alstria

2021/22

SUSTAINABILITY REPORT

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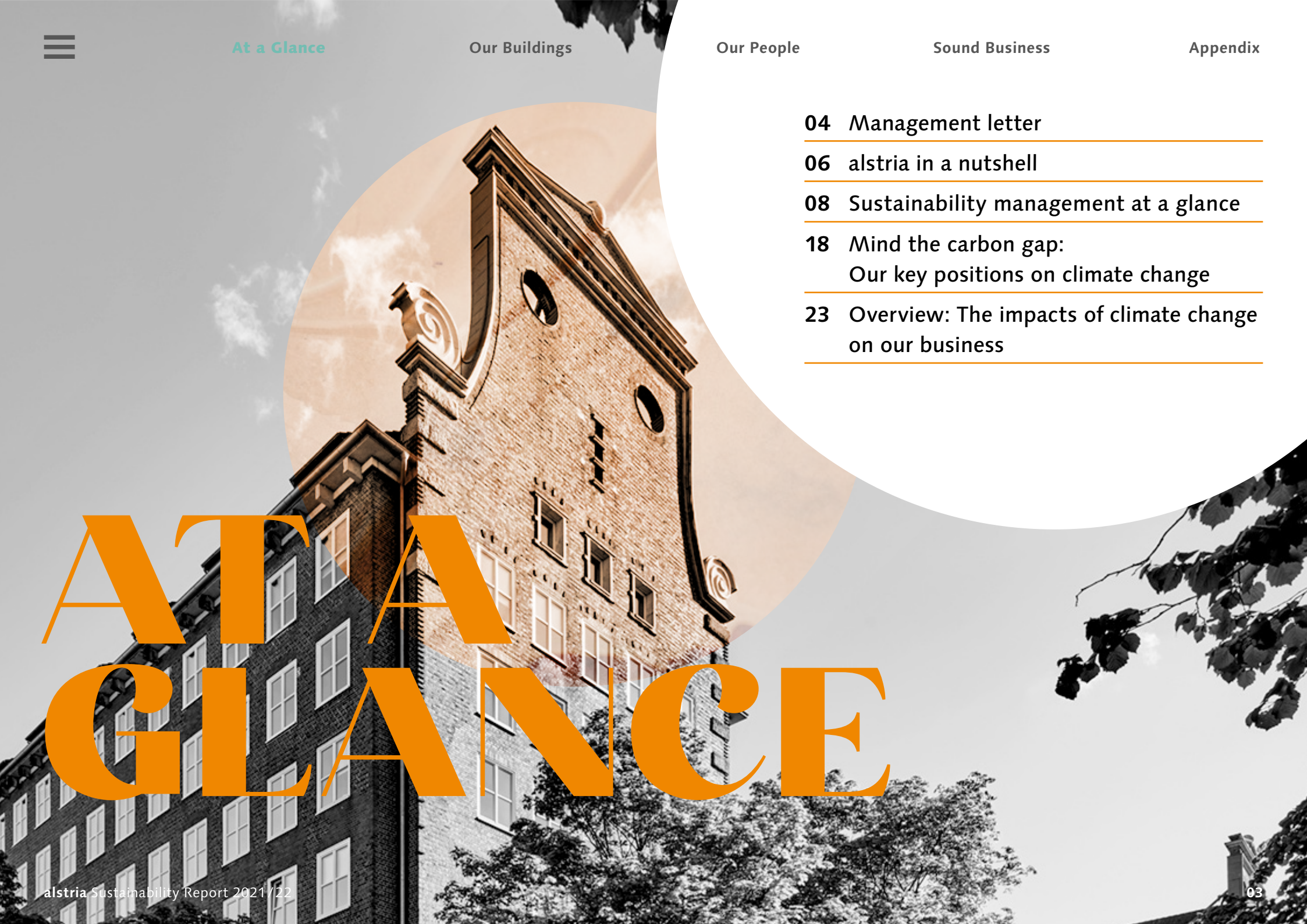


AT A GLANCE

Management letter

Dear readers,

What struck us the most at the latest edition of Expo-Real, the German real estate fair that is hosted every year in Munich, is not that ESG was shown front and center on all the booths (despite the dire economic situation) nor that every investor, bank, asset manager and other capital market participant was emphasizing ESG's impact on its approach to real estate. What struck us was that in the men's room, the water temperature at the sinks was north of 40 degrees (Celsius).

In its most recent report, the IPCC[1], discussing mitigation factors for the real estate industry, introduced the concept of sufficiency[2]. It defines the mitigation approach's three pillars: sufficiency, efficiency and renewable (the SER framework). The alternative methods listed in the SER framework are listed in a 'hierarchical layering, sufficiency first, followed by efficiency and finally renewable.'[3]

The applied building sufficiency approach involves (i) optimizing the use of existing buildings, (ii) repurposing existing assets and (iii) defining priorities for the use of resources used in real estate.

Let's agree that the industry has made a giant step forward in acknowledging its climate challenges. If anything, the fact that most now accept embodied carbon as one of the material issues to be addressed is a testimony of the progress made. However, if the most recent #BuildForEveryOne campaign of the World Green Building Council[4] provides any guidance, we still have work to do to address the challenges effectively. Semantics matter. #Build cannot be the starting word for a hashtag about the real estate industry managing its climate change challenges unless the word 'less' follows. #BuildLess.

Not only does sufficiency make sense from a climate perspective, but it is also the best approach from an economic perspective. The current macroeconomic developments have given us a bitter taste of a world with supply chain constraints, with double-digit raw-material price inflation. Reusing and repurposing the building we already have will also mean decreasing raw-material costs.

alstria has been taking this approach since its inception. We see ourselves as a transition agent aiming to repurpose existing buildings and give them a new life more attuned to the next building-generation's climate and market needs. Although this approach does not shield us from inflation, it provides us some protection.

[1] The IPCC Sixth Assessment Report is available at https://www.ipcc.ch/report/ar6/wg3/
[2] Sufficiency policies are a set of measures and daily practices that reduce demand for energy, materials, land and water while ensuring human well-being for all within planetary boundaries (IPCC AR6 WG III, Footnote 60).
[3] IPCC AR6 WGIII, chapter 9, page 8.
[4] worldgbc.org/world-green-building-week-2022 or dgnb.de/de/veranstaltungen/netzwerk/world-green-building-week/2022/index.php

[1] omnicalculator.com/physics/water-heating

Improving the built environment's sufficiency does not always require a substantial investment, sophisticated new technology or complex operating procedure. Sometimes it is only a matter of adding small things readily available to any real estate owner.

Assuming each of the 35,000 daily visitors to Expo-Real washed their hands once per visit and used an average of 2.5 l of water per wash, we spend on hot water over three days around 7,000 kWh[1], or the total annual electric needs of two and a half average German households.

Turning off the hot water in the office is an excellent example of a simple, accessible, and cost- and energy-saving measure across an office portfolio.

Sufficiency will be the next frontier in addressing climate change in real estate. It can (but does not have to) start in the men's room.

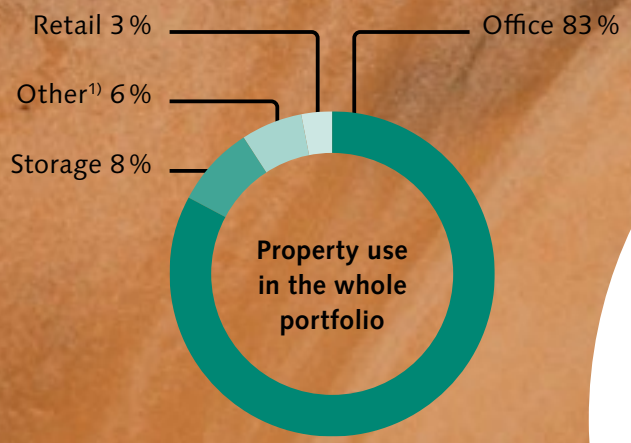
We hope you will enjoy reading alstria's new sustainability report as much as we enjoyed drafting it.

Regards,

Olivier Elamine
Chief Executive Officer (CEO)

Alexander Dexne
Chief Financial Officer (CFO)

alstria in a Nutshell



alstria is a transition agent. Our objective is to transition office buildings that have reached the end of their economic life to the next life cycle, generating returns in line with the expected cost of capital.

We do this in selected cities through the acquisition, management, redevelopment, and resale of office buildings.
In this way, we actively contribute to improving the urban environment in the cities where we operate and to improving the ESG impact of the built environment as a whole.

As of December 31, 2021, we own and manage a portfolio of 112 buildings with a lettable area of around 1.4 million m² and a total value of around EUR 4.9 billion.

Indoor parking
spaces: 16,282

Outdoor parking
spaces: 3,879

112 office buildings
with a EUR 4.9 billion portfolio value

1.4 million m²
of lettable space

5 coworking spaces

[1] E.g. nursing homes.

Overview of our business activities

Buy

We acquire real estate assets in the large office markets of Germany when they are at the right price and are likely to create financial value over time. Our focus is on assets that allow upgrading or flexible usage to meet evolving customer demands, and that need to be upgraded to meet new work standards.

Potential acquisition properties undergo rigorous due diligence addressing the capital expenditure costs required to upgrade the assets in due time to meet new climate-friendly regulations.

Manage

Our local presence in the cities where we operate allows us to work closely with our tenants on all issues. We provide planning services to customize office spaces and maximize their operational efficiency. We also offer added services, such as renewable electricity contracts, smart meters, and coworking options.

