frankfurt, where central strategic, management and administrative functions are carried out (an additional 20 or so employees).

Goals

- We want to be an attractive employer for talented and highly qualified candidates.
- We can only achieve our ambitious corporate objectives with the help of qualified and motivated employees who represent our company to the outside world successfully and with conviction.
- We aim to keep our employees satisfied and secure their long-term loyalty across all our divisions.
- We endeavour to make an important socio-political contribution by training young people and offering flexible working hours to support employees returning to work after maternity/paternity leave.

Measures, activities and successes

Our employees are key building blocks in our success. We treat them fairly, we ensure a good work environment and we appropriately reward good performance. Our personnel development ensures that talent can be discovered and fostered. In keeping with the corporate philosophy, when making appointments the highest priority is placed on qualifications, personal suitability and the ability to work in a team. We promote our employees according to their abilities and examine opportunities for development within DIC.

We assist our managers with personnel tasks and provide them with the necessary tools through training and other methods. We conduct regular management meetings with the Management Board to encourage, in particular, an internal exchange of knowledge. Because we have a flat hierarchy with small teams, we purposefully dispense with complex organisational and personnel structures.

- ✓ In 2013, we provided intensive support for individuals wishing to undertake further training.
- ✓ We have been working with a new personnel development system since 2011. This involves using modern analysis tools and processes to systematically identify our employees' skills and potential, to assess employees fairly and to help them to develop further over the long term.
- ✓ In 2013, we once again made a particular effort to step up our cooperation with selected educational institutions specialising in real estate. We enhance our image as an attractive employer by organising talks given by our managers, maintaining close contact with professors and taking part in job fairs.
- ✓ We regularly organise work meetings and events at which branch and head office employees can get to know each other and have a chat, to promote good cooperation and improve exchange of know-how.
- ✓ We support and promote performance orientation and business awareness. In 2013, we paid out 12% of the total wage bill as bonuses.
- ✓ With the relocation of our headquarters to the new MainTor site in Frankfurt at the end of the first quarter of 2014, we are offering our employees the chance to work in state-of-the-art, sustainable office space which meets the latest standards in terms of comfort and efficiency (further information on this can be found on p. 44 – "DIC is moving!")

BUSINESS PARTNERS

DIC Asset AG maintains business relationships with more than 6,000 business partners, with whom we jointly implement projects, or whose services we use. Most relationships exist along the real estate value-added chain.

Goals

- We see ourselves as a long-term partner throughout the overall real estate industry value-added chain, starting with financing, through to efficient real estate management.

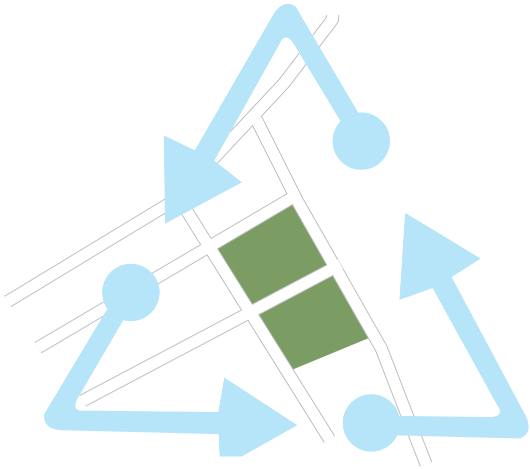
- We aim to create an economically sound corporate structure, geared to the long term, with sustainable, clear and fair structures for our business partners. This basis allows us to pursue real estate strategies with a timescale covering several years.

- In the next few years we want to gradually persuade all our service providers of the importance of sustainability and together devise potential improvements and optimisations. Where possible, sustainability will in future form an integral part of our service providers' services.

Measures, activities and successes

Our in-house real estate management covers the majority of the tenant support task. Furthermore, we work with national and regional partners who we select according to sustainable principles.

✓ "Green energy" project: Since 2010, we have concluded framework contracts for all real estate managed by us to supply electricity from 100% renewable energy sources. These have replaced several hundred individual agreements for electricity generated from fossil and nuclear sources. We are thus making a meaningful ecological contribution in the interests of our tenants and are helping to reduce CO_2 emissions.



PUBLIC

This group comprises everyone who has an interest in DIC Asset AG or has contact with our company. We also include our tenants' employees who work in our properties as well as people who live and work around our properties.

Goals

- We endeavour to recognise the needs, wishes and concerns of those around us and engage in a dialogue with them.
- We support local, regional and national initiatives to regenerate and develop residential and economic areas.
- DIC Asset AG is involved in projects which have a clear impact on urban development. In the process, in addition to sustainable aspects, we pay attention to high quality and take into account the impact on the immediate surroundings.

Measures, activities and successes

- ✓ We maintain constant dialogue with the various interest groups to uphold the common good. This includes the active press and media work that we have consistently pursued for years.
- ✓ We work with other players from the industry to raise and reinforce awareness of real estate companies. For this reason we are also continuously involved in the relevant associations, the German Property Federation ZIA (Zentraler Immobilien Ausschuss) and EPRA (European Public Real Estate Association).
- ✓ Through our CEO, Ulrich Höller, we are represented on the Sustainability Council of the German Property Federation and are therefore actively committed to promoting sustainability not only within our own company, but also within the industry as a whole.
- ✓ Our CEO is also a member of the "Wohnen und Stadtentwicklung" ("Housing and urban development") group of experts in Frankfurt am Main. As part of a five-person team, he advises the local mayor on key issues relating to future and sustainable urban development and offers particular expertise in commercial real estate. The aim of this is to ensure that Frankfurt remains a highly attractive place in which to work and live.
- ✓ One of Germany's biggest and most sustainable city quarter developments – "MainTor – The Riverside Financial District" – is currently being successfully implemented. A project volume of EUR 750 million, around 60% of the entire project, has already been successfully marketed and is being implemented (further information on the MainTor project is available on pages 46 to 51).

MILESTONE PLANNING

We have taken our first, successful steps into the world of sustainability with the activities we have engaged in to date. Our aim is to continuously develop and optimise our reporting on the status quo of sustainability at DIC Asset AG, which is still a relatively new undertaking. This allows us to regularly document our efforts, progress and successes in pursuing our sustainable corporate strategy.

Our employees provide the basis for a sustainable approach and enhance our awareness of sustainability, which we intend to integrate bit by bit into our daily work. By setting a good example, we pave the way for convincing dialogue with tenants, investors and business partners and raise awareness of how to use our natural resources in a sustainable way.

We are setting ourselves targets to support and manage this long-term process. Combined with the strategies for how we intend to deal with our stakeholders, the result is a comprehensive milestone schedule for DIC Asset AG's approach to sustainability.

STATUS QUO AND SUCCESSES SINCE 2011

- ✓ Launch and step-by-step enhancement of sustainability reporting
- ✓ Integration of sustainability in the future business strategy
- ✓ Nomination of officers responsible for sustainability at Management Board and division level
- ✓ Continued compilation of energy (electricity, heating) and water consumption data and calculation of the CO_2 contribution in a growing analysis portfolio
- ✓ Continuous optimisation of reporting structures, particularly for determining energy (electricity, heating) and water consumption values efficiently
- ✓ Implementation of sustainability measures in operational processes ("green energy" project – bundling of mains electricity supply from 100% renewable energy sources for the DIC real estate portfolio, inclusion of sustainability issues in new facility management service agreements put out to tender and concluded)
- ✓ Documentation of DIC Asset AG's energy consumption and emissions
- ✓ Raising awareness of sustainability amongst employees of DIC Asset AG and its subsidiaries
- ✓ Expansion of communication with tenants and service providers with the aim of implementing aspects of sustainability in operational processes

GOALS UP TO 2016

- Ongoing analysis of the results of our analysis portfolio and drawing up optimisation models (e.g. optimisation of energy efficiency through improved energy management or technical innovations)
- Gradual extension of sustainability reporting in accordance with established standards outside and within the real estate sector (GRI, ZIA and EPRA)
- Attainment of higher GRI reporting levels
- Promotion of further training on the issue of sustainability in relevant divisions
- Ongoing involvement in initiatives and projects to promote sustainability in the real estate industry
- Support for projects which have a positive influence on the social, cultural and economic environment
- Further optimisation of the capital structure as part of the strategic and operational goals up to 2016

ECONOMY

DIC Asset AG is a cost-effective company, geared in the long term to creating sustainable value through its activities for the benefit of shareholders, employees, tenants and business partners and making a positive contribution to the community.

Our economic sustainability principles:

- Investment in long-term value added
- Stable, long-term cash flows based on a diversified real estate portfolio
- Balanced financial structure geared to the long term
- Profit-oriented growth and corporate development
- Continuity of positive contributions to results and dividends

ACHIEVEMENT OF STRATEGIC TARGETS IN 2013

In the 2013 financial year, we further continued to develop and implement our strategic targets across the board:

- Simplification of the corporate structure and enhancement of our profile as a direct investor through the acquisition of a joint venture portfolio comprising EUR 481 million.
- Increase in funds from operations (FFO): with rental income of EUR 125 million, we exceeded the target range of EUR 121 to 123 million set at the beginning of the year and, together with the increased income from management fees, we generated higher FFO of EUR 45.9 million.
- Optimisation of the financing structure: significant increase in the average term and assurance of a low level of interest by securing rearranged long-term bank financing with a volume of around EUR 960 million across all portfolio segments.
- Reduction of the vacancy rate of our real estate portfolio to 10.7%.
- Successful sales with a total volume of just under EUR 100 million concluded by taking advantage of the attractive transaction environment.
- Dynamic growth in the funds business segment: DIC Asset AG's investment and management income boosted by acquisitions of EUR 119 million.
- Development of the MainTor project with substantial progress in realising its earnings potential: five out of six sub-projects have been successfully marketed and are currently under construction.
- Continuously high operational earnings power as a reliable basis for a high level of dividend continuity.

ECONOMIC KEY FIGURES

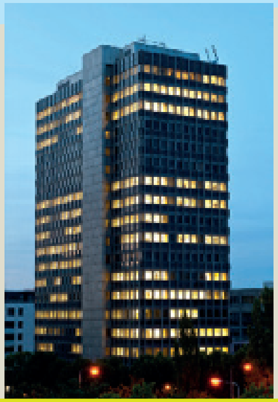
	2013	2012
Number of properties	251	269
Lettable area in sqm *	1,484,700	1,256,100
Vacancy rate *	10.7%	10.9%
Rental income per sqm in EUR *	9.60	10.20
Gross rental yield *	6.6%	6.8%
Annualised rental income in EUR million *	158.6	141.9
Market value in EUR million *	2,538.3	2,223.5
Funds from Operations (FFO) in EUR million	45.9	44.9
Profit for the period in EUR million	16.0	11.8
Cash flow from operating activities in EUR million	42.0	43.9
Equity ratio **	32.6%	31.6%
Net Asset Value in EUR million	862.4	685.4

* all figures pro rata, except number of properties; all figures without developments
** based on net debt excluding effects from derivatives

Hamburg

Duisburg

Cologne



Frankfurt

KEY DATA OF THE ACQUIRED PORTFOLIO

- Portfolio market value: EUR 481 million
- Strong focus on office use (73%)
- Locations spread throughout Germany but concentrated in major office locations (56%)
- Rental space: 355,000 sqm
- Annual rental income of around EUR 28 million, of which approximately 37% comes from the public sector
- Average lease term of 5 years
- Gross initial yield: 6.1%
- Occupancy rate: 88%

Acquisition target achieved and corporate structure simplified

In November 2013, DIC Asset AG acquired a majority stake in a joint venture portfolio in which the company had held a direct and indirect stake of 20% since 2007 and had been responsible for real estate management. This acquisition marked a significant step towards further simplifying our portfolio and corporate structure while strengthening our commercial portfolio at the same time. As a result of the acquisition, the proportion of direct investments in DIC Asset AG's portfolio has risen from 84% to 89%. The acquisition took place as part of a capital increase against contribution in kind at an implicit equity purchase price of EUR 46 million, taking into account a 30% discount on the pro rata net asset value of the portfolio. Thanks to this and other acquisitions in the co-investments segment for our funds business area, we fully met our target acquisition volume for 2013 of at least EUR 150 million and further expanded our basis for generating a high and steady income.

