

EPRA 2021

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

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EPRA Sustainability Best Practice Recommendations

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

DIC Asset AG

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



Overarching recommendations

Organisational boundaries

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

Coverage

1. Portfolio

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

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

2. Energy and GHG emissions

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

3. Water

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

Estimation of landlord-obtained utility consumption

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

Third-party assurance

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

Boundaries – reporting on utility consumption landlord and tenant

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

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

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

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



Normalisation

1. Key indicators – Environment

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

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

2. Key indicators – Social

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

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

Segmental analysis

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

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

Disclosure on own offices

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

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

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

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

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



Narrative on performance

Performance Measures – Environmental

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

Portfolio trends

Energy and GHG emissions¹

The energy intensity of the properties (Energy-Int), excluding tenant electricity, increased by +7% in 2021. Communal-area electricity consumption (Elec-Abs, Elec-Lfl) decreased by –10% in 2021. However, we recorded an increase in the consumption of district heating (DH&C-Abs, DH&C-Lfl) and natural gas (Fuels-Abs, Fuels-Lfl), up by +8% and +14% respectively. The buildings GHG emissions intensity (GHG-Int) therefore amounted to 33.1kgCO₂e/sqm in 2021 (2020: 31.6kgCO₂e/sqm), a slight increase of +5% compared to the previous year. Indirect scope 2 emissions (GHG-Indir-Abs) arising from communal-area electricity provision was very low because of our procurement of green energy (2021: 86%; 2020: 100%). Other indirect scope 3 (total) GHG emissions (GHG-Indir-Abs)

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

Water

The decrease in buildings water intensity (Water-Int) to 0.22m³/sqm resulted in a minimal reduction of –2% in 2021 compared to the previous year. Like-for-like water consumption (Water-Lfl) saw a –12% reduction in 2021 compared to the previous year which we attributed to the effects of the coronavirus pandemic.

Number of sustainably certified assets (Cert-Tot)

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

Company office trends

Energy and GHG emissions

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

In the same period, the number of employees rose by +12.5%. Accordingly, the buildings greenhouse gas emissions intensity by office (GHG-Int) amounted to 65.6kgCO₂e/sqm in 2021 compared to 60.8kgCO₂e/sqm in the previous year, an increase of +8%. There were indirect scope 2 (total) GHG emissions (GHG-Indir-Abs) associated with the supply of energy to the rented offices, and the supply of communal-area electricity and district heating to our proprietary offices. By procuring renewable energy (by market), we are keeping these emissions to a low level. Other indirect scope 3 (total) GHG emissions occurred as a result of providing communal-area electricity and district heating to the rented offices. These emissions rose slightly compared to the previous year, attributable to the opening of our eighth regional office during the reporting year (2020: 7 offices).

Water

Buildings water intensity (Water-Int) at the company's offices fell significantly and stood at 0.23m³/sqm in 2021 (2020: 0.34m³/sqm). Like-for-like water consumption (Water-Lfl) revealed a –34% reduction in 2021 compared to the previous year, attributable to the effects of the coronavirus pandemic.

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

**Waste**

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

Number of sustainably certified assets (Cert-Tot)

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

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

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

Gender pay ratio (Diversity-Pay)

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

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

Training and development (Emp-Training)

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

Employee performance appraisals (Emp-Dev)

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

Employee turnover and retention (Emp-Turnover)

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

Employee health and safety (H&S-Emp)

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



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

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

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

Local community (Compty-Eng)

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

Performance Measures – Governance

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

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

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

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

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

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



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

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

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

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

Conflicts of interest (Gov-Col)

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



EPRA sustainability performance measures

Commercial Portfolio data and Portfolio performance measures – Environmental

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



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

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



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

Area	EPRA code	Indicator	Unit	Total			Office			Other uses			
				2020	2021	Δ	2020	2021	Δ	2020	2021	Δ	
Energy	Fuels-Lfl	Like-for-like landlord-obtained fuel consumption (consumed in tenant areas)	kWh/year	23,611,813	26,977,798	14%	17,249,919	17,403,308	1%	6,361,894	9,574,490	50%	
		of which, renewable energy	%	0	0	0%	0	0	0%	0	0	0%	
		Number of properties analysed	Number				28			17		11	
		by rental space	sqm				245,829			132,020		113,809	
		Coverage as a % of total rental space (2021)	%				30			29		30	
	Energy-Int	Buildings energy intensity (landlord-obtained consumption)	kWh/sqm	109.2	116.8	7%	127.1	128.3	1%	89.9	104.4	16%	
Emissions	GHG-Dir-Abs	Direct scope 1 (total) GHG emissions (by regional office)	t CO ₂ e/year	0	0	0%	0	0	0%	0	0	0%	
		GHG-Indir-Abs	Indirect scope 2 (total) GHG emissions (by regional office)	t CO ₂ e/year	5,679	5,107	-10%	2,777	2,655	-4%	2,903	2,452	-16%
			Indirect scope 2 (total) GHG emissions (by market)	t CO ₂ e/year	0	682	>100%	0	673	>100%	0	9	>100%
		Other indirect scope 3 (total) GHG emissions (by regional office)	t CO ₂ e/year	7,946	9,183	16%	5,136	5,396	5%	2,810	3,786	35%	
		Other indirect scope 3 (total) GHG emissions (by market)	t CO ₂ e/year	7,946	9,183	16%	5,136	5,396	5%	2,810	3,786	35%	
			GHG-Int	Buildings greenhouse gas (GHG) emissions intensity (by regional office)	kgCO₂e/sqm	31.6	33.1	5%	35.4	36.0	2%	27.5	30.0
Water	Water-Abs	Total water consumption	m³	125,422	144,716	15%	68,114	78,673	16%	57,308	66,043	15%	
		Number of properties analysed	Number	64	75	17%	42	45	7%	22	30	36%	
		by rental space	sqm	564,049	660,965	17%	350,576	371,319	6%	213,473	289,646	36%	
		Coverage as a % of total rental space	%	70	80	14%	74	81	10%	64	77	21%	



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

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

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

DIC regional offices performance measures – Environmental

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


DIC regional offices performance measures – Environmental (continued)

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



DIC regional offices performance measures – Environmental (continued)

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

DIC Asset AG performance measures – Social and Governance

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

Gender

w = women

m = men


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

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


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

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

Additional publications

 AR = [Annual Report](#)