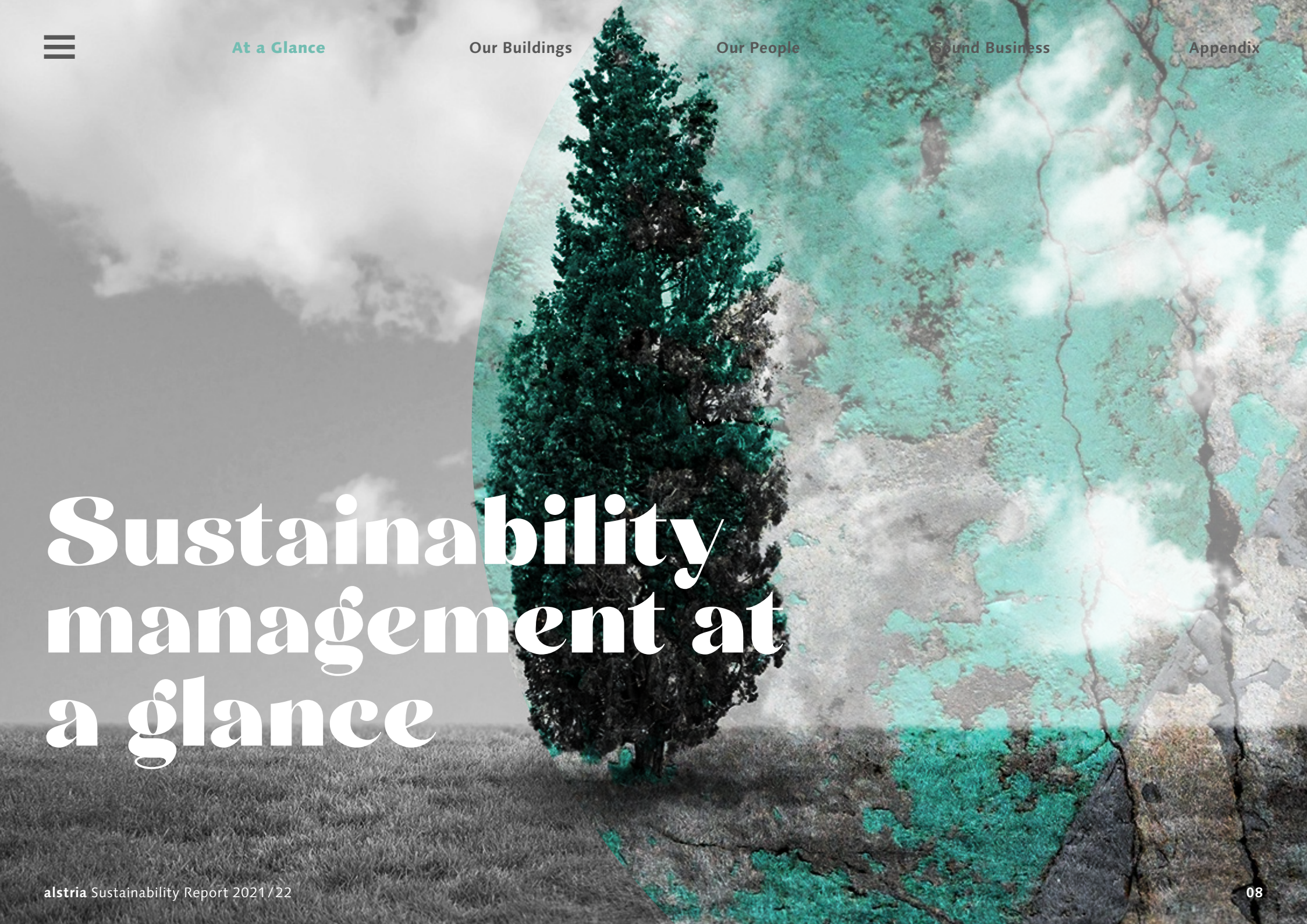
Redevelop

We retrofit existing buildings to create spaces that will appeal to future customers, thus increasing the buildings' longevity and ultimately their financial value.

Our approach involves using the existing building superstructure (embedded carbon); reusing building materials when possible; and sensibly selecting durable, low-carbon building products. Our redevelopment projects also create new jobs in the local community.

Sell

We sell a property when we see the opportunity to deploy capital more effectively elsewhere. By selling properties in better condition than when we first acquired them, we improve the building environment for our society.



Sustainability management at a glance

2022
Received the sustainability immobilienmanager Award for Green Dividend and DENEFF Real Green Award for our low carbon design strategy. Launched Mieterstrompool with flexible rates and started first dynamic PPA electricity contracts.

2021
Published first Carbon Accounting Report and received first approval from shareholders to use Green Dividend for climate-protection projects.

2020
Set science-based targets and introduced low-carbon design principles.

2019
Introduced Green Dividend and completed smart meter roll-out.

2018
Procured 100 % renewable energy for all controlled areas – RE100 target achieved.

2017
Received the sustainability im Award for the Mieterstrompool project.

2015
Participated in 'Train to Paris' ahead of COP21. Introduced an ISO 50001 energy-management system.

2013
Received the sustainability im Award for the green-lease project group. Started green procurement.

2010
Published the first sustainability report among German real estate companies.

2009
Acknowledged that the most sustainable building is the one that is never built and involves no greenfield development.

2007
Date of alstria's initial public offering.

Sustainability governance

Sustainability aspects especially climate change are integral parts of alstria's governance structure.

The Management Board leads the alstria group by acting in the corporation's best interests to create long-term value. It determines the company's strategic orientation and ensures that orientation is implemented. The Management Board also ensures compliance with all applicable legal provisions and internal regulations as well as sufficient risk management and control. The Supervisory Board advises and oversees the Management Board in its duties (a two-tier system).

Our sustainability component has been integrated from the top down across all levels of the company since 2009. The CEO is responsible for all matters concerning sustainability. Directly under the CEO is the head of sustainability and future research.

Departmental roles include:

- monitoring the energy consumption of the building portfolio;
- developing and monitoring sustainability goals;
- implementing sustainability projects across the value chain;
- identifying environmental risks and opportunities for the business;
- improving communication on sustainability across all departments in the company; and
- increasing communication with the public about sustainability.

At the highest governance level, the Environmental, Social, and Governance (ESG) Committee of the Supervisory Board oversees our sustainability activities to ensure we attain our goals.

Reviews of sustainability activities throughout the year

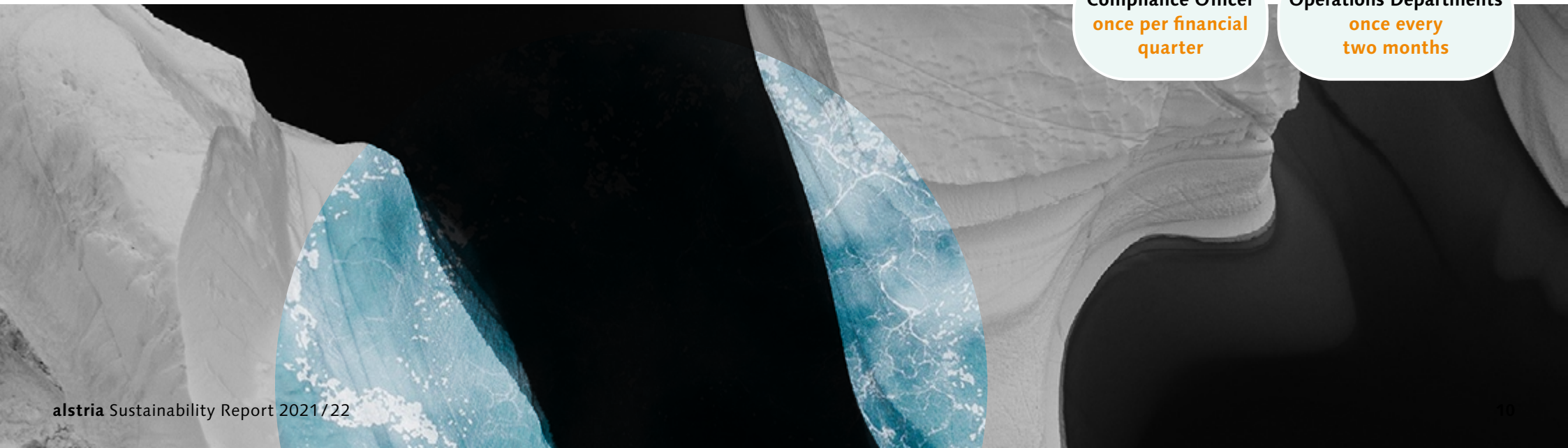
Supervisory Board – CSR Committee
at least once per year

Management Board – CEO
once per month

Sustainability & Future Research Department – Head

Compliance Officer
once per financial quarter

Operations Departments
once every two months



Governance of climate change

The Management Board has overall responsibility for climate-related risks and opportunities and to maintain an appropriate risk-management and internal control system, in accordance with Section 91 (1) AktG for German-listed companies.

To ensure the proactive identification, monitoring, and assessment of risks, the Management Board has established its internal Risk Committee, which conducts quarterly risk inventories for strategic, compliance, financial, and operational risks. Senior managers with risk responsibilities related to these four areas identify risks and introduce applicable mitigation plans. They assess climate-related risks in each of the above risk areas (e.g., compliance with new environmental regulations).

Furthermore, the results of the quarterly risk assessments are presented to the Audit Committee of the Supervisory Board, which supports the board in reviewing the effectiveness of its risk-management and internal control processes throughout the year. The company also conducts internal audits that are independent of the company's operations. The Management Board and Audit Committee receive the results of these internal audits.