Hanover

Hamburg

Rhine-Main-Region

Koblenz

Further reduction in the vacancy rate

Thanks to a high letting volume in the 2013 financial year, we increased our rental income by 0.2% on a like-for-like basis. On the whole we were able to continue the positive trend from the previous year. We reduced the vacancy rate of our real estate portfolio to 10.7% by the end of the year. Without taking the portfolio acquired in November 2013 into account, which had a higher vacancy rate, we achieved our target of approximately 10%.

Fund business growing steadily

In the funds business segment, we devise funds and investment structures for institutional investors. In general, we take up a significant equity stake of around 5 to 10% as a co-investor. We channel our real estate and investment expertise into this as a service provider. Our first fund, "DIC Office Balance I", has been investing in top-quality office real estate in large cities since 2010. At the start of 2013 we launched the "DIC HighStreet Balance" retail fund, which invests in top-quality business premises in prime city-centre locations and pedestrian zones in attractive major cities and strong economic regions.

Acquisitions for these two funds amounting to a volume of roughly EUR 119 million clearly set our fund business on course for growth in 2013: the fund volume increased to an approximate total of EUR 525 million at the end of the year. This means that around 75% of the target volume for the two funds of around EUR 700 million has already been realised. The contributions to results generated from the fund business are continuously increasing, rising to EUR 6.5 million in 2013 (2012: EUR 4 million).

Acquisition of the office property „Stadttor Heidelberg“ for the fund „DIC Office Balance I“

Stadttor Heidelberg

Stadttor Heidelberg – a new generation of commercial properties

The office property "Stadttor Heidelberg“ that was bought by DIC Asset AG for about EUR 32 million sets new standards in energy efficiency for office premises. Like all the buildings in the newly created "Bahnstadt“ district, which covers an area of 116 hectares in Heidelberg, it meets the "passive house“ standard. The property was completed in 2013 and, together with another new building on the opposite street, creates the south-western entrance to the university city.

The office and commercial premises cover a rental area of 11,000 sqm and are mainly used as offices, currently by five well-known companies. The immediate environment offers an attractive mix of residential, office and retail premises.

What are the characteristics of a "passive house“?

- Heat zones and comfort ventilation using heat recovery
- Floor-to-ceiling passive house windows with triple insulated glazing and, in some cases, sound-insulating glazing
- Designed with no thermal bridges
- Airtight building envelope thanks to appropriate thermal insulation

What advantages are there for the tenants?

- Lower running costs due to reduced costs for heating and hot water
- Better quality room atmosphere thanks to a constant supply of fresh air and warm surfaces created by concrete core temperature control
- Less noise pollution because windows do not have to be opened for ventilation
- Light office spaces thanks to large glazed areas

Acquisition of the office property „Loftwerk" for the fund „DIC Office Balance I"

Loftwerk

LOFTWERK – new-build with DGNB certification

The "Loftwerk" office property that was purchased by DIC Asset AG for about EUR 44 million in July 2012 before it was even finished has been awarded a Silver certificate by the German Society for Sustainable Building (DGNB) for its sustainable energy concept. The main sustainability features are the controlled and careful use of resources, the high degree of user-friendliness and the eco-friendly quality of the materials used in the building.

The office complex, consists of two blocks with six and seven storeys, has a total rental space of 14,700 sqm and is set in the historic Helfmann Park to the east of Eschborn. Ceiling heights of up to 4.30 m are ideal for open-plan structures and create a very special working atmosphere, ideal for satisfying the modern demand for a feel-good atmosphere in the workplace.

The "Loftwerk" is home to quite a number of renowned companies. They are representative of a new awareness of the need to take a responsible approach to the environment and, by opting for the Loftwerk, they have also prepared the ground for a satisfied workforce.

Sustainability certificate under the DGNB Standard

Even in the early planning phase, the quality criteria were identified which would lead to DGNB certification. Over 80% of the defined criteria assess the economic and ecological implications of a building throughout its entire life-cycle.

The key criteria for Silver DGNB certification....

- Ecological criteria
- Economic criteria
- Socio-cultural and functional quality
- Technical quality
- Process quality

... and how these were fulfilled

- Exclusively environmentally sustainable and certified materials
- Maximum flexibility for rental space, able to be divided into areas of 200 sqm or more
- Excellent quality of life for users, with public cycle path, bike racks, staff showers, barrier-free access, completely green roofs and purpose-designed outdoor features by spacious interior courtyard
- Extensive concept allowing for convertibility, ease of dismantling and recycling of all components and building products
- Measuring systems for efficient control of building services and energy management

Stable portfolio market value

We are constantly optimising our portfolio. We achieved a sales volume over all portfolio segments of around EUR 100 million in the 2013 financial years, exceeding our original target for the year of EUR 80 million. In doing so, we took advantage of the rising demand on the investment market and secured sales prices which were 6% higher than the last calculated market value on average.

The annual valuation of our real estate resulted in a valuation effect of -0.63% at the end of the year. The positive effects of successful leases were not enough to fully offset the impact of an incremental reduction in the terms of existing letting contracts.

As of 31 December 2013, our real estate portfolio had a proportional market value of EUR 2,528.3 million, significantly boosted by the portfolio acquisition in November 2013. The net asset value increased by 26% to EUR 862.4 million (2012: 685.4 EUR million), while the net asset value per share amounted to EUR 12.58 (2012: 14.99) as a result of the rise in the number of shares due to the capital increase.

Rental income kept at a consistently high level and real estate management income increased

We were able to keep both gross and net rental income at a stable level in 2013 at around EUR 125 million and EUR 112 million respectively. The portfolio acquisition in November 2013 had a positive impact and offset the planned reduction in rental income through sales over the course of the 2013 financial year.

Proceeds from sales from our existing portfolio were up slightly on the previous year, increasing by EUR 5.4 million to EUR 81.1 million. Profits from sales doubled to EUR 7.6 million.

Thanks to the growth in our fund business, income from real estate management rose by 14% to EUR 6.5 million and was therefore able to compensate for the planned loss of income due to property sales in the co-investment segment and the discontinuation of real estate management fees for the acquired joint venture portfolio.

The FFO (funds from operations), which reflect the income from ongoing portfolio management activities, increased by EUR 1.0 million to EUR 45.9 million and thus fell within the range expected at the start of the year.

FINANCIAL MANAGEMENT

Sound capital structure

Our company is based on a sustainable financing architecture. We use traditional bank financing, our access to the capital market (shares and bonds) and other financing partners for financing purposes. We have significantly strengthened our capital base over the past few years by means of continuous profits, capital increases, regular sales and loan repayments. In addition, we offer strategic financing partners the opportunity to participate in investments, growth and our expertise with their own capital, for example by means of funds and other co-investments.

Long-term focus and security in our planning

Including financing activities for our co-investments, we realised a financing volume of approximately EUR 960 million in 2013. This enabled us to significantly increase the term structure of our financing to 4.5 years on average as at the end of 2013. We were able to stabilise the average interest rate at an attractive level of 4.1%.

To create a stable financing structure, we gear our real estate financing towards the relevant real estate targets and arrange financing on a strictly long-term basis, usually over 5-8 years. Ongoing business operations, as well as the portfolio investments, are financed primarily by the strong cash flows from our real estate properties. We have been continually building up our portfolio for many years now. Since our income is easy to calculate, it offers a reliable basis for efficient and long-term use of external capital. We finance our investments with a balanced ratio of equity and borrowings. This does not include any forms of off-balance sheet financing. Bank financing is carried out at property and portfolio level on a non-recourse basis, which prevents unlimited access to the Group.

We agree attractive terms for borrowings and use them to secure derivative interest rate hedging instruments or to arrange a fixed interest rate. As of the end of 2013, most of our financial debt (95%) is hedged against interest rate fluctuations.

OUTLOOK

Overall, we expect framework conditions for DIC Asset AG to remain stable in financial year 2014. Our aim in 2014 is to use our strong market position to continue the company's positive development in terms of operational earnings power and balance sheet ratios.

We are targeting moderate growth in 2014. In addition, we intend to further optimise our existing portfolio via our real estate management and further enhance the quality and profitability of our portfolio through acquisitions in the funds business segment. At the same time, sales will remain part of our steady generation of income and will also be used to increase the net equity ratio and reduce the debt ratio.

Based on our current portfolio, an anticipated higher sales volume in 2014 of around EUR 150 million and the planned expansion of our fund business with an investment volume of around EUR 150 to 200 million, we are expecting rental income of between EUR 145 and 147 million. This takes into account the rental income from the portfolio acquired towards the end of 2013. On this basis, we expect an operating profit with FFO of between EUR 47 and 49 million in 2014.

Details of DIC Asset AG's current business development in 2014 can be found in our quarterly reports at www.dic-asset.de.

ECOLOGY

Ecological sustainability is geared towards preserving the durability and resilience of our ecosystems on a permanent basis. The primary aim of using natural resources like energy, water and other raw materials sustainably is to ensure that the ecological functionality that allows the environment to perform all its material and immaterial services and functions is preserved, permanently and consistently.

Our ecological sustainability principles

- Efficient management of our real estate
- Long-term measures in the existing portfolio and during project developments
- Optimisation and reduction of CO_2 emissions and consumption of resources

Real estate makes a significant contribution to general energy consumption and the emission of greenhouse gases. Running our properties efficiently and in an environmentally-friendly way is of great importance both to us and to our tenants. We are continuously in conversation with our tenants about potential energy savings and we show them ways of improving their use of resources. While taking account of economic viability, we adapt properties, processes and procedures so as to enable the most efficient yet cost-effective provision of services.

THE ANALYSIS PORTFOLIO

At the end of 2012, the real estate portfolio of DIC Asset AG consisted of 269 properties, with a managed rental space of approx. 1.9 million sqm. For this year's report, we have once again increased the scope of our analysis portfolio. As of the end of 2012, it consisted of 100 properties with a total rental space of approx. 880,000 sqm, equating to about 47% of the total portfolio.

Every year in our analysis portfolio, we collect data on the consumption of power, heating energy and water and calculate the contribution to CO_2 emissions. This enables us to draw conclusions about the environmental impact of the real estate portfolio that we manage and also to identify appropriate measures for optimising energy management in the properties.