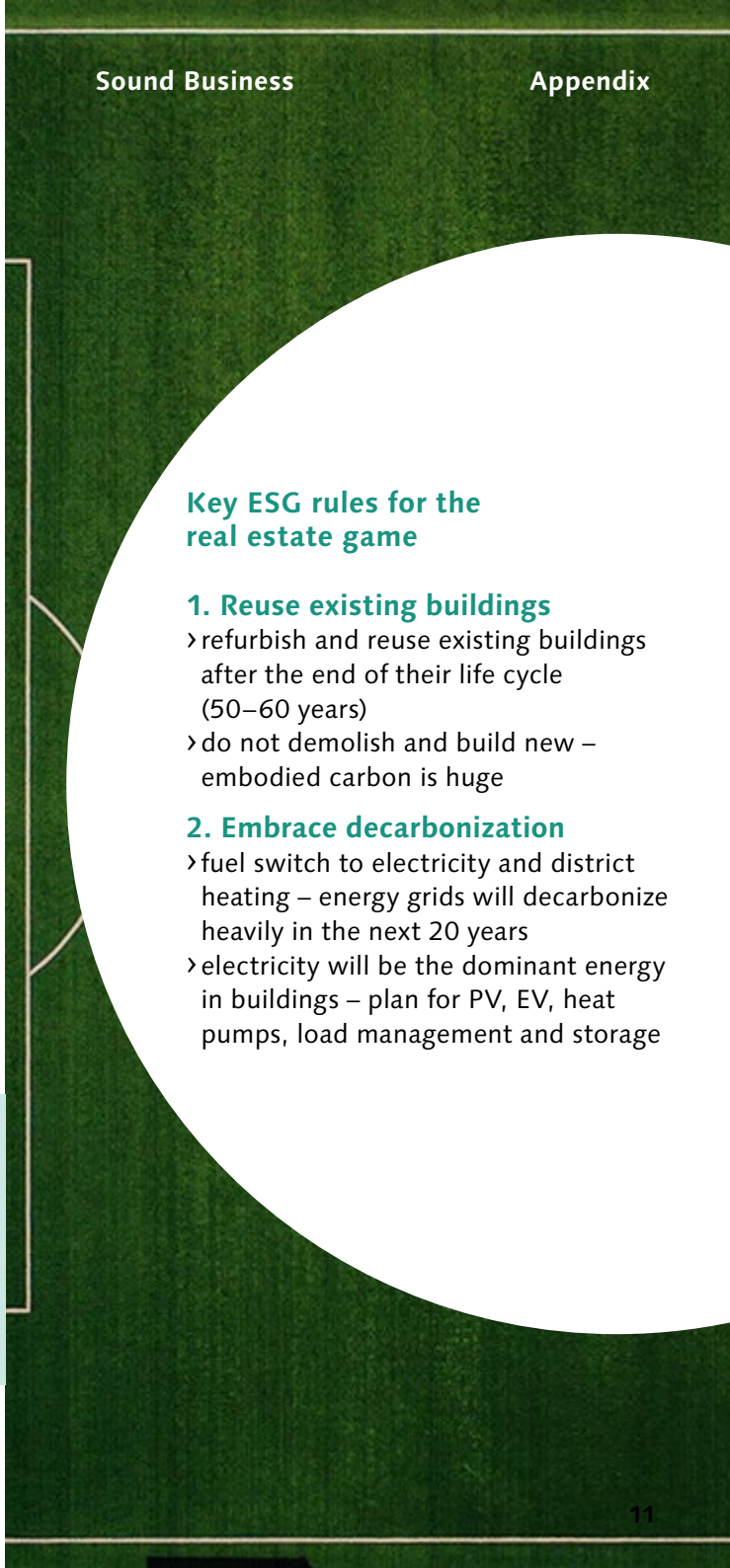
The opportunities are evaluated in the context of annual and quarterly budget planning. This process includes careful analysis of the market and of the opportunities related to the properties held in the portfolio. These evaluations include assessments of criteria such as tenant needs, property categories, and regulatory changes. The board receives updates on the monitoring of growth initiatives and opportunities, including those related to climate change, during the budget-approval process.

Our ESG Committee at the Supervisory Board level provides additional support to the Management Board on managing climate-related risks and opportunities (e.g., by reviewing investments in pilot projects or assessing our carbon-reduction targets).

Our head of sustainability and future research carries out the ongoing oversight of climate-related issues and implements the company's sustainability program. He reports directly to the CEO and regularly updates the board on the performance of our sustainability programs.

ESG is a team effort

In general, we view ESG management as a team sport. All departments and functions of the company have an important role in the overall success. The graphic on the following page is exemplary of the core operational functions at alstria.



Key ESG rules for the real estate game

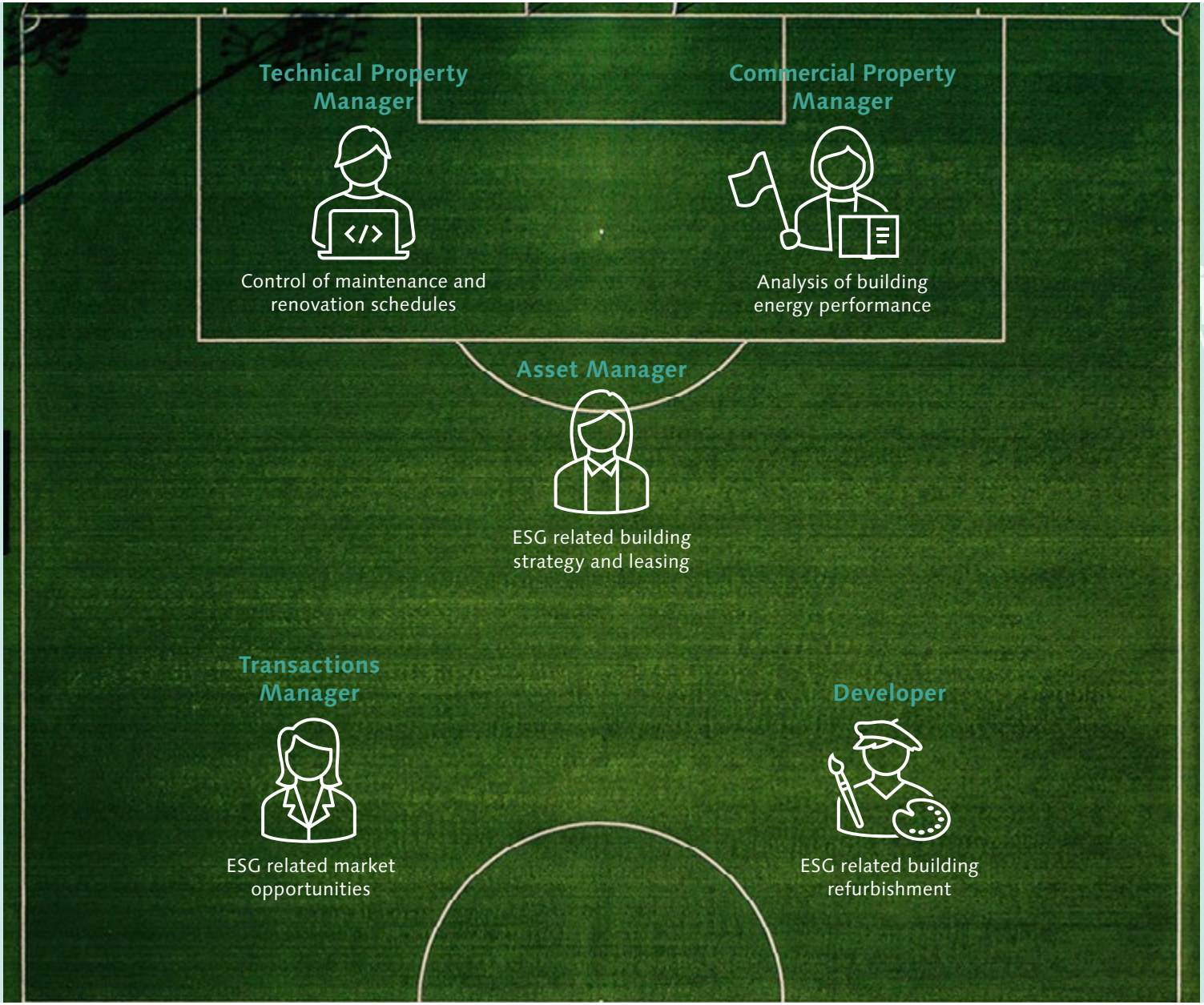
1. Reuse existing buildings

- refurbish and reuse existing buildings after the end of their life cycle (50–60 years)
- do not demolish and build new – embodied carbon is huge

2. Embrace decarbonization

- fuel switch to electricity and district heating – energy grids will decarbonize heavily in the next 20 years
- electricity will be the dominant energy in buildings – plan for PV, EV, heat pumps, load management and storage

ESG is a team effort



Analysis of the ESG game and strategy for future

CEO

Direction and purpose

ESG Manager

Motivation, support and training

Tenants

Support for ESG is key

Electricity and heat grid

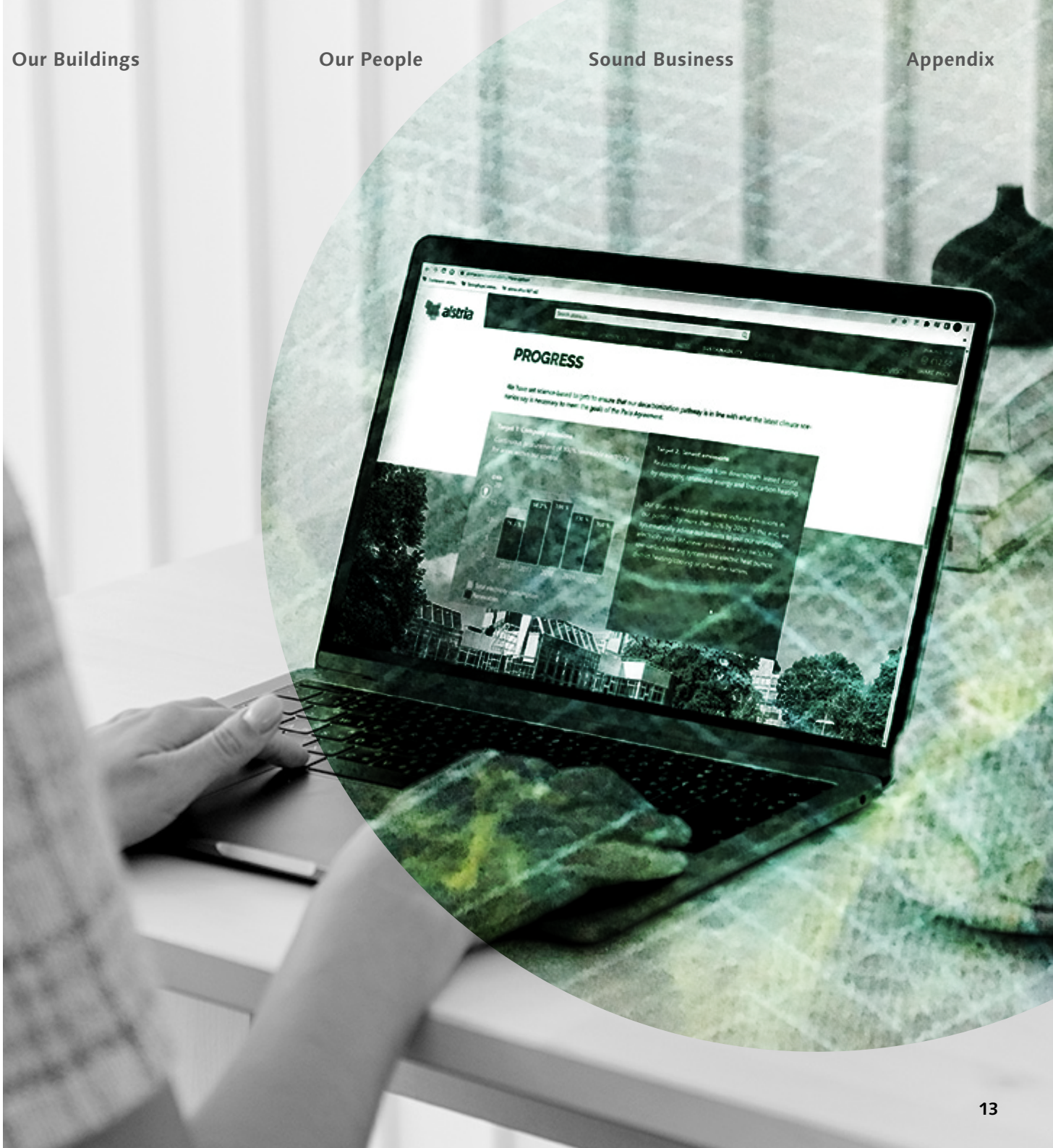
Decarbonisation is key

Governance of IT risks

The CFO has overall responsibility for IT security. The head of the IT department reports directly to the CFO.

IT systems support the majority of alstria's business processes. Any fault affecting the IT systems' reliability or security could lead to delays or interruptions in operating activities. alstria hedges itself against IT risks through ongoing review, enhancement, and adaptation of the technology it deploys. Most of our IT infrastructure is cloud based. Structural security measures protect the availability of our access to the cloud (e.g., with redundant independent internet access).

All our data is backed up daily in an internal depository and once per week in a separate data depository. We have defined strict individual users access rules so that employees can only access the systems they need for their work. alstria's IT system undergo regular penetration test and other comparable security audits.



Our ESG Ratings in 2021[1)]

S&P Global

74 points (Member of DJSI Europe)[2)]

CDP
DISCLOSURE INSIGHT ACTION

CDP Climate Rating: B

MSCI ESG RATINGS A
CCC | B | BB | BBB | A | AA | AAA

MSCI ESG Rating: A

SUSTAINALYTICS
a Morningstar company

Sustainalytics ESG Rating: 11.5 % (low risk)

EPRA sBPR GOLD

EPRA sBPR: Gold Award

Bloomberg Gender-Equality Index 2021

Bloomberg Gender-Equality Index: 67.62 %

GRESB
REAL ESTATE

GRESB Public Disclosure: A

ISS ESG

ISS ESG: Prime C+

i|ö|w
INSTITUT FÜR ÖKOLOGISCHE WIRTSCHAFTSFORSCHUNG

IÖW Future: 69

[1)] The presented ESG ratings refer to performance data from 2020 and were obtained in 2021 and 2022. They show the results from the rating agencies with which we interacted. Please note that other rating agencies may analyze our ESG performance without receiving our feedback. For more information, please see our website at www.alstria.com/sustainability.
[2)] Due to changes in alstria's ownership structure, we no longer qualify for the DJSI as of 2022.

Stakeholder Engagement

Our business is interrelated with the interests of various stakeholders. Understanding their expectations is key to our business success.

Engaging with our stakeholders

Tenants	One-on-one meetings with our property managers, social media posts, online tenant portals, and tenant surveys
Employees	Employee surveys, annual appraisal meetings, internal media, open-door policy, and workshops
Investors	Roadshows, conferences and site visits, direct dialogue and voting rights at the Annual General Meeting, and round tables
Business partners	One-on-one dialogue before new business relationships, weekly meetings with contractors during construction, and a complaint hotline
Local communities	Press events, social media posts, and site visits

Traditional key interests of our stakeholders

Create long-term value

› We only invest in assets that will sustain our growth requirements and deliver long-term returns.
› Our operations focus on maintaining the occupancy level in our portfolio and the quality of our revenue stream.

Promote good governance and transparency

› Our financial and sustainability performance undergoes a yearly external audit.
› We comply with most recommendations of the German Corporate Governance Code.

Retain reliability

› We publish information on every building we buy, own, and sell. We are firmly convinced that an open and reliable information policy can form a solid basis for trust between our company and our stakeholders.
› We have a responsible contracting policy and pay agreed prices within the set time frame.

Promote equal and fair treatment

› We have established leadership principles to ensure that all our employees are treated fairly and can develop.
› We have a compliance system that ensures the effective implementation of our internal regulations.

Provide flexible space

› We offer services such as our coworking business BEEHIVE—a patented digital solution that offers 24-hour access to office space and is specially designed to respond to customers' need for a temporary yet sustainable office environment.

With our industry

Every year, we participate in various working groups within our industry to promote transparency, innovation, and sustainability in real estate. This involvement allows us to anticipate future regulatory changes, identify new trends, and take part in new trend-setting processes.

In 2021, we contributed EUR 98,576 in support of the following groups:

We are an active member of the **European Public Real Estate Association (EPRA)**. Our CEO is on EPRA's Advisory Board, is a member of the EPRA Sustainability Committee and chairs EPRA's Reporting and Accounting Committee. The EPRA represents the interests of major European property management companies and supports the development and market presence of these companies by establishing, among other things, best-practice recommendations for accounting, reporting, and sustainability.

Furthermore, under the umbrella of the **German Property Federation (ZIA)**, we participate in working groups for the development of Germany's energy and Climate Action Plan 2050. The ZIA is a trade association that represents the interests of the entire property sector at the domestic and European levels. In 2022, our Head of Sustainability was elected Vice Chairman of the Social Responsibility Committee.

Through the **Royal Institution of Chartered Surveyors (RICS) and the German Society for Real Estate Research (gif e.V.)**, we have joined working groups related to topics like new office design, ESG and redevelopment.

We also join **DENEFF** working groups like IMMO2.Zero. DENEFF is an independent network that unites frontrunner companies in the energy-efficiency field to represent their collective political interests for effective and ambitious energy-efficiency regulation in Germany. In addition, progress and innovation are to be promoted through joint project formats on topics such as e-mobility, photovoltaics, or embodied carbon.

In addition to industry associations, we stand with our peers to accelerate the decarbonization of real estate in Europe. This is one of the reasons why we created a **sustainability and innovation think tank** with four other leading real estate companies in 2017. This framework fosters joint research projects and other initiatives aimed at strengthening the participating companies' inner capacity for innovation and sharing of expertise. The companies involved are alstria, COIMA RES, Colonial, Gecina, Great Portland Estates, and NSI—all leaders in sustainability in their respective German, Italian, Spanish, French, British, and Dutch markets.

Finally, at the cross-sectoral level, we participate in a working group of companies active in the energy sector from all over the world, in which we share best practices and follow the development of energy start-ups and innovative products that could influence the real estate market.

In 2021 we joined a working group of the **Accounting Standards Committee of Germany (DRSC/ASCG)**, which contributes to the evolution of climate related disclosures in mainstream corporate publications.

With our tenants

We regularly monitor and measure tenant satisfaction. Our last survey is from early 2020 and was strongly influenced by COVID-19.

Nevertheless, the results and implications remain relevant today, given that most of our key tenants have not changed. (In 2021, for example, we conducted additional training on complaint management since we learned, that we can improve our communication.) The survey reached a participation rate of 62 % (47 key tenants were approached). One positive result of the survey is that 86 % of the (surveyed) tenants are satisfied with the work of alstria.

In 2022, we launched a QR code project where tenants and visitors can rate our assets (main findings: safety, cleanliness and repair status are central to customer satisfaction).

In addition, we are in regular direct contact with our customers. All tenants and buildings have their own alstria managers who ensure that all needs and requirements are met at the highest level, both operationally and strategically. Our internal IT system supports the tracking of all requirements, data and changes. We discuss customer satisfaction on an ongoing basis within our property management teams.

With our employee's

We survey our employees for their views on their work environment and the company regularly.
See 'Our People'

In a special engagement format in 2019, we addressed their views on alstria's contributions to climate change mitigation. This led to a tangible action plan.
See alstria Sustainability Report 2020/21.

Mind the carbon gap

Our key positions on climate protection in office real estate

MIND THE CARBON GAP

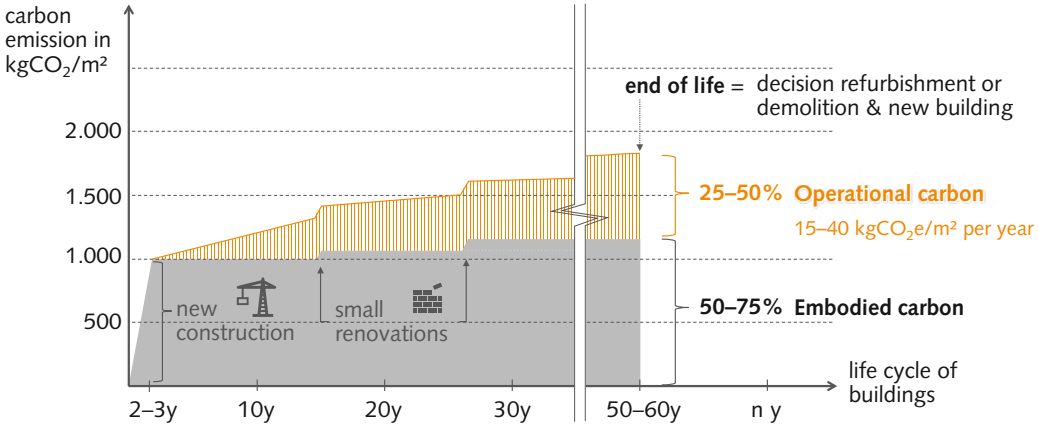
All our reflections on the climate crisis follow certain considerations. We have published these thoughts before in articles or reports but summarize them here for completeness.