Properties:
- 100 (+ 22 properties, 28% increase compared with the 2012 Sustainability Report)

Coverage:
- about 47% of the total managed real estate portfolio

Rental space:
- approx. 880,000 sqm

Types of use:
- about 68% of the rental space included the analysis is office space

Market value:
- approx. EUR 1.5 billion as of end 2012

Calculating consumption

The evaluation of the data in our analysis portfolio covers the period from 2010 to 2012. For the years 2010 and 2011, we report retrospectively in this report on consumption in the enlarged analysis portfolio. Because the analysis portfolio has been enlarged, the evaluations for earlier years are different from those in previously published reports.

To calculate the amount of heating energy and water consumed, we use the utility bills that are available to us from the supply companies. To calculate the amount of electricity consumed, we use only the actual consumption figures, mainly obtained by asking our tenants.

In addition to our overall assessment, we also carried out a like-for-like comparison for the years 2010 to 2012 for the analysis portfolio. Only those properties are included in the like-for-like analysis which formed part of the portfolio in the two periods being compared. This eliminates the possible effect of any sales or purchases during the assessment period.

For our reporting, we calculate average values using the data on consumption in the analysis portfolio. It should be noted that the different intensity of use of buildings can have a considerable effect on the figures: for example, properties which have their own computer centre and a cooling system in constant operation consume more energy on average. On the other hand, properties with a bigger proportion of storage space or without their own cooling systems generally have a much lower rate of energy consumption.

In our evaluation, we do not use any adjustment methods to neutralise any effects which may arise from the different usage of rental space, vacancy trends within the property portfolio, different materials used in the buildings or their age, or from external influences like the weather.

Steady growth in the analysis portfolio

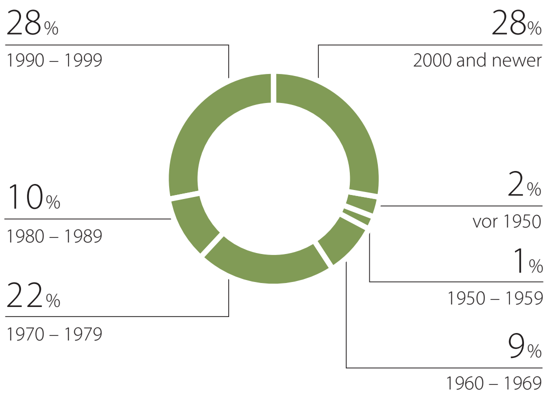
In recent years, we have steadily expanded our analysis portfolio. Since we started producing our Sustainability Report, the analysis portfolio has grown from 58 properties to currently 100, equating to an increase of about 72%. We want to continue gradually to expand our analysis portfolio over the next few years, and work on persuading more tenants of our properties to cooperate with data collection. The aim is to achieve the greatest possible coverage of our real estate portfolio.

The biggest challenge is effectively to calculate the electricity consumption for each property, because most of our tenants arrange their own supply contracts. For the data collected to be as complete as possible, we depend on the cooperation of those tenants who obtain their electricity (and in some cases also water) themselves.

The bigger the data pool, the more precisely we can draw conclusions concerning sustainable and efficient property management and devise suitable approaches for optimising the energy efficiency of our properties, in consultation with our tenants.

DISTRIBUTION BY CONSTRUCTION YEAR *

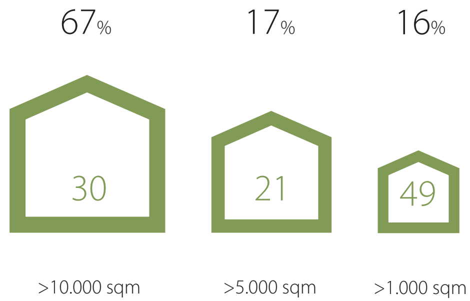
as % of lettable area of the analysis portfolio



* In case of extensive refurbishments/modernisations: Year of most recent modernisation

NUMBER OF PROPERTIES AND DISTRIBUTION BY SIZE

as % of lettable area of the analysis portfolio



TRENDS IN CONSUMPTION DATA

Electricity

For our evaluation of electricity consumption in the period 2010-2012, the usage data for, on average, 68% of the rental space in the analysis portfolio was available to us.

In 2012, the total electricity consumption in our analysis portfolio was 52.1 million kWh (2011: 52.7 million kWh). In proportion to the rental space, this equates to a figure of 85.9 kWh/sqm (2011: 89.3 kWh/sqm).

In the like-for-like comparison, 51.2 million kWh of electricity was consumed in 2012. This means that electricity consumption, like-for-like, has fallen by 5.1% (-2.7 million kWh) compared with 2010.

Heating

In calculating heating energy consumption, with the utility bills that were available to us and the usage figures provided to us by tenants, we had access to data from 96% of the rental space in the analysis portfolio.

In 2012, the total heating energy consumption in our analysis portfolio was 88.0 million kWh (2011: 78.8 million kWh). In proportion to the rental space, this equates to a figure of 101.2 kWh/sqm (2011: 94.0 kWh/sqm).

In the like-for-like comparison, the consumption of heating energy in 2012 was approximately 83.4 million kWh. This means that consumption had fallen by 5.8% (-5.1 million kWh) compared with 2010, whereas compared with 2011 there was an increase of about 7.2 million kWh. In 2011, total consumption was considerably below 80 million kWh because of the relatively mild winter. An increase in heating energy consumption in 2012 was therefore to be expected.

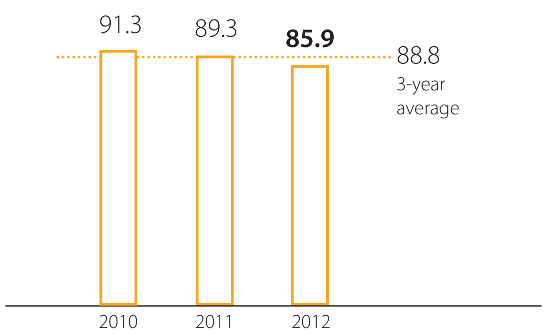
We attribute the falling trend compared with 2010 to improved usage behaviour by our tenants. Increased awareness of their own energy behaviour plays a role here, resulting from general price rises for energy, especially in the years 2011 and 2012.

Water

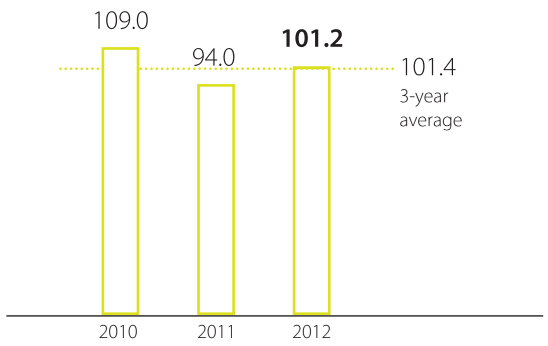
In calculating water consumption, for the period 2010-2012 we were able to use utility bills from the supply companies to evaluate data from, on average, 95% of the rental space in the analysis portfolio.

In 2012, total water consumption in our analysis portfolio was approximately 222,000 m^3 (2011: approx. 224,300 m^3). This equates to a figure of 0.26 m^3/sqm (2011: 0.27 m^3/sqm). In the overall assessment, consumption remained largely stable over the analysis period.

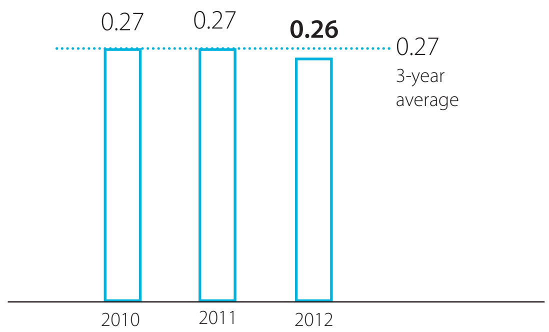
ELECTRICITY CONSUMPTION in kWh/sqm



HEATING ENERGY CONSUMPTION in kWh/sqm



WATER CONSUMPTION in m^3/sqm



In the like-for-like comparison, we calculated consumption of approximately 213,900 m^3 for 2012. Water consumption is down by -4.6% (approx. -10,200 m^3) compared with 2010.

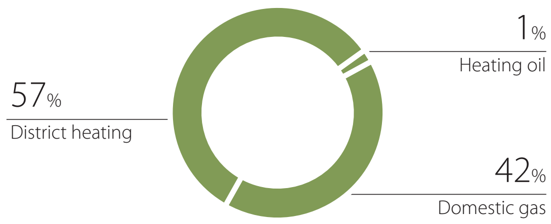
CO_2 emissions

The consumption of energy releases greenhouse gases, which play a major part in climate change. Our aim is to reduce the emission of greenhouse gases as far as possible.

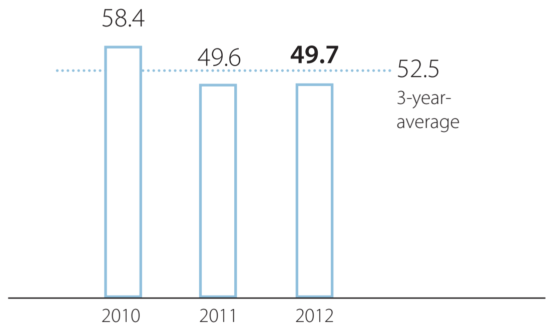
Our calculation of the CO_2 emissions from our analysis portfolio is based on the consumption data for power and heating energy. To calculate the CO_2 emissions from electricity consumption, we evaluated the data published by the regional and local companies that supply our properties with electricity.

We calculate the CO_2 footprint caused by the heating energy from different energy sources by using specific conversion factors. Heating energy is supplied directly and indirectly to our properties from three energy sources - district heating, natural gas and heating oil, with district heating accounting for the biggest proportion, 57%.

ENERGY SUPPLY BY TYPE OF ENERGY



TOTAL CO_2 EMISSIONS in $kgCO_2e/sqm$



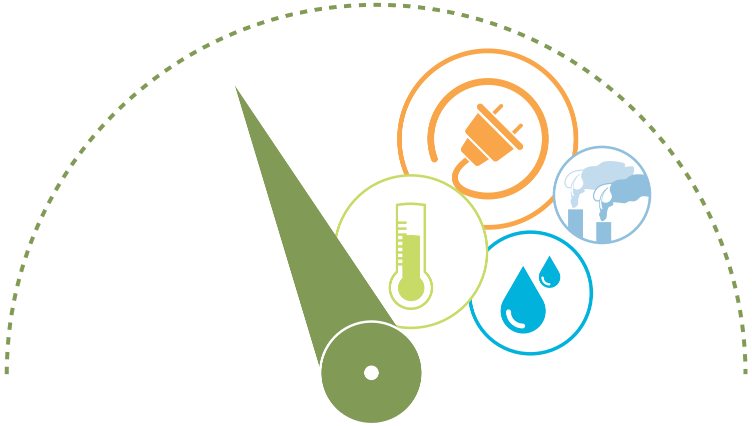
In calculating CO_2 emissions we use the following factors:

- District heating: 216.1 g CO_2e / kWh *
- Heating oil: 319.0 g CO_2e / kWh *
- Natural gas: 246.0 g CO_2e / kWh *

* Source: GEMIS database Version 4.8 and report by the Öko-Institut e.V. "Determining specific greenhouse gas emission factors for district heating"

In 2012, the CO_2 emissions caused by power and heating energy consumption amounted to approximately 35,980 tCO_2e (2011: approx. 34,500 tCO_2e). In proportion to the rental space, this equates to a figure of 49.7 $kgCO_2e/sqm$ (2011: 49.6 $kgCO_2e/sqm$).