1. The predominant impact of embodied emissions must be reflected in GHG reduction strategies.

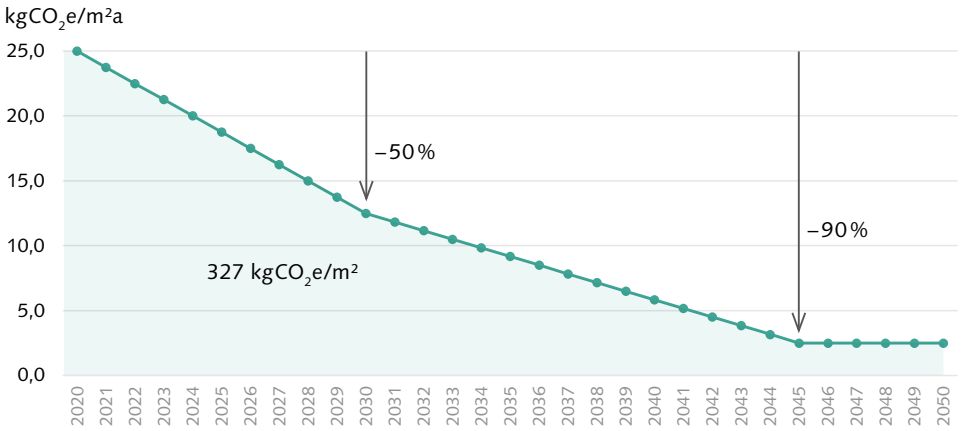
A typical building in alstria's portfolio emits around 15–40 $kgCO_2e/m^2$ per year in operation. Even with moderate assumptions on decarbonization of energy grids in the coming decades, it is very unlikely that cumulative operational emissions over a typical building life cycle of about 50–60 years will outweigh embodied emissions generated during construction and renovation. The following simplified graph illustrates this argument.

More precisely, embodied carbon (LETI: 1000 $kgCO_2e/m^2$) in new buildings is always dominant over the 50-year life cycle of a building.

Operational and embodied emissions over the lifecycle of an office building (schematic)



Decarbonization of the energy grid in Germany in accordance with the Paris Agreement



The calculation depends strongly on the speed of decarbonization of the German energy grid. We assume that a new building emits about 25 $kgCO_2e/m^2$ in 2020. According to the Paris Agreement, the energy grid will decarbonize by about 50 % by 2030 (= 12.5 $kgCO_2e/m^2$) and drop to about 90 % decarbonization by 2045 (= 2.5 $kgCO_2e/m^2$).

Over 50 years (2020 to 2070) the operational carbon sums up to a total of 376 $kgCO_2e/m^2$. Compared to 1000 kg from the construction it will take about 300 years for operational carbon to reach the same amount. Even if you build a new low carbon construction (LETI: 500 $kgCO_2e/m^2$, target for 2030) the operational carbon will need about 100 years to reach the same level as the embodied carbon.

There are two things to note here, in the next 25 years the operational emissions sum up to 314 $kgCO_2e/m^2$ due to the decarbonization speed up until 2045. After 2045 the operational carbon level would stay at a low level of 2,5 $kgCO_2e/m^2$ per year and would only add another 62 $kgCO_2e/m^2$ over the remaining 25 years (2045 to 2070).

On the other hand, the refurbishment of an existing building requires "only" 200 $kgCO_2e/m^2$ of new embodied carbon to improve the operational carbon of an old building (45 $kgCO_2e/m^2a$) to a similar level as new buildings (25 $kgCO_2e/m^2a$). The resulting operational savings (starting at -20 $kgCO_2e/m^2a$ and decarbonizing in the same manner as above) would amortize the embodied carbon from the refurbishment after 15 years in the year 2035. Every saving after the year 2035 would benefit the global carbon budget, a total of approx. 100 $kgCO_2e/m^2$ until 2070.

In contrast, if a new construction is replacing an inefficient old building it would take about 400 years of operational savings (starting at -20 $kgCO_2e/m^2a$) to make up for the emissions from demolishing the existing building and the new construction (=1000 $kgCO_2e/m^2$). Even if assuming a new low-carbon building construction with only 500 $kgCO_2e/m^2$ (50 % of the LETI, target for 2030), it takes still about 150 years.
Reuse and refurbishment of existing buildings is always the best option.

2. Refurbishing existing buildings and reusing their carbon heavy building fabric is essential for climate protection.

We think the most sustainable building is the one that is never built, and the second-best is the one that already exists and continues to be used.

The manufacture of raw materials and new building components/parts emits large amounts of carbon. The carbon remains 'embodied' in the building structure until it is deconstructed (end of life), and all embodied carbon is lost, or in the very best case, partially recycled into lower-quality construction material (downcycling).

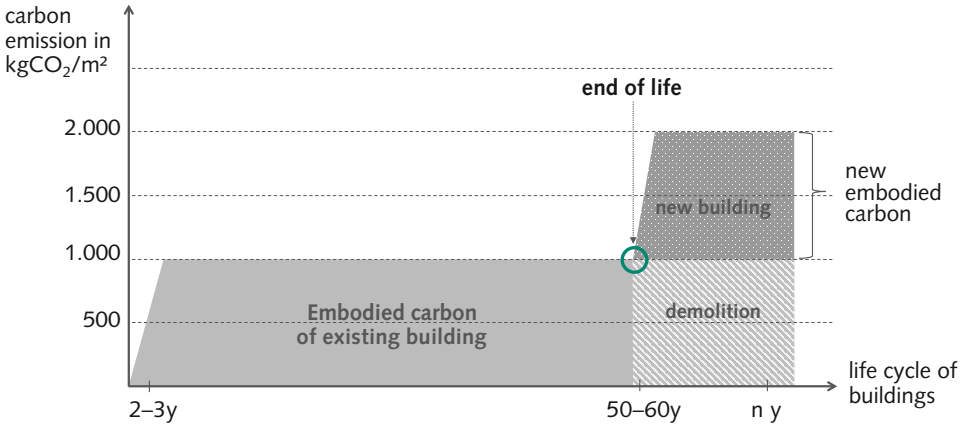
However, to prepare buildings for a new life cycle through refurbishment extends the usage of the embodied carbon created in the construction phase. It also creates much less emissions compared to constructing a new building. Thus, the circular economy is not about preparing new buildings for deconstruction. It's about reusing existing buildings as much as possible and extending their lifespan. A renovation creates only 15–35 % of the embedded carbon emissions compared to a new building and achieves a comparable energy efficiency. In addition, we can lower additional (embodied) emissions close to zero if we apply low-carbon design principles to refurbishment projects. The following simplified charts visualize the argument[1].

We are convinced that a strong increase in refurbishment activities, together with a strong decrease of new construction, is needed to significantly reduce carbon emissions from the construction of office buildings in Germany. In addition, low carbon design methods must be embraced for all construction activities. This is the only way how the construction and real estate sector can reach the targets of the Paris agreement.

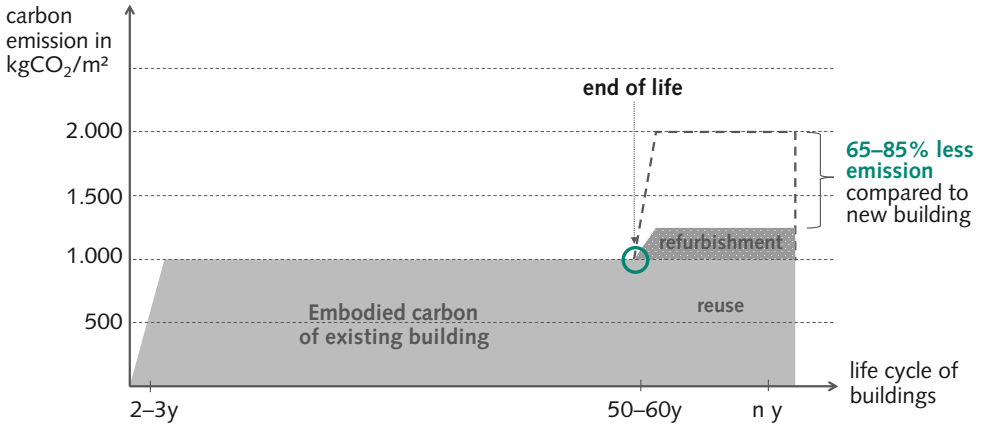
Unfortunately, we are perceiving that this is not a shared understanding in the real estate community and beyond. Even the comprehensive European Union 'taxonomy for sustainable activities' chases carbon neutrality by focusing essentially on buildings' operational emissions and neglecting embodied emissions from construction.

The main reason which we hear why embodied carbon is not sufficiently considered (from our perspective) is that it is difficult to measure. We agree that it is complex to measure, but we believe that this does not make it less real or important.

Embodied emissions of demolition of existing building and new construction (schematic)



Embodied emissions of reuse and refurbishement of existing building (schematic)



[1] The assumptions on the GHG emissions of new constructions and refurbishments are based on the LETI Embodied Carbon Primer.

3. There is no such thing as a net-zero building – offsetting does not work!

The Net Zero concept only takes operational emissions into account and strictly speaking, it should only be called 'Operational Net Zero'. From our perspective, a 'net zero' building would need to level out ALL carbon emissions at the end of the life cycle of a building, including the embodied carbon from construction as well.

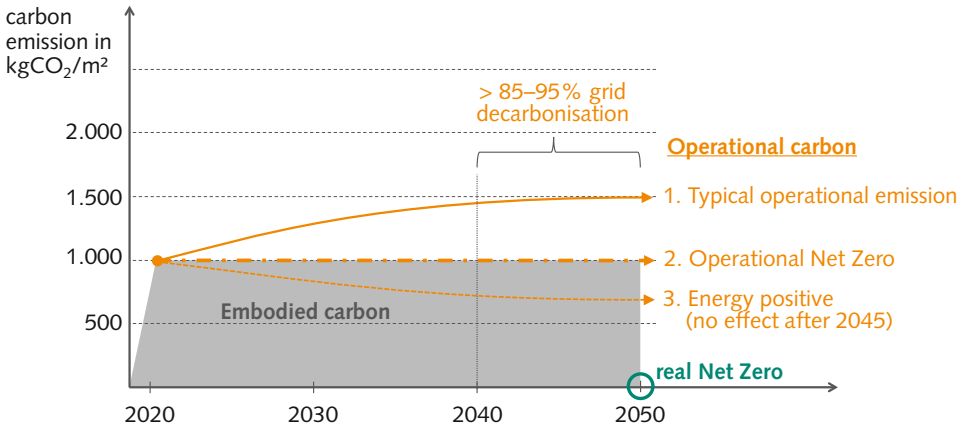
Due to the increase of renewable energy generation and the accompanying grid decarbonization together with efficiency measures at building level the operational carbon is starting not to be a major problem for the real estate sector. In contrast, there is no fully comprehensive concept that would significantly reduce embodied carbon of new building on a market scale, apart from stopping all new constructions.

As energy grids decarbonize, all positive effects from operational savings increasingly lose their impact once the market reaches >80 % of decarbonization. Therefore, no operational saving will be able to cover for the embodied carbon of new buildings during their lifetime.

The climate system is complex, asymmetrical, and non-linear. From our point of view, climate neutrality is therefore a scientific concept that only applies to the system, but not (yet) to individual buildings or companies. Consequently, compensation (i.e., reducing others' GHG emissions) cannot be used to offset one's GHG emissions for construction activities. According to the current state of knowledge, a corresponding balancing cycle cannot be scientifically proven and is technologically not possible.

You don't compensate; you contribute – offsetting is not applicable to the climate!

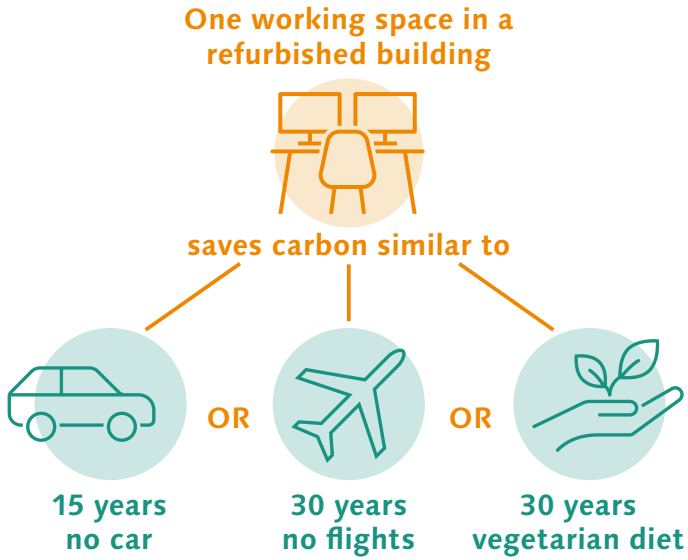
There is no real Net Zero (schematic)



4. The biggest lever for climate protection comes from the following tenant decision: to rent office space in a refurbished instead of a new building.

To support our thinking, we have created the following small model calculation, which is based on simplified but solid assumptions.
The impact of choosing office space in a refurbished building is huge and corresponds to avoiding immediately around 15,000 $kgCO_2e$[1] per workplace.

To put this into perspective, a person would need to stop using a car for about 15 years or to cut all personal flights for about 30 years or to live on a pure vegetarian diet for about 30 years to achieve the same carbon footprint reduction.[2]



[1] A typical office workplace has 25 m² and reusing and refurbishing an existing building instead of a new construction helps to avoid around 600 $kgCO_2e/m^2$ (25 m²/wp × 600 $kgCO_2e/m^2$ = 15,000 $kgCO_2e$/wp). Details on how we calculate the avoided emissions are available in the section 'Our GHG Emissions and Key Actions in 2021/Embodied GHG Emissions'.
[2] Calculation corresponding to www.co2-rechner.de values referring to the average German consumer.

5. Systemic solutions are key to reaching decarbonization targets.

Climate risk is the single largest systemic risk to which we are exposed.

Idiosyncratic[1)] environmental risks are well manageable at the portfolio level and for the company itself. In addition to being financially sound, our business model contributes to reducing the systemic risk caused by climate change. We purchase old, inefficient buildings and through their refurbishment and reuse, we transition them into modern, efficient offices with a substantially lower embodied and operational carbon footprint.

Also, we aim to transform our industry and market. From our experience, success is founded on:
› an informed and bold vision,
› convincing and inclusive communication,
› open and accessible data, and
› agile and collaborative progress.

To understand how these considerations influence our climate-related risk assessment as well as our GHG-reduction strategy, please see the Impacts of Climate Change on 'Our Business' and the 'Our Buildings' sections, respectively.

[1)] Idiosyncratic risk is a specific risk for alstria (e.g., the risk that a flood will damage one of our assets).

Overview: The impacts of climate change on our business

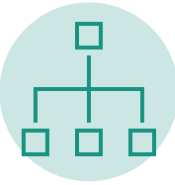
Climate change impacts the physical, market, and systemic conditions of our business.

In general, we are well positioned to deal with existing and potential physical and market related changes. Our assets are in areas with (on a global scale) relatively limited climate sensitivity. In most cases, the changes in market regulations and tenant demand that will be caused by the transition to a low-carbon society are known and predictable. The adaptation and innovation need of our assets and services fit naturally into the modernization cycle of alstria's portfolio. However, our business is not immune to the systemic risks created by climate change.

The following paragraphs detail our views on climate change–related impacts on our business and give an overview on our response strategies.

Physical

Market



Systemic

Physical impacts

We own and manage a building portfolio concentrated in the large German office markets. Part of our portfolio is subject to extreme climate events such as flooding, storms, and heavy precipitation that may threaten the safety and functionality of our buildings. The potential immediate risk for alstria relates to the cost of repairing a damaged building and reduced revenues due to reduced office quality/availability in the repair period. In the worst case, the structural value of the asset will be negatively impacted. According to many experts, such as the IPCC, extreme weather phenomena will increase in the coming years. This could lead to insurance companies limiting coverage (or increasing prices) for climate- and weather-related losses. For example, we have already heard from our insurance provider that certain storm surges might be difficult or impossible to insure in the future, even in Germany.

To determine our portfolio's exposure to future weather patterns and natural hazards, we recently conducted an analysis using climate and hazard databases provided by MunichRe and SwissRe. The modeling for all chronic and acute physical risks was based on three scientific climate scenarios: RCP 2.6 is a best-case scenario in which the global average temperature increases by less than two degrees. RCP 4.5 is an intermediate scenario in which the temperature increases by more than two degrees. RCP 8.5 is a worst-case scenario in which the average global temperature increases by up to four degrees, relative to the preindustrial era (1850–1900 AD).

The analysis showed that our current portfolio is not highly exposed to physical risks, given that our assets are located in Germany. The effects of physical risks on our portfolio will only become more relevant in the long term, under the intermediate and worst-case scenarios (RCP 4.5 and RCP 8.5).

The central response strategies to physical impacts are as follows:

› Regularly update physical climate-risk assessments to determine which buildings must be upgraded accordingly,

› As long as available securing the risk through insurance contracts covering the portfolio from the loss of rent due to fire, storms, hail, or any act of God with a total insured value at least as high as our assets' balance sheet value. (Cost paid for insurances in FY 2021: EUR 2,443,378.59; value of buildings covered: EUR 4,715,020,478)

Market impacts

After the Paris Agreement, Germany adopted national climate targets intended to accelerate the transition from a carbon-based economy to a carbon-lite economy. They also impose stringent obligations for the building sector to meet by 2050. These targets should accelerate the annual rate of building renovations. Failing to meet new climate regulations may decrease the attractiveness of our assets, which may, in turn, lower or nullify their rental potential and ultimately decrease the company's revenues and value.

One important regulation that could have a strong impact on our market is the ongoing revision of the EU Energy Performance of Buildings Directive. In line with the EU's Renovation Wave Strategy, the proposal introduces EU-wide minimum energy performance standards for buildings with poor energy performance and leaves the option for member states to set their own standards beyond this. The proposal includes a definition of zero-emission buildings and deep renovations. It introduces "renovation passports" and facilitates the use of new performance metrics, including life-cycle carbon emissions.

Climate-change awareness, or simply cost considerations following an increase in environmental taxes (e.g., carbon taxes), could also shape tenants' behavior by them requiring more energy-efficient office space. Failing to respond to this potential demand would make assets unattractive, implying a subsequent decline in their rental potential.

The transition from a carbon-based economy to a carbon-lite economy will be complex and challenging. Only a small portion of the build environment is currently prepared for such a transition. Managing the current real estate stock throughout this transition will require not only a substantial amount of capital but also substantial operating skills. Although neither of these is in short supply, only a few real estate players combine both skills under one roof. We believe we are one of them.

Our central response strategies to the market impacts are as follows:

› Ongoing monitoring and compliance with applicable laws and standards.
'Compliance and Ethical Conduct'

› Participate in industry bodies to monitor emerging legislation early on and analyze customer preferences continuously.
'Stakeholder Engagement'

› Integrate physical, regulatory, and demand-related impacts in all central decision-making and planning processes (incl. OPEX and CAPEX) along our business cycle (buy, manage, redevelop, and sell), to reduce the carbon footprint of our building portfolio.
'Our Buildings'

› Further de-carbonize our revenues/business model through technological innovations, e.g., smart building technology, which also enables less carbon-intensive office offerings in the sharing economy, e.g., BEEHIVE.
'Our Buildings' and *'Our office design'*

› Putting the development of existing assets at the core of the business model, instead of ground-up developments. From our perspective, new developments have negative contributions to climate change, regardless of their operational efficiency, because of the carbon needed for their construction (i.e., embedded carbon). We are convinced that regulators will increasingly incentivize this approach.
'Our Buildings'

Systemic impacts

Our business is directly impacted by the economy's overall health, for which it is a good proxy. Climate change effects do not need to be direct to become material to us. Our assets can become stranded due to climate changes happening thousands of kilometers away, because they can affect our tenants' economic health. These systemic risks include but are not limited to climate refugees, political instability, and global supply chain disruptions, which are likely to impact us sooner and more frequently than any of the direct risks described above.