In the like-for-like comparison, emissions were approximately 34,560 tCO_2e in 2012. Compared with 2010, the like-for-like CO_2 emissions have fallen by -12.4% (-4,900 tCO_2e).



Consumption of a typical DIC property

At the end of 2012, the average surface area of a DIC property, calculated by dividing the rentable space by the number of properties in the portfolio, was 7,385 sqm. Based on the average figures that were calculated for the analysis portfolio, the annual environmental performance results for a property of this size are as follows:

AVERAGE ENERGY, WATER- UND EMISSION VALUES

based on the average rental space of a typical DIC property

Ø 2010–2012	per year	sqm/year
Heating energy consumption (in kWh)	0.66 mn	88.8
Electricity consumption (in kWh)	0.75 mn	101.4
CO_2e emissions (in CO_2e)	388 t	52.5 kg
Water consumption (in m^3)	1,984	0.27

CONSUMPTION DATA IN ABSOLUTE NUMBERS *

	2012	2011	2010
Electricity consumption (kWh)	**52,114,039**	52,707,160	54,889,805
Number of analysed properties	**70 of 269**	72 of 269	70 of 269
Corresponding rental space in sqm	**606,605**	590,370	600,967
Heating energy consumption (kWh)	**88,011,913**	78,832,896	91,278,289
Number of analysed properties	**97 of 269**	98 of 269	97 of 269
Corresponding rental space in sqm	**869,668**	838,612	837,236
CO_2 emission ($kgCO_2e$)	**35,984,321**	34,502,135	40,527,248
Number of analysed properties	**97 of 269**	98 of 269	97 of 269
Water consumption (m^3)	**222,028**	224,318	229,296
Number of analysed properties	**94 of 269**	97 of 269	96 of 269
Corresponding rental space in sqm	**847,457**	833,874	834,325

* related to the analysis portfolio

LIKE-FOR-LIKE CONSUMPTION FIGURES *

	2012	2011	2010	Change
Electricity consumption (kWh)	51,165,398	52,061,025	53,906,143	-5.1%
Number of analysed properties	66 of 269	66 of 269	66 of 269	
Corresponding rental space in sqm	573,797	573,797	573,797	
Heating energy consumption (kWh)	83,420,009	76,237,872	88,556,930	-5.8%
Number of analysed properties	93 of 269	93 of 269	93 of 269	
Corresponding rental space in sqm	809,085	809,085	809,085	
CO_2 emission ($kgCO_2e$)	34,560,113	33,577,618	39,461,344	-12.4%
Number of analysed properties	93 of 269	93 of 269	93 of 269	
Water consumption (m^3)	213,938	218,309	224,148	-4.6%
Number of analysed properties	94 of 278	94 of 278	94 of 278	
Corresponding rental space in sqm	829,051	829,051	829,051	

* related to the analysis portfolio

KEY FIGURES*

	2012	2011	2010	Change
Electricity consumption (kWh/sqm)	85.9	89.3	91.3	-5.9%
kWh/work place**	1,718	1,786	1,827	
Number of analysed properties	70 of 269	72 of 269	70 of 269	
Heating energy consumption (kWh/sqm)	101.2	94.0	109.0	-7.2%
kWh/work place**	2,024	1,880	2,180	
Number of analysed properties	97 of 269	98 of 269	97 of 269	
CO_2 emission ($kgCO_2e$/sqm)	49.7	49.6	58.4	-14.9%
$kgCO_2e$/work place**	994	991	1,167	
Number of analysed properties	97 of 269	98 of 269	97 of 269	
Water consumption (m^3/sqm)	0.26	0.27	0.27	-4.7%
m^3/work place**	5.2	5.4	5.5	
Number of analysed properties	94 of 269	97 of 269	96 of 269	

* related to the analysis portfolio ** Average size of office work place in the five largest German cities: around 20 sqm (source: Facility Management – Bürokostenreport 2012)

DIC ASSET AG´S ECO-BALANCE

DIC Asset AG has about 140 employees at six locations in Germany. In evaluating the consumption data for the properties used by ourselves, we apply the same methodology as in evaluating our analysis portfolio.

In the financial year 2012, DIC Asset AG's electricity consumption amounted to some 43.6 kWh/sqm (2011: 41.3 kWh/sqm). Consumption increased by 2.4% compared with 2010. DIC Asset AG obtains heating energy from district heating and gas at all six locations. The heating energy consumption in 2012 was considerably lower at 59.9 kWh/sqm (2011: 74.7 kWh/sqm), representing a decline of about 31% compared with 2010.

Water consumption, at 0.31 m^3/sqm in 2012, was nearly the same as in 2011 and 2010.

In principle, we are very keen to encourage our employees at all sites to think and act in an eco-friendly way and to take an interest in energy efficiency. Since our head office in Frankfurt was relocated in April 2014, we have become the main tenants in a sustainable office block which was built in compliance with the very strictest Green Building Standards. This has improved our potential for energy-efficient working and also offers many other advantages for our employees, including, for instance, the offer of a DIC job ticket that we pay for to support their use of public transportation as an environmentally friendly way to commute to work (more on this on pages 44 ″DIC is moving!“).

With our ″green energy“ project, since 2010 the electricity used in the communal areas of our properties has come from renewable, CO_2-neutral energy sources (eco-electricity). We are therefore supporting the environmentally-friendly generation of power.

We have also gradually been switching our company offices to eco-electricity. The Mannheim office has been supplied with eco-electricity by a local supplier since 01.01.2011, and since 2012 so too have the Frankfurt and Hamburg offices. These were followed in 2013 by the Düsseldorf and Munich offices and, since the beginning of 2014, the Berlin office.

ELECTRICITY AND WATER CONSUMPTION OF DIC ASSET AG Absolute figures

	2012	2011*	2010*	Change
Electricity consumption (in kWh)	**199,085**	186,377	191,027	4.2%
in kWh/sqm	**43.6**	41.3	42.6	2.4%
in kWh/employee	**1,443**	1,534	1,745	-17.3%
Heating energy consumption (in kWh)	**273,432**	335,956	390,788	-30.0%
in kWh/sqm	**59.9**	74.4	87.2	-31.3%
in kWh/employee	**1,981**	2,765	3,569	-44.5%
Water consumption (in m^3)	**1,395**	1,353	1,417	-1.6%
in m^3/sqm	**0.31**	0.30	0.32	-3.3%
in m^3/employee	**10.1**	11.1	12.9	-21.9%
Number of properties	**6**	6	6	
Corresponding rental space in sqm	**4,530**	4,500	4,480	
Number of employees (annual average)	**138.0**	121.5	109.5	

*Changes to previous years due to recalculation or correction for a location

The CO_2 balance sheet for DIC Asset AG includes all greenhouse gas emissions – measured in carbon dioxide – arising from its business operations.

In addition to the emissions arising from the use of the properties at our locations, these mainly comprise the CO_2 emissions resulting from employees' business travel by air or by train and from vehicles of our own fleet.

In the financial year 2012, the CO_2 balance sheet outcome including consumption of tenants was 36,368 tCO_2e (2011: 34,935 tCO_2e).

In future, we would like to measure the CO_2 emissions of DIC Asset AG in even more detail and optimise our analysis. In particular, the quality of the data we collect about commuting by our employees at all locations poses considerable challenges and we would like gradually to improve this in future reports.

GREENHOUSE GAS EMISSIONS ACCORDING TO GHG PROTOCOL * in tCO_2e

	2012	2011	2010	Change
Scope 1				
Vehicle fleet	274	269	271	1.1%
Scope 2				
Consumption of DIC Asset AG **	86	137	170	-49.4%
Scope 3				
Business trips	24	27	24	0%
Consumption of tenants (basis: analysis portfolio)	35,984	34,502	40,527	-11.2%
Total tCO_2e	36,368	34,935	40,992	-11.3%

* Not counting commuting by employees
** Eco-electricity supplied to company offices in Mannheim from 01.01.2011, Frankfurt from 01.01.2012, Hamburg from 01.10.2012

″Greenhouse Gas Protocol“ (GHG Protocol)

Our CO_2 accounting is based on the globally recognised ″Greenhouse Gas Protocol“. The standards distinguishes between three types of emission, so-called ″scopes“:

- Scope 1 encompasses direct CO_2 emissions. For DIC Asset AG, these come from the company's vehicle fleet.
- Scope 2 relates to indirect CO_2 emissions. These are produced by our suppliers in the generation of energy (electricity and heat) for our business locations.
- Scope 3 covers all the other CO_2 emissions associated with our business operations. These include greenhouse gas emissions resulting from business travel and commuting, and the CO_2 emissions caused by usage at the properties in our analysis portfolio.

SOCIAL

As one of Germany's largest portfolio managers for commercial properties, we are not only part of the professional lives of many people but, by our activities, we also influence the local and regional environment in cities and communities. We therefore accept our social responsibilities and become involved in social and socio-political matters, even if this does not contribute directly to financial gain. We also strive to treat our employees, customers and business partners in a fair and responsible manner at all times.

OUR EMPLOYEES

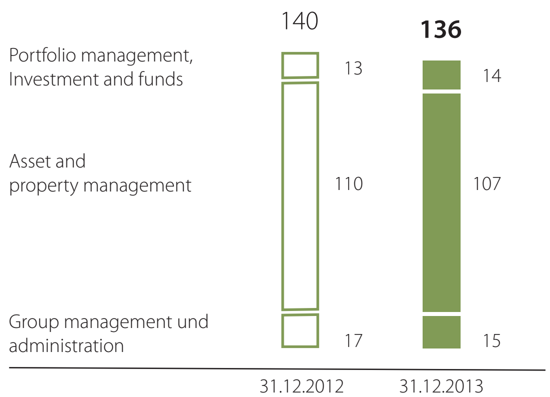
DIC Asset AG is one of the large listed real estate companies in Germany, but deliberately does not have the characteristic features of a large company. We strive to empower our employees to display and develop their ideas and potential. We focus on lean structures, the ongoing exchange of ideas and the requisite flexibility to strive for the best solution at all times. The resulting speed in decision-making and flexibility in recognising and seizing opportunities is important – it allows us to be faster in taking decisive steps.

The knowledge, performance and commitment of our employees form the basis for our company's success. We can only achieve our ambitious targets if we have qualified and motivated employees, who represent our company to the outside world with success and conviction. We therefore value and promote entrepreneurial thinking and action, the ability to act on one's own initiative, flexibility and specialist knowledge. The most fertile ground for this is a healthy corporate environment, characterised by fairness and where variety and equal opportunities have a positive impact both on the work itself and on the sense of cohesion amongst our employees.

Our principles of social sustainability

- Fair and tolerant interactions with our stakeholders
- Good working environment, together with support and promotion of our employees
- Long-term partnerships with high-performing companies
- Cautious urban development with respect for the growing environment
- Charitable and social involvement focused on breathing new life into public spaces

NUMBER OF EMPLOYEES



At end of 2013, DIC Asset AG had 136 employees (2012: 140). Compared with the previous year, we have streamlined administration and simultaneously strengthened the portfolio management, investment and funds departments.

Most of our employees work in real estate management, on direct wealth creation from our properties. We operate throughout Germany with six branches located in areas where our portfolio is concentrated. The corporate headquarters of DIC Asset AG is in Frankfurt am Main, and this is where central management and administrative tasks are performed.