To address the systemic risks of climate change for alstria's business within the frame of our fiduciary duty to our shareholders, we engage in the following:

› Raise environmental standards in the real estate industry and beyond by sharing our learning from our decarbonization measures and innovation projects.
'Stakeholder Engagement' and *'Our Buildings'*

› Push for more recognition among regulators (leading to financial incentives) that retrofitting existing buildings is more climate friendly then creating new buildings, even if the new buildings are labeled energy efficient.
'Stakeholder Engagement' and *'Our Buildings'*

› Innovate through carbon-accounting standards to be more transparent about alstria's contribution to and risks from climate change in financial terms.
'Innovating in carbon accounting – RECAP'

› Identify and enable shareholder investment in alstria projects that do not improve alstria's risk/return profile but maybe improve that of certain shareholders' portfolios by reducing the systemic climate risk to the real estate industry and beyond.
'Financing climate protection – Green Dividend'

Innovating in carbon accounting—RECAP

For FY 2020, for the first time, we have produced a balance sheet and a profit and loss statement that, in our view, expresses how alstria's current buildings portfolio contributes to climate change. In other words, these are the negative environmental impacts of our business for which alstria has not paid for (yet). The calculation is based on the EU ETS pricing on carbon. It deals with the embedded GHG emissions and the current and future operational GHG emissions of alstria's portfolio in (alstria's full carbon valuation). We published/updated the carbon accounting report also for FY 21.

We believe investors will be especially interested in this information because:

- On the one hand, it is a good proxy for future regulatory costs and compliance efforts since regulators likely will internalize (parts of) these external effects to the market,
- On the other hand, it shows how alstria contributes to the systemic risks caused by climate change, which are tangible portfolio risks for many investors given the global and diversified structure of their securities. We assume that, given the significant challenges on the way to a coherent and appropriate regulatory framework for global climate change (in the form of more realistic carbon pricing), some investors are looking proactively for ways to reduce their portfolio risks caused by climate change.
- It takes a dynamic view of our contributions to climate change. It does not solely focus on annual flows but considers the cumulative impacts (both positive and negative) that we will have over time.
- Finally, it frames the carbon conversation as an accounting framework, which is familiar to investors, using a balance sheet and a profit and loss statement.

In addition, the information enriches our internal decision-making processes, such as regarding the portfolio strategy. The carbon accounting report is based on a publicly available framework that we developed and what we call **RECAP—Real Estate Carbon-Accounting Principles.**

www.recap.wiki

'alstria Carbon Accounting Report 2021'

alstria's carbon accounts for FY 2021 show three valuable insights:

First, our carbon balance sheet more than doubled from EUR 35 million to EUR 87 million. This substantial uplift mainly reflects the increase in the market price of carbon, which rose from EUR 32.6 to EUR 80.7 per ton CO_2 equivalent in the course of 2021. The size of the carbon balance sheet remains relatively small compared to the company overall IFRS balance sheet (EUR 5.2 billion). However, the pace of growth of the carbon balance sheet (+148%) by far outstrips the growth of the IFRS balance sheet (+2.8%). This is an indication of the increasing importance of carbon consideration and its potential financial impact.

Second, despite the increase in the carbon price, the overall carbon P&L impact for FY2021 is a net income of EUR 18.7 million. This net income is mainly driven by the fact that the value increase in the Embedded Carbon Assets of the company (i.e., the carbon which would be needed to reinstate the portfolio) outstrips the liability increase linked to the future operational carbon (i.e., the increase future cost that the company would bear if it had to pay for all its carbon emissions). This reflects the relative carbon efficiency of alstria's current portfolio and the company's resilience to changes in the carbon price. It also strongly illustrates and supports the idea that the current carbon challenge for real estate companies is rather to manage construction and embedded carbon emissions than operational carbon.

Finally, improvements in the company's carbon efficiency contributed EUR 4.3 million to the company's carbon net income. Out of this EUR 4.3 million, EUR 0.3 million were generated directly by company action and efficiency improvement in the energy management of the assets. The remaining EUR 4.0 million were the result of third parties in the energy chain (essentially decarbonization of the grid and of district heating networks). This result highlights the strong interdependency of the different players in the value chain when it comes to carbon emissions. Furthermore, it shows the strong dependency on suppliers and partners for a company like alstria to achieve a smaller carbon footprint.

Financing climate protection—Green Dividend

alstria aims to decarbonize its portfolio. Therefore, alstria's policy and approach is not to construct new buildings, but to focus on modernizing existing properties in its portfolio. To accelerate the pace of decarbonization, alstria has, among other things, established principles for low-carbon construction. The low-carbon design principles form the basis for the construction activities to decarbonize the portfolio. alstria will continue to pursue the strategy of making any investment that generates a positive financial return and has sustainable benefits. alstria's underlying business model offers the opportunity to both generate attractive financial returns and improve the company's environmental performance. alstria embraces all these opportunities.

However, alstria has been repeatedly asked by shareholder representatives whether and to what extent these initiatives could be accelerated. Against this backdrop, alstria has started a dialog with its shareholders about investing in projects that the company would not undertake on a purely financial basis, but that would help accelerate the decarbonization of the company's portfolio and/or develop tools that, if successful, could help in the same way in the future (Green Projects).

On May 6, 2021, the annual general meeting of alstria resolved with a great majority to approve the investment into the green projects 'Renewable Energy Generation – Installation of Solar Panels' and 'Promotion of CO_2 Removal Projects' proposed by the management board and the supervisory board. These projects are currently being implemented. Since the AGM 2021, a total amount of approximately EUR 1 million has been invested for the installation of solar panels on alstria Group's properties and a total amount of approx. EUR 434,000 has been invested for Project Vesta, a project supporting CO_2 removal (see below).

The Company intends to continue this dialogue with its shareholders and has identified further Green Projects.

Therefore, the alstria management board has again asked for a vote on whether to make an investment in Green Projects at the alstria shareholders' meeting on June 10, 2022. There is no legal obligation for alstria to make these investments.

The total investment amount for the proposed Green Projects is up to EUR 1.78 million. It shall be split into investments of up to EUR 1.25 million for the installation of solar panels on properties of the alstria group and investments of up to EUR 0.75 million for the support of CO_2 elimination projects. The latter amount shall be made available for the purpose of research and concept validation that could provide the real estate industry (and alstria in particular) with an easy-to-implement tool for CO_2 removal. The Company will report at the following Annual General Meeting(s) on which projects it has invested in and what progress these projects have made.

With 99.95 votes in favor, a large majority of alstria's shareholders approved the proposal.

How does it work?

The company identifies projects with a positive environmental impact that would not be financed based on financial criteria only.

A Euro amount needed to finance these projects is proposed to the Annual General Meeting as 'Green Dividend'.

Shareholders are asked to cast their vote for the payout or against the payout (majority rule apply).

VOTE FOR THE PAYOUT

The proposed projects are implemented by the company and the proposed Euro amount will be deducted from next year's dividend.

VOTE AGAINST THE PAYOUT

The dividend is paid out and the projects are not implemented.

New solar panels on alstria's buildings

Green Dividend projects

We use the Green Dividend from years 2021 and 2022 for new solar panels on alstria's buildings (approx. EUR 1 million per year) and for early research/concept validation of innovative carbon capture processes (approx. EUR 750,000 per year).

Project 1: New solar panels on alstria's buildings
For purely financial reasons the installation of solar panels on the rooftops of alstria's properties would not be a profitable investment for alstria. However, as renewable energy, solar power makes an important contribution to the success of the energy transition. Office buildings offer high potential in this context, as they are usually used during the day when solar power is available; at night, they are usually empty. In addition, generating energy at or near the point of consumption avoids large line losses. Solar installations are therefore an important tool on the road to decarbonizing office buildings.

Project 2: Early research and concept validation of carbon removal projects
Carbon removal is the action of physically removing a defined amount of CO_2 from the atmosphere, therefore netting an identical emission elsewhere. A substantial likelihood exists that carbon removal will become mandatory in the near to midterm because the climate science increasingly demonstrates that the 1.5° C and 2° C target will not be achieved without carbon removal.

The real estate industry will need to identify a viable carbon dioxide removal technology that would allow the removal of a vast amount of dispersed CO_2 emissions in an efficient way. A promising field of research that real estate could use is related to CO_2 mineralization. One of these processes takes place in the concrete of our assets (the so-called carbonation process). Similar processes can take place in other minerals and provide for extensive fields of research for CO_2 removal technology.

We have identified project Vesta as a first candidate to benefit from a potential contribution. Project Vesta is a science-based project to test a process aimed at accelerating the carbonation process of a rock called olivine and removing CO_2 on a large scale from the atmosphere in the process. *www.projectvesta.org/*

Support for project Vesta, testing a large-scale process for carbon dioxide removal

Project Vesta in the news
The Town of Southampton (USA) has been undertaking a beach sand replenishment project at North Sea Beach for several years. As part of this project, the NY Department of Environmental Conservation (DEC) issued a permit in March 2022 for the addition of 500 cubic meters of olivine sand.

The primary objectives of this subproject are
1) to study the dissolution of olivine sand into seawater and
2) to determine the rate and extent of atmospheric carbon dioxide (CO_2) removal.

www.vesta.earth/field-pilots

OUR BUILDINGS

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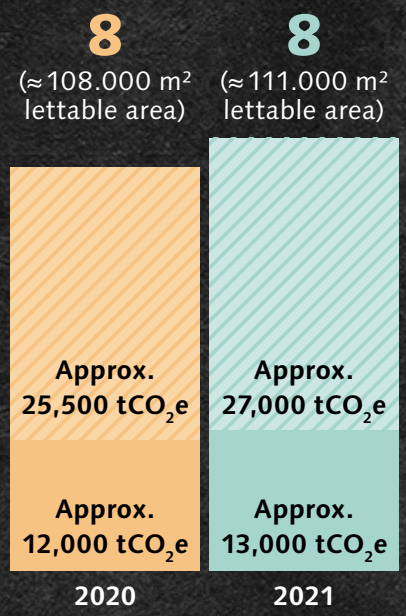
Key figures

Embodied Greenhouse Gas (GHG) Emissions (estimated)[1)]



Number of redevelopment projects in construction

Embodied carbon avoided through the reuse of building parts compared to a new building

Additional embodied GHG from alstria refurbishment activities

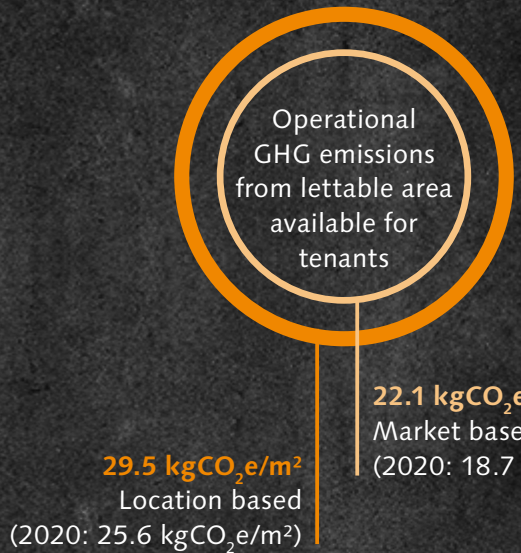
Our redevelopment projects 2020/2021 reuse

about 69 %

of the existing building fabric.