Salaries: fair remuneration and rewards for performance

Our salaries consist of a basic income, supplementary benefits and performance-related components. We base our salaries on industry standards and those of our competitors. The performance-related component is linked to the achievement of strategic, operational and personal targets. In this way, we encourage and support an awareness of entrepreneurial issues among our employees.

In 2013, DIC Asset AG paid a total of EUR 12.1 million to its employees. This figure includes performance-related bonuses of EUR 1.5 million, corresponding to approximately 12%. Social security taxes, pension contributions and other additional benefits amounted to a total of EUR 1.5 million.

Systematic personal development

Systematic personal development is a major part of our long-term corporate development strategy. The aim of personal development is to support our employees and improve their qualifications, and to secure their long-term loyalty.

Our central Personnel Department ensures that talents are discovered, nurtured and deployed to best effect throughout the company. We therefore support our employees in their personal further development and advancement and invest in disseminating knowledge and skills. We offer training courses on specific themes, for example sustainability, and more general training including in foreign languages and presentation skills. In 2013 we provided tremendous support for individuals wishing to undertake further training The introduction of company-specific real estate software was accompanied by nationwide staff training.

Personal development is also a core element of the duties of our managers. We support our managers in this regard and provide them with the necessary tools, for example through regular training sessions. In addition, we hold regular management meetings with the Management Board. As well as knowledge being shared internally, other sector- and property-specific issues are also examined in greater depth in talks by specialists.

An attractive employer

Attracting high-performing staff for our company is one of the most important tasks in personnel management. In order to be attractive to talented and well-qualified candidates, we invest in positioning DIC Asset AG as an excellent employer and ensuring public awareness of the benefits we offer. For example – unlike many large companies – we have flat hierarchies, we give people responsibility early and we offer them wide-ranging decision-making authority. To publicise this, we are intensifying our cooperation with selected universities focusing on real estate. Our managers give lectures there and maintain close contact with academic staff. We also again participated in the real estate careers forum organised by Immobilien Zeitung in Frankfurt in June 2013.

Training of junior employees, support for students

We invest in the training of young people and regard this as an important socio-political contribution. In 2013, we also provided training at our branches, under the dual system, for two students reading real estate studies at the University of Cooperative Education. Furthermore, work experience for schoolchildren (lasting two weeks) and placements for students for periods of from two to six months, provide an insight into various aspects of our company. The students are entrusted with carrying out the day-to-day work of the company. We offer university graduates the opportunity to embark upon a 12- or 18-month training programme following their studies, and we currently have one employee on this scheme. We also provide students with support for their Bachelor's dissertations or Master's theses. We regard all these schemes as important elements in attracting qualified young people to our company in the future.

Flexible working patterns

DIC Asset AG offers flexible working patterns, principally in order to support employees returning to the workplace after parental leave. In this way we enable our staff to balance their family and professional lives. In 2013, a total of 15 employees (11%) were working part-time, while in 2012 there were 13 (9%).

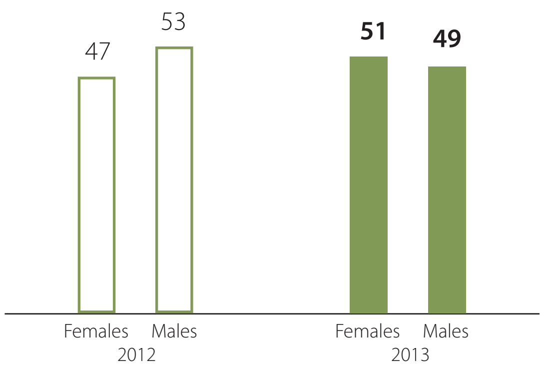
Promoting open communication and fostering team spirit

In addition to the established tools for personal development, such as annual feedback reviews, we also place great value on promoting an open exchange amongst our employees, unimpeded by different hierarchical levels. In general, our employees should be able to approach their line managers with their questions or concerns at any time.

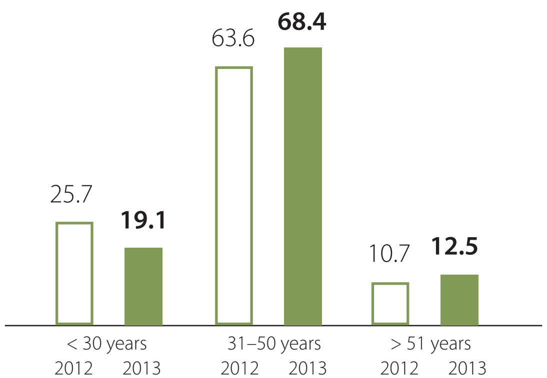
Regular meetings of working groups in which employees from the branch offices and headquarters work together on different projects encourage a spirit of cooperation and the sharing of expertise. The compliance guidelines that were newly introduced in 2013 should also encourage responsible cooperation.

In order to support this form of shared work, we hold annual events for our employees at which we use team-building activities to promote a sense of community and cohesion among our employees. Furthermore many of our employees regularly take part in the Frankfurt JP Morgan Corporate Challenge Run. In addition to the sporting elements of this event, the focus is also on values such as

PROPORTION FEMALE / MALE EMPLOYEES in %



AGE STRUCTURE in %



team spirit, communication, loyalty to colleagues, fairness and a sense of community.

Balanced employee structure

For many years, there have been approximately equal numbers of male and female employees at DIC Asset AG. As of the end of 2013, we had 51% female employees (2012: 47%). The majority of our employees, around 68%, are aged between 31 and 50.

Low level of absenteeism

We endeavour to reduce the number of days lost through illness to a minimum by taking appropriate measures. After long absences due to illness, we talk to the employees in question when they return to work. We work together to take preventive measures to minimise the likelihood of such an absence occurring again when they return.

NEW/LEAVING EMPLOYEES *

	2013				2012		
	Males	Females	Total		Males	Females	Total
New	9	12	21	New	12	21	33
Leaving	9	6	15	Leaving	11	12	23
Fluctuation in %			10.6	Fluctuation in %			16.3

* adjusted for employee turnover within the DIC Group; based on the number of resignations by permanently employed staff.

The absence rate per employee increased compared with 2012 from an average of 9.1 days to 11.9 days. This is the equivalent of an average absence rate of 4.6% in 2013 (2012: 3.6%). The increase is mainly due to a wave of flu which gripped Germany in the winter months at the start of 2013.

Illness-related absences by employees of DIC Asset AG are therefore still considerably below the average rate for employees in Germany, which in 2013 was 14.7 days of sickness (2012: 14.2)*.

* Source: Techniker Krankenkasse (www.tk.de) Forecast Health Report 2014 and Health Report 2013

ABSENCE

	2013	2012
Total days of absence	1,612	1,272
Ø days of absence per employee	11.9	9.1
Absence rate * in %	4.6	3.6

* Calculation: Absent days in the year/(Target work days multiplied by average number of employees in the year)

SECTOR INVOLVEMENT AND MEMBERSHIPS

An active role with the associations

We are involved in associations and organisations in the sector, with the aim of embedding sustainability-related issues such as transparency, reporting and communication with investors even more firmly in the real estate sector.

To raise awareness of real estate companies and their concerns, we work with other sector participants especially in the ZIA (German Property Federation) and EPRA (European Public Real Estate Association). The Chairman of the Management Board Ulrich Höller serves on the executive bodies of EPRA and ZIA as an Executive Board Member and Vice President respectively. CFO Sonja Wärntges contributes her expertise to the EPRA Reporting & Accounting Committee and to the corresponding committee at the ZIA. Immo von Homeyer, Head of Investor Relations & Corporate Communications, supports various activities both on the EPRA Investor Relations Committee and at ZIA with the aim of strengthening professional investor and media relations in the industry.

Commitment to sustainability and urban development

In the person of the Chairman of the Board Ulrich Höller, we play an active role on the Sustainability Committee of the ZIA, in order to promote the subject of sustainability not only in our own company but throughout the sector.

The Chairman of the Board is also a member of the expert group on "Housing and Urban Development" in Frankfurt am Main. As part of a five-person team, he advises the Lord Mayor on key issues of future and sustainable urban development and particularly contributes his expertise in the field of commercial real estate. The aim is to ensure that Frankfurt remains an extremely attractive location in which to live and work.

Already in 2011 we worked with the ZIA on developing a Sustainability Code for the German real estate industry which was published in September 2011. A core element of this sector code is that companies should commit themselves to producing a sustainability report. The code should form the basis for verifiable measurement of the company's activities in the field of sustainability.

DIC Investors' Day: meetings between investors and the industry

On 18 April 2013, German and international experts from the real estate and financial sectors met for the second time for the DIC Investors' Day, to which 300 investors, financial associates and players in the sector were invited from Germany and abroad. Well-known figures from the worlds of commerce and politics discussed current challenges in the real estate sector and cross-sector initiatives. Following the success of this meeting and the feedback we received, we intend to repeat it regularly and establish it as a sector event.

Support for industry networking

We also play an active role in sponsoring real estate conferences and important sector gatherings (for example Quo Vadis, Real Estate Forum), in order to promote the sharing of experience and information within the industry, as well as showcasing DIC Asset AG on the national and international scene.

SUSTAINABLE SUCCESSES

DIC IS MOVING!

At the beginning of April 2014, we made it: DIC moved its head office in Frankfurt to the MainTor and was one of the first tenants to move into the new MainTor Primus building. The new offices, occupying seven storeys and an area of 3,300 sqm, offer DIC and its employees many advantages.

In addition to the modern and sustainable office workstations, which meet the latest standards for convenience and efficiency, the central, inner-city location of the MainTor offers close proximity to numerous shops and restaurants, direct connections to public transport and the beautiful banks of the River Main just a few metres away.

Relocating a company is a major effort for all employees and a logistical challenge. However, a move also offers a company the opportunity to integrate new ideas and improvements into its daily working environment. We have seized this opportunity and made many improvements in order to create an even better workplace for our staff and offer them the best possible atmosphere and quality of life while at work.

BENEFITS OF THE NEW DIC WORKPLACE:

- City-centre location with numerous shops and wide range of restaurants in the immediate vicinity
- Direct connections to local public transport
- Offer of a DIC "Job ticket" to encourage the use of climate-friendly public transport
- Implementation of the latest office features with separate communication zones, natural ventilation technology and variable lighting
- High ceilings and high-quality fittings
- Multifunctional room equipment and the latest communications technology
- Spacious rooftop terrace and staff lounge with views of the Old Town and city skyline
- Bike racks and staff showers
- In-house DIC library offering a wide range of specialist books on real estate

To keep our employees informed about the new features at their future workplace, we have prepared a comprehensive welcome folder called the "MainTor Primus Guide". This is also intended for future new members of staff to enable them to settle in quickly in their new working environment.

We have also included in the "MainTor Primus Guide" detailed environmental guidelines and recommendations. We want to encourage our staff to behave in an environmentally-friendly way in their daily life and work and so also to set a good example to the tenants in our properties.

DIC ENVIRONMENTAL GUIDELINES

- Use of resources
  We are committed to optimising the consumption of all resources in all areas of the building and to using energy, waste and water carefully and efficiently.
- PR work
  We will keep our staff and business partners regularly informed about our business activities.
- Continuous improvement
  We are committed to regularly checking and continuously improving our operational procedures from the ecological and economic points of view, including incorporating ideas from any member of staff.
- Waste disposal
  We are committed to avoiding generating waste as far as possible and separating it for recycling as much as we can.
- Procurement
  In purchasing, we will focus on regional products, renewable resources and recognised environmental quality marks. We also intend to exert a positive influence on our service provider partners.
- Self-commitment by managers and employees
  The subject of sustainability is a key element in our philosophy and actions. We are committed to handling the resources entrusted to us carefully and to a continuous improvement process in our own work and the work of our service providers.

SUSTAINABLE PROJECT DEVELOPMENT MAINTOR – THE RIVERSIDE FINANCIAL DISTRICT

DIC is creating an open and lively district on one of the most attractive development sites in Frankfurt city centre. In the banking district located directly next to the River Main, three high-rise buildings are being constructed – "WINX – The Riverside Tower" at a height of around 110 metres and two other towers, each about 65 metres high. While the tower blocks will be used almost entirely as office space, smaller residential buildings will enhance the diversity of the site. The buildings, which are being constructed in accordance with the latest Green Building Standards, form a district with a variety of urban uses, including offices, residential areas, retail units and restaurants, with space for approximately 3,000 workers and around 200 exclusive apartments. The MainTor project will enhance the part of Frankfurt's banking quarter that lies alongside the River Main, from both an architectural and an urban planning perspective. DIC Asset AG holds a 40% share in the project as a whole.

We are implementing the MainTor project as six separate sub-projects, covering areas between 5,500 sqm and 35,000 sqm. All the sub-projects will only move into the implementation phase following successful pre-marketing – i.e. not speculatively. Thanks to the wide range of property sizes and various letting levels that we offer, our properties appeal to a very wide circle of potential tenants. By the division into separate sub-projects, we shall avoid the fundamental risks of a large-scale, interdependent development in terms of construction, letting and marketing.

Significant marketing successes in 2013

We achieved two major successes in letting at the end of 2012/beginning of 2013: CMS Hasche Sigle became the main tenant in the MainTor Panorama office block, hiring over 9,000 sqm – about 70% of the rental space. Union Investment, which is already one of the main tenants in the MainTor Porta, is taking over a further approximately 8,000 sqm there and so becomes the future sole tenant.

In December 2013, a fund managed by Union Investment Real Estate acquired MainTor Porta, which is fully let on long-term tenancy agreements, for EUR 155 million. Title to the building, which is under construction, will be transferred to the purchaser in fall 2014 once the tenant has moved in 2014.

By the end of last year, 88% of the apartments in the MainTor Palazzi had been marketed in advance, very successfully. With 92% at the end of April 2014, marketing has come even closer to selling out in advance.

At the end of 2013, around 60% of the total project volume had either already been marketed or was being implemented. Marketing of the last and most distinctive building, the central office block "WINX – The Riverside Tower", started at the beginning of 2014.

MainTor: sustainability from the planning right through to occupation

Considerable importance was attached to the subject of sustainability right from the planning stage for the MainTor site. Sustainable project development means consistently exploiting cost-saving potential, making optimal use of the available space, improving productivity and the quality of life for employees and including the area around the property in the planning. If these aims are to be achieved, it is important to make the right decisions early in the planning phase. When it comes to the construction, the implementation will take account of numerous aspects relating to sustainability and will thus make the MainTor project one of the major sustainable development projects in Germany. On its completion, it will not only be the developers who profit from a modern, efficient and environmentally-friendly property, but also, and especially, its users. We are aiming to achieve the top Green Building certificate from the German Sustainable Building Council, the DGNB gold certificate, for all of the commercial sub-projects in the MainTor district.

HISTORY OF THE MAINTOR SITE – THE BIRTHPLACE OF THE BANKING DISTRICT

1873 Site where Degussa was founded as the "Deutsche Gold- und Silber-Scheideanstalt" with the first modern mint in Frankfurt am Main

from 1956 Closed-off area, loss of important public access routes between the city and the river

from 1986 Used solely as the Degussa/Evonik headquarters

2005 DIC purchases the Degussa site together with Morgan Stanley

2007 Agreement reached between the City of Frankfurt and DIC concerning the redevelopment of the MainTor site

2009 December: International architecture competition on the future design of the two high-rise buildings WINX and MainTor Panorama

2010 Effective local development plan is finalised

2011
January: EVONIK (formerly Degussa) moves out
June: Sale of the first sub-project, MainTor Primus
August: Start of demolition work

2012
January: Large-scale tenancy in the MainTor Porta agreed with Union Investment (14,000 sqm, 70% pre-letting)
March: MainTor project: winner in the "Best German Project" category of the MIPIM Award 2012
July: Sale of MainTor Panorama and MainTor Patio before construction starts, to Ärzteversorgung Westfalen-Lippe for EUR 150 million
August: Foundation stone laid for "MainTor Porta"
December: Start of marketing of the apartments in the MainTor Palazzi

2013
January: Large-scale lettings in the MainTor Panorama to CMS Hasche Sigle (over 9,000 sqm, 70% of the rental space) and in the MainTor Porta to Union Investment (about 8000 sqm)
February: MainTor project: winner of the Property Manager 2013 in the Communication/Marketing category
December: Sale of MainTor Porta to a Union Investment Real Estate Fund for EUR 155 million.
December: about 88% of the apartments in the MainTor Palazzi have been successfully marketed (as of April 2014: 92%).

2014
January: Start of marketing for the last sub-project, "WINX – The Riverside Tower"
April: DIC relocated its headquarters into "MainTor Primus"

ECOLOGICAL GOALS

Our aspiration for the MainTor project in terms of ecological sustainability is to find energy-saving, resource-protecting and environmentally compatible solutions for the construction and operation of the properties and to make full use of the structural and technical potential for optimisation. We have therefore focused on what is required in order to achieve the highest sustainability standards right from the earliest planning phases. For example, a specification for the future energy supply and the efficient use of energy was drawn up at an early stage and defines the specific energy targets for each building. During the implementation phase we will also incorporate the entire procurement process, including the manufacturing of construction materials, in our consideration of sustainability aspects. We also ensure that the defined sustainability targets are met when selecting the companies to be involved in the construction work, and check this constantly as the building work progresses. When we began the implementation of the project, we demolished an area of 64,000 sqm, comprising 130,000 tonnes of concrete. That required about 800,000 digger operations, 6,500 digger hours and 10,500 hp of engine power. 200 tonnes of steel were completely recycled and 20,000 tonnes of rubble reprocessed, meaning that altogether 95% of the demolition material was recycled.

In the planning phase, we set ourselves the target of being up to 25% below the reference figures in the Energy-Saving Regulations (EnEV 2009). For the last sub-project, "WINX – The Riverside Tower" we have now based at our plans on the new Energy-Saving Regulations (EnEV 2014) which require the energy figures for new buildings built after 1 January 2016 to be 25% below the reference figures in EnEV 2009. In adapting our current and ongoing planning for the last sub-project, we are therefore taking account at an early stage of the changing legal conditions for the real estate industry and realising a future-proof product in compliance with the very latest standards.

ECONOMIC GOALS

In developing the MainTor area, we are opening up a district of the city with a unique riverside location and increasing the surface area from 64,000 sqm to 108,000 sqm (gross floor space), an increase of +40%.

An outstanding urban use mix, with first-class residential accommodation complementing the main usage types of office, catering and retail, will create a new connection between urban living and working close to the river and position the MainTor as a location for premium real estate in the banking district.

With the successful marketing of five out of the six sub-projects, we have significantly reduced the project risks. All five sub-projects that have been sold are now under construction or in the process of completion, constituting around 60% of the entire project, which is worth about EUR 750 million. Demolition and construction work are proceeding on schedule and on budget. In order to avoid financial risks, we attach great importance to keeping constant close control during the project planning and implementation phases.

SOCIAL TARGETS

With the MainTor project, we are aiming to improve the urban development and socio-cultural situation, while showing due respect for the built-up shared environment and incorporating the historical and cultural heritage.

Enhancing the image of the city and inner-city

By opening up a district that for decades was inaccessible to the general public, we are creating a lively new area in a unique location in the banking district on the banks of the River Main. On the MainTor site, a much-sought-after blend of riverside living and working is emerging – thanks to the combination of office space, shops, culture, lifestyle and residential areas.

Wide range of catering facilities

We have begun planning the marketing of the future catering facilities. The lively and sophisticated plaza will be a particularly attractive feature. Under the motto "Making people feel at home", we will be offering a variety of catering concepts to meet the demand for the unusual. In future, up to 3,000 office workers and about 400 residents in the area, together with visitors and passers-by, will be able to enjoy a wide range of culinary delights at the MainTor. The size of the premises in the MainTor sub-projects offers plenty of scope for ideas. In a brochure specially produced for the tendering exercise for the catering facilities, we show a wide range of concepts and possible projects.

Open and real-time communication

Right from the start of the project, we have kept the public informed about the redevelopment of this riverside area. With the beginning of first demolition work in 2011, DIC launched a comprehensive ongoing publicity campaign to keep all concerned regularly well-informed. This includes, among other things, a dedicated website, press releases, information on the hoardings around the site and the special MainTor magazine "The Riverside". People who live and work in the immediate vicinity have also been kept informed about all stages of the project by means of face-to-face meetings, information events and letters.

SUSTAINABILITY IN THE EXISTING PROPERTY PORTFOLIO

The efficient and environmentally-friendly management of our existing properties is of great interest both for us and for our tenants. We are continuously in conversation with the tenants in our properties about potential energy savings and we show them ways of improving their use of resources. We combine processes and operations, such as the energy supply, waste disposal and maintenance measures, in terms of their logistics, to ensure that an efficient and at the same time cost-effective service can be provided. Many of our properties are located in close proximity to public transport and can therefore be easily accessed by our tenants' employees. The re-letting and repositioning of properties, and the associated reduction in vacant periods, also make a valuable contribution to sustainability from the economic point of view. A high letting rate throughout the lifecycle of the properties ensures that rental incomes are generated which, to some extent, can feed back into maintaining and managing the properties efficiently.

We have continually expanded our investment in our portfolio over the years to modernise our properties and increase their efficiency and attractiveness to our tenants. In 2013, we invested a total of EUR 22.7 million in our portfolio. We have also invested in properties built to meet the latest Green Building Standards.

You can find examples of successful investments that we have made over recent financial years in this report on pages 27, 28 and 53.

eBay-CAMPUS, Berlin

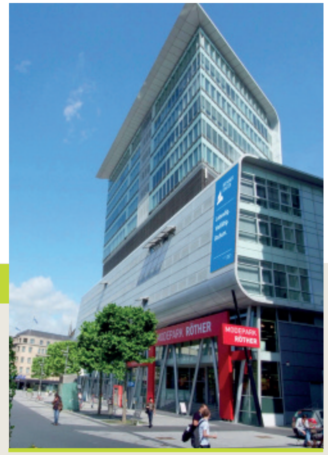
Long-term successful extension to the agreement with eBay head office

- Extension of tenancy agreements covering 20,000 sqm ahead of time
- Cash flow secured very long term at current market rents

eBay's German head office in Berlin, comprising rental space of approximately 20,000 sqm, is fully let to the online auction house and has been part of DIC Asset AG's portfolio since 2005.

In the second quarter of 2013, we well ahead of time succeeded in arranging an extension to the tenancy two years before it expired. The agreements were concluded at the current market rate. We are participating in the tenant's improvements with a contribution towards the costs of modernising the canteen among other things. As a result, we shall secure the rental income from the property long-term and, at the same time, enhance the quality of the property.

"Bochumer Fenster", Bochum



Repositioned and let on long-term basis

- Restructuring of vacant space and repositioning on the market
- Long-term large-scale tenancy involving 6,700 sqm with the Ruhr-University Bochum
- Significant broadening of the user mix

The former Stadtbadgalerie is a striking property in the centre of Bochum. The property comprises a rental area of some 23,700 sqm, divided between a mix of uses such as office, retail, catering and other uses.

Because the swimming pool had been forced to close following severe water damage in October 2012 and given that the fitness studio and retail space were vacant at the time, DIC Asset AG developed a new concept for the use of the entire property in collaboration with the city administration and experts. The property will remain a multi-tenant property with attractive retail space and long-established office tenants in future. The former fitness studio space and vacant retail space were converted into offices, seminar rooms and lecture space as well as a public cafeteria; in the process, 400 sqm of circulation space was converted into rental space. The Ruhr-University Bochum has rented more than 6,700 sqm in total for more than ten years. The usage structure has broadened with the university as an additional anchor tenant. The annual rental income will increase by around 40%.

NOTES

SELF-ASSESSMENT BASED ON GRI APPLICATION LEVEL

The guidelines of the Global Reporting Initiative (GRI) are internationally recognised guiding principles for sustainability reporting. They propose reporting principles and specific content with the aim of increasing the comparability of company reports and improving the quality and accuracy of such reports.

GRI aims to continuously develop and improve its guidelines. In summer 2013, the Global Reporting Initiative (GRI) published the fourth comprehensive revision of its framework for sustainability reporting ("G4 Guidelines"). The current framework for reporting is supplemented by sector-specific principles and indicators in order to improve the reporting and performance measurement of individual industries.

In this report we applied the previous framework for reporting, G3.1, and will endeavour to implement G4 for the next Sustainability Report. In addition to the G3.1 Guidelines, we also based our work on the supplements for the construction and real estate sector (CRESS) and the EPRA "Best Practice Recommendations" when measuring our economic, ecological and social performance.

We rate our own level of compliance with GRI guidelines in our second Sustainability Report as Level B.

Standard Disclosures

Report Application Level	C	C+	B	B+	A	A+
G3 Profile Disclosures (Output)	Report on 1.1 2.1-2.10 3.1-3.8, 3.10-3.12 4.1-4.4, 4.14-4.15		Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5-4.13, 4.16-4.17		Same as requirement for Level B	
G3 Management Approach (Output)	Not required	Report externally assured	Management Approach Disclosures for each Indicator Category	Report externally assured	Management Approach Disclosures for each Indicator Category	Report externally assured
G3 Performance Indicators & Sector Supplement Performance Indicators (Output)	Report on a minimum of 10 Performance Indicators inkluding at least one from each of: Economic, Social und Environmental		Report on a minimum of 20 Performance Indicators inkluding at least one from each of: Economic, Environmental, Human Rights, Labor, Society, Product Responsability		Report on each core G3 and Sector Supplement with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission	
			DIC Asset AG			

GRI/EPRA INDEX

STANDARD DISCLOSURES PART I: Profile Disclosures

Profile Disclosure	Description	Reported	Cross-reference/Direct answer	Appendix
1.	**Strategy and Analysis**			
1.1	Statement from the most senior decision-maker of the organization.	■■	page 2	
1.2	Description of key impacts, risks, and opportunities.	■■	pages 1-14	
2.	**Organizational Profile**			
2.1	Name of the organization.	■■	DIC Asset AG	
2.2	Primary brands, products, and/or services.	■■	pages 4, 8-9	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	■■	pages 4, 8-10, 13	
2.4	Location of organization's headquarters.	■■	Neue Mainzer Str. 20 - MainTor, 60311 Frankfurt am Main, Germany	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	■■	1 country (Germany), page 4	
2.6	Nature of ownership and legal form.	■■	German public limited company	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	■■	pages 4, 8, 10-11	
2,8	Scale of the reporting organization.	■■	page 4	
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	■■	pages 4, 17, AR 2013 pages 17, 20	
2.10	Awards received in the reporting period.	■■	page 18	
3.	**Report Parameters**			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	■■	Environmental consumption data from period 2010-2012, Economic and social data from period 2012-2013	
3.2	Date of most recent previous report (if any).	■■	21.12.12	(1)
3.3	Reporting cycle (annual, biennial, etc.).	■■	Annually, update of first sustainability report in 2012	
3.4	Contact point for questions regarding the report or its contents.	■■	Peer Schlinkmann and Immo von Homeyer	
3.5	Process for defining report content.	■■	pages 5-6	
3,6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	■■	page 6	
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	■■	page 6	
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	■■	see part of AR 2013 notes, pages 105-113, 129-131	
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	■■	pages 31-38	
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g.,mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	■■	pages 31-38	

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	■■	pages 31-38
3.12	Table identifying the location of the Standard Disclosures in the report.	■■	pages 55-65
3.13	Policy and current practice with regard to seeking external assurance for the report.	■■	self-declared to GRI-level B
4.	**Governance, Commitments and Engagement**		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	■■	pages 12-13, AR 2013 pages 118-121
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	■■	pages 12-13, AR 2013 pages 118-121
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	■■	n.r., dual management structure (see page 12)
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	■■	pages 15, 18-22, AR pages 7-11
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	■■	AR 2013 pages 121-123
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	■■	AR 2013 pages 119-121
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	■■	AR 2013 page 120
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	■■	pages 2-6, 15, 45
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	■■	pages 2, 5-7, AR 2013 pages 51 -61
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	■■	AR 2013 pages 125-128
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	■■	AR 2013 pages 51-61
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	■■	pages 7, 43
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	■■	pages 7, 43
4,14	List of stakeholder groups engaged by the organization.	■■	pages 16-22
4.15	Basis for identification and selection of stakeholders with whom to engage.	■■	pages 16-22
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	■■	pages 16-22
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	■■	pages 16-22

Appendix

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

CRESS DMAs	Description	Reported	Cross-reference/Direct answer	Appendix
DMA EC	**Disclosure on Management Approach EC (Economic)**	■■	**pages 24-30**	
Aspects	Economic Performance	■■	pages 3, 24-30	
	Market presence	■■	page 4	
	Indirect Economic Impacts	□	n.a.	
DMA EN	**Disclosure on Management Approach EN (Environmental)**	■■	**page 31-37**	
Aspects	Materials	□	n.a.	
	Energy	■■	pages 31-37	
	Water	■■	pages 31-37	
	Biodiversity	□	n.r.	(2)
	Emissions, effluents and waste	□	n.a.	
	Land Degradation, Contamination and Remediation	□	n.a.	
	Products and Services	■	pages 31-37	
	Compliance	■■	page 15	
	Transport	■	page 38	
	Overall	□	n.a.	
DMA LA	**LA Disclosure on Management Approach LA (Labor Practices and Decent Work)**	■■	**pages 20, 39-42**	
Aspects	Employment	■■	pages 33-42	
	Labor/management relations	■■	pages 33-42	
	Occupational Health and Safety	■■	pages 41-42	
	Training and Education	■■	pages 20, 40-41	
	Diversity and equal opportunity	■■	pages 33-42	
	Equal remuneration for women and men	□	n.a.	
DMA HR	**Disclosure on Management Approach HR (Human Rights)**	■	**page 15**	
Aspects	Investment and procurement practices	□	n.r.	(3)
	Non-discrimination	■■	page 15	(4)
	Freedom of association and collective bargaining	□	n.r.	(4)
	Child labor	□	n.r.	(4)
	Prevention of forced and compulsory labor	■■		(4)
	Security Practices	□	n.r.	(3)
	Indigenous rights	■■	page 15	(4)
	Assessment	□	n.r.	(3)
	Remediation	□	n.r.	(3)

CRESS DMAs	Description	Reported	Cross-reference/Direct answer	Appendix
DMA SO	**Disclosure on Management Approach SO (Society)**	■■	**pages 12-23**	
Aspects	Local unities	■	pages 12-23	
	Corruption	■	AR 2013 pages 51-59	
	Public policy	■■	page 43	
	Anti-competitive behavior	■■	page 15	
	Compliance	■■	page 15	(4)
DMA PR	**Disclosure on Management Approach PR (Product Responsibility)**	■■	**pages 2-7**	
Aspects	Customer health and safety	□	n.a.	
	Product and service labelling	■■	pages 27-28, 47	
	Marketing communications	□	n.a.	
	Customer privacy	■■	page 15	
	Compliance	■■	page 15	(4)

STANDARD DISCLOSURES PART III: Performance Indicators

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Apprendix
ECONOMIC				
Economic performance				
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	■■	page 3	(5)
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change and other sustainability issues.	□	n.a.	
EC3	Coverage of the organization's defined benefit plan obligations.	■■	pages 20, 40, 45	
EC4	Significant financial assistance received from government.	□	n.a.	
Market presence				
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	□	n.a.	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	□	n.a.	
EC7	Procedures for local hiring and proportion of senior management and all direct employees, contractors and sub-contractors hired from the local community at significant locations of operation.	■■		(9)

Performance indicator	Description	Reported	Cross-reference/Direct answer	Appendix	EPRA
Indirect economic impacts					
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	■■	page 43		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	■■	AR 2013 pages 51-61		
ENVIRONMENTAL					
Materials					
EN1	Materials used by weight, value or volume.	□	n.a.		
EN2	Percentage of materials used that are recycled and reused input materials.	■	page 49 MainTor project		
Energy					
EN3	Direct energy consumption by primary energy source.	■	pages 31-37		■■
EN4	Indirect energy consumption by primary source.	■	pages 31-37		■■
CRE1	Building energy intensity.	■■	pages 31-37	(6)	■■
EN5	Energy saved due to conservation and efficiency improvements.	■	page 37		
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	■	page 37		■■
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	■	page 37		
Water					
EN8	Total water withdrawal by source.	■	pages 31-37		■■
EN9	Water sources significantly affected by withdrawal of water.	□	n.a.		
EN10	Percentage and total volume of water recycled and reused.	□	n.a.		
CRE2	Building water intensity.	■■	pages 31-37	(6)	■■
Biodiversity					
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	□	n.r.	(2)	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	□	n.r.	(2)	
EN13	Habitats protected or restored.	□	n.r.	(2)	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	□	n.r.	(2)	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	□	n.r.	(2)	

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Appendix	EPRA
Emissions, effluents and waste					
EN16	Total direct and indirect greenhouse gas emissions by weight.	■	pages 31-37	(7)	■■
EN17	Other relevant indirect greenhouse gas emissions by weight.	■	pages 31-37	(7)	■■
CRE3	Greenhouse gas emissions intensity from buildings.	■■	pages 31-37	(7)	■■
CRE4	Greenhouse gas emissions intensity from new construction and redevelopment activity.	□	n.a.		
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	■	page 21		
EN19	Emissions of ozone-depleting substances by weight.	□	n.a.		
EN20	NOx, SOx, and other significant air emissions by type and weight.	□	n.a.		
EN21	Total water discharge by quality and destination.	■	pages 33-37		
EN22	Total weight of waste by type and disposal method.	□	n.a.		■■
EN23	Total number and volume of significant spills.	□	n.a.		
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	□	n.a.		
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	□	n.a.		
Land Degradation, Contamination and Remediation					
CRE5	Land and other assets remediated and in need of remediation for the existing or intended land use according to applicable legal designations.	□	n.a.		
Products and services					
EN26	Initiatives to enhance efficiency and mitigate environmental impacts of products and services, and extent of impact mitigation.	■	pages 31-37		
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	□	n.r.		
Compliance					
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	■■	page 15	(4)	
Transport					
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	■	page 38		
Overall					
EN30	Total environmental protection expenditures and investments by type.	□	n.a.		

SOCIAL: LABOR PRACTICES AND DECENT WORK

Employment

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Appendix
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	■■	pages 39-42	
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	■■	pages 39-42	
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	■■	pages 40-41, 44-45	
LA15	Return to work and retention rates after parental leave, by gender.	■■	page 41	

Labor/management relations

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Appendix
LA4	Percentage of employees covered by collective bargaining agreements.	□	n.r.	
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	■■	We regulary inform our staff about changes in staff, in the management and in the operational structure of DIC Asset	

Occupational health and safety

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Appendix
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	□	n.r.	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	■■	page 42	(8)
CRE6	Percentage of the organization operating in verified compliance with an internationally recognized health and safety management system.	□	n.a.	
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	■■	page 42	
LA9	Health and safety topics covered in formal agreements with trade unions.	□	n.r.	

Training and education

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Appendix
LA10	Average hours of training per year per employee by gender, and by employee category.	■	page 40-41	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	■	page 41	
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	■■	pages 20, 40-41	

Diversity and equal opportunity

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Appendix
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	■■	pages 13, 41-42	

Equal remuneration for women and men

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Appendix
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	□	n.a.	

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Appendix
SOCIAL: HUMAN RIGHTS				
Investment and procurement practices				
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	□	n.r.	(3)
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	□	n.r.	(3)
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	□	n.r.	(3)
Non-discrimination				
HR4	Total number of incidents of discrimination and actions taken.	■■	page 15	(4)
Freedom of association and collective bargaining				
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	■■		(4)
Child labor				
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	■■		(4)
Prevention of forced and compulsory labor				
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	■■		(4)
Security practices				
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	□	n.r.	(3)
Indigenous rights				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	■■		(4)
Assessment				
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	□	n.r.	(3)
Remediation				
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	□	n.r.	(3)

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Appendix EPRA
SOCIAL: SOCIETY				
Local unities				
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	□	n.a.	
SO9	Operations with significant potential or actual negative and positive impacts on local communities.	■	pages 22, 39-51	
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	■	page 51 MainTor project	
CRE7	Number of persons voluntarily and involuntarily displaced and/or resettled by development, broken down by project.	■■		(4)
Corruption				
SO2	Percentage and total number of business units analyzed for risks related to corruption.	■■	AR 2013 pages 51-59	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	□	n.a.	
SO4	Actions taken in response to incidents of corruption.	■■		(4)
Public policy				
SO5	Public policy positions and participation in public policy development and lobbying.	■■	page 43	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	□	n.a.	
Anti-competitive behavior				
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	■■		(4)
Compliance				
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	■■		(4)

Performance Indicator	Description	Reported	Cross-reference/Direct answer	Appendix
SOCIAL: PRODUCT RESPONSIBILITY				
Customer health and safety				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	□	n.a.	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	■■	page 15	(4)
Product and service labelling				
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	■■		(10)
CRE8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment.	■	pages 27-28, 47	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	■■		(4)
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	□	n.a.	
Marketing unications				
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	□	n.a.	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	■		(4)
Customer privacy				
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	■■	page 15	(4)
Compliance				
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	■■		(4)

Explanations/Abbreviations

■■	fully reported
■	partially reported
□	not reported
■■	EPRA Best Practice Recommendations on Sustainability Reporting
CRE	Real estate sector-specific key performance indicators
n.r.	not relevant
n.a.	not available
AR	Annual Report 2013

Appendix

(1)	First Sustainability Report published on 15 March 2012.
(2)	Currently DIC Asset does not own any assets in or adjacent to protected areas
(3)	We do not report on this item (and do not intend to do so in future) as the disclosures prescribed by the GRI guidelines do not apply to our business model. As it focuses exclusively on the German real estate market, DIC Asset AG has not concluded any specific contracts containing human rights clauses. Furthermore, Germany as a country guarantees the most internationally recognised human rights.
(4)	No incidents known
(5)	Please also note the information and statements in our annual report 2013
(6)	Building energy intensity calculation: total annual energy consumption in kWh divided by total floor area (sqm); no further adjustments have been made. Building water intensity calculation: total annual water consumption in m^3 divided by total floor area (sqm); no further adjustments have been made.
(7)	Emission factors based on GEMIS database version 4.8 and the report by the Institute for Applied Ecology "Bestimmung spezifischer Treibhausgas-Emissionsfaktoren für Fernwärme" ["Calculating specific greenhouse gas emission factors for district heating"]
(8)	Absence rate 2013: 1612 total days of absence /(261 total working days x 135 average number of employees during the period 2013) x 200.000 = 9150 Absence rate 2012: 1272 total days of absence /(261 total working days x 138 average number of employees during the period 2012) x 200.000 = 7063
(9)	DIC Asset AG does not have a regional recruitment policy. In recruitment, we focus on applicants' professional suitability for the role to be filled regardless of which region they come from.
(10)	We comply with all disclosure obligations in accordance with statutory requirements in our respective business areas and provide the necessary product and service information.

GLOSSARY

CO_2
Carbon dioxide is a chemical compound of carbon and oxygen and is one of the main and best-known greenhouse gases. It is produced in particular during the combustion of fuels containing carbon, such as fossil energy carriers, e.g. coal, natural gas or crude oil.

CO_2e = carbon dioxide equivalent
To be able to quantify all greenhouse gas emissions using a single value, the impact on the climate of gases such as methane and nitrous oxide are converted into that for carbon dioxide. This value is termed carbon dioxide equivalent (CO_2e).

Co-investments
Comprises the investments in which DIC Asset AG has a minority interest. These include co-investments in special funds and joint venture investments.

Commercial portfolio
The commercial portfolio comprises the direct real estate investments (investment properties) of DIC Asset AG. Real estate in this portfolio is fully consolidated under the balance-sheet item "investment property".

Corporate Governance
Rules for sound, responsible business management geared towards management in line with values and standards in accordance with shareholders and other interested groups. The annual declaration of conformity of the management to the German Corporate Governance Code provides a tool to assess Corporate Governance.

CRESS (Construction and Real Estate Sector Supplement)
Sector-specific supplement to the current GRI Guidelines aimed at companies within the construction and real estate sector. In addition to general performance indicators, these also include sector-specific performance indicators.

DGNB (Deutsche Gesellschaft für Nachhaltiges Bauen) [German Sustainable Building Council]
The DGNB is a non-profit, non-governmental organisation whose task is to develop and promote approaches and solutions for sustainable planning, construction and the use of buildings. At the centre of its work are the composition and development of a certification system for sustainable buildings as well as the awarding of a certificate for the quality levels of gold, silver and bronze.

DIRK (Deutscher Investor Relations Verband e.V.) [German Investor Relations Association]
The DIRK is the German professional association for investor relations. With over 350 members, the DIRK sets the standards for the communication between companies and the capital market.

Energy Savings Ordinance (Energieeinsparverordnung – EnEV)
The Energy Savings Ordinance in Germany lays down standard requirements in structural engineering for developers and owners in order to ensure efficient energy consumption in buildings and construction projects. It applies to residential property, offices and certain industrial premises.

EPRA (European Public Real Estate Association)
The European Public Real Estate Association (EPRA) is an organisation based in Brussels, which represents the interests of major European real estate companies in public and supports the European real estate corporations' development and market presence.

FFO (Funds from Operations)
Operating income from property management, before depreciation, tax and before profits from sales and development projects.

GHG Protocol
The GHG Protocol defines the basic principles of relevance, completeness, consistency, transparency and precision that underpin the recording of CO_2 emissions. It is based on principles of financial reporting. Emissions are divided into three so-called scopes.

Scope 1 covers all emissions generated directly through combustion in a company's own facilities. Scope 2 covers emissions generated by energy bought in (e.g. electricity, district heating). Scope 3 covers emissions from services performed by third parties.

GRI (Global Reporting Initiative)
The Global Reporting Initiative is seen as a continuous international dialogue, involving a wide range of different stakeholders. It was founded in 1997, and its vision was to provide the foundation for transparent, standardised and comparable sustainability reporting on the global economy's economic, ecological and social performance. Its guidelines are designed to promote sustainable global development while helping companies/organisations to prepare sustainability reports with a voluntary framework for reporting.

G3.1 guidelines
The G3.1 guidelines serve as quality assurance in the preparation of sustainability reports. The reporting framework including the guidelines sets out the principles and indicators that the organisations can use to measure their economic, ecological and social performance.

Joint venture
Real estate investments with strategic financial partners in which DIC Asset AG has a minority interest. Part of the co-investments portfolio. Shares in these investments are consolidated as associated companies in accordance with the equity method.

LEED (Leadership in Energy and Environmental Design)
LEED is a US classification system for environmentally friendly construction developed by the US Green Building Council in 1998. It defines a series of standards for environmentally-friendly and sustainable building practices which protect resources. Points are awarded for individual criteria on the basis of a comprehensive evaluation. The overall result determines the level of certification awarded: Certified, Silver, Gold or Platinum.

Net asset value (NAV)
Represents the intrinsic value of a company. The net assets are calculated as the balance of the current value of the assets minus the liabilities.

Renewable energy sources
Renewable energy comes from sources which renew themselves within a short period of time or whose use does not contribute to the depletion of the resource and which are therefore considered to be particularly sustainable resources. They include, in particular, hydropower, wind energy, solar radiation (solar energy) and geothermal energy.

Stakeholder
Stakeholders are generally people or groups with different requirements or interests in the corporate process or result, business sector or project. The distinction can also be made between internal stakeholders (employees, proprietors) and external stakeholders (business partners, tenants, service providers, the public).

Sustainability
Sustainability means achieving a balance between economic, ecological and social aspects, which is also compatible with business targets, as well as safeguarding resultant values and future potential for all current and future stakeholders and generations.

ZIA (Zentraler Immobilien Ausschuss)
[German Property Federation]
The ZIA represents the interests of the real estate industry in Germany in terms of regulation and economic policy.

Units of measurement

– kWh/year	Kilowatt hours per year
– kWh/sqm	Kilowatt hours per square metre
– m^3	Cubic metres
– m^3/sqm	Cubic metres per square metre
– $kgCO_2e$	Kilograms of carbon dioxide equivalent
– $kgCO_2e$/sqm	Kilograms of carbon dioxide equivalent per square metre
– kWh/employee	Kilowatt hours per employee
– kWh/work place	Kilowatt hours per work place
– m^3/employee	Cubic metres per employee
– m^3/work place	Cubic metres per work place

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Forward-looking statements
This annual report contains statements that refer to future developments. Such statements constitute assessments that have been taken in the light of the information available. Should the assumptions on which they are based not prove accurate, or should – as specified in the section entitled risk report – risks occur, the actual results may differ from those anticipated.

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