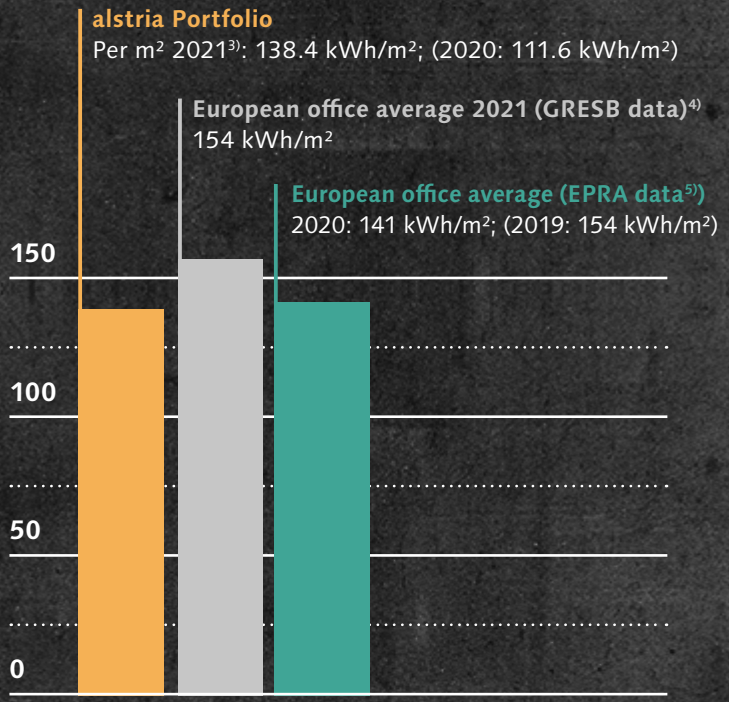
Operational GHG emissions[2)]

(collected consumption data)



Operational energy consumption[2)]

(collected consumption data)



[1)] Estimation based on an internal calculation using data from alstria and findings from the LETI Embodied Carbon Primer. For details, see the section titled 'Embodied GHG Emissions in 2021.'

[2)] alstria indicators were calculated based on collected consumption data from lettable area available for tenants (about 80 % portfolio coverage for electricity, and about 90 % for heating); location-based calculation for GHG using emissions factors from our local suppliers for district heating and from the German Federal Environmental Agency for electricity and fuel (natural gas).

[3)] Like for like (LfI), the energy consumption of our building portfolio was reduced by 5.5 % from 2020 to 2021.

[4)] See GRESB 2021 data.

[5)] Source: EPRA/KPMG 2021: overview of real estate companies' environmental performance.

Decarbonizing our building portfolio

Germany aims to reduce greenhouse gas emissions by at least 55 % by 2030 relative to 1990 emission levels. With the building sector accounting for around one-third of Germany's GHG emissions, our sector can be the catalyst for such change.

On the following pages, we first introduce our GHG emission categories as well as our influence and general action areas to reduce them. Afterward, we report on the concrete GHG performance and the related actions of alstria in 2021.

Embodied
from materials and construction

Introduction, p. 33
Performance in 2021, p. 38

Operational
from heating and electricity

Introduction, p. 35
Performance in 2021, p. 40

Introduction

Embodied GHG emissions: introduction of action areas

The single-largest share of GHG emissions that will occur during the lifecycle of a typical new office building is linked to the manufacturing of materials and the initial construction phase. Together with the emissions from maintenance and replacement activities throughout the years, as well as the emissions from end-of-life disposal/demolition of the building, they constitute the so called embodied GHG emissions of the building.[1)]

Our industry holds a key responsibility for embodied emissions as we (the real estate investment community) are the ultimate decision-makers and investors when it comes to new buildings. At alstria, we have adopted the policy of not participating in projects involving the construction of new greenfield commercial developments. Instead, we focus our activity on refurbishing existing assets.

In 2020, we introduced a series of low-carbon design principles providing our developers and service providers with a framework for balancing and testing the different components of a low-carbon design. The recommendations reflect the EU's current climate strategy.

[1)] See LETI's Embodied Carbon Primer 2020, page 9.

Reducing Embedded Carbon:

1. Continue to use the building stock: Continue to use the existing building fabric and build only components that are necessary.

2. Build low carbon: Minimize the use of new concrete and steel, and instead, use low-carbon products that are durable.

3. Simple and robust construction: Use passive systems that require less technology and energy to operate and thus are more efficient in the long term (e.g., natural instead of mechanical ventilation).

alstria's low-carbon design principles

Reducing Operational Carbon after Refurbishment:

4. Whenever possible, electrify buildings: Electrify buildings and thereby support the decarbonization of the grid. Grid-compatible buildings, although they are lower in initial carbon efficiency, will perform with higher energy flexibility in the future.

5. Low-tech is the future: Incorporate high-tech technology only when it yields a substantially superior benefit compared with a low-tech alternative. Building automations usually require substantial resources for production and operation and hence accelerate the pace of the obsolescence of the building in which they are installed.

6. First, reduce the energy demand: Optimize the building envelope, and focus on passive solutions. For example, an airtight façade with mass behaving as a temperature buffer can reduce heating demands. In addition, challenge design-driven technical equipment, and instead, favour equipment that offers more comfort and flexibility.

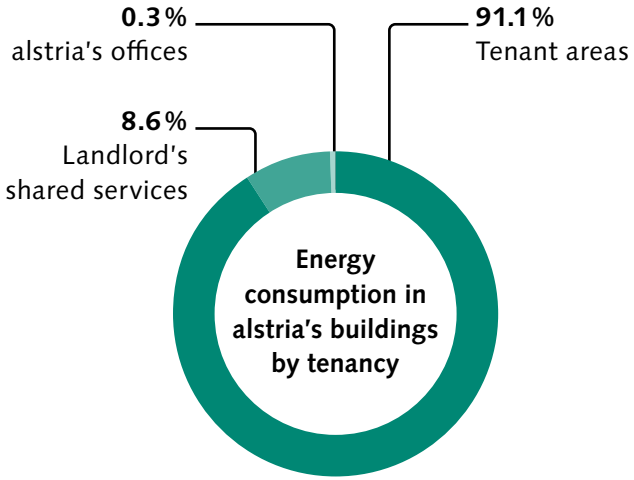
7. Then, increase efficiency: Check and configure the settings of central building services to realize efficiency gains at little cost. Second, replace existing technical equipment with efficient alternatives (e.g., LED lighting, heat recovery ventilation, and frequency converters).

Operational GHG emissions: introduction of action areas

The second-largest source of GHG emissions from our buildings is the operational energy consumption.

To put it in numbers:
About 91,1 % of the operational energy is consumed in the tenant areas (scope 3), and about 8,6 % (scope 2) is consumed in the common areas/landlord's shared services. Our own corporate office energy consumptions contributed less than 0.3 % (scope 1 and 2) to our portfolio consumption.

In 2021, the operational energy was consumed in fossil fuel heating (essentially natural gas and three remaining buildings with oil), in district heating, and for electricity.



Fossil fuel heating is currently our main decarbonization challenge. The GHG emissions from electricity and district heating are part of energy grids that will decarbonize heavily in Germany till 2045. However, fuel heating still depends strongly on natural gas. So far, biogas is not economical for the heating of our buildings, and we think direct heating with green hydrogen will not be available until 2040.

Recent warfare in Eastern Europe has changed the way natural gas is viewed, and priced. As such our gas-heated buildings are being evaluated to see if a fuel switch is feasible sooner than initially planned. Most of the time, the most viable option both from a GHG emission perspective as well as from an economical perspective will be to supplement an existing natural gas system with a heat pump. Heat pumps, ideally powered with renewable energy, provide the baseline heating that cover for most of the energy demand, while peak heating demand is supplemented using the gas boiler.

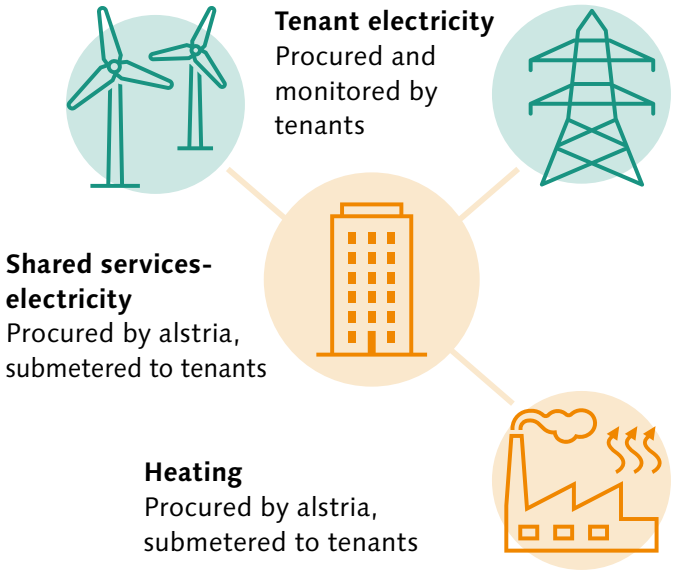
In many listed buildings it is not allowed to upgrade the facade to a level where heat pumps would be a fully viable solution. In others, one need to balance the embodied carbon impact of the facade upgrade ahead of time with the potential GHG impact of heat pumps considering the projected level of carbon used in the electricity grid.

We constantly analyze our building portfolio. In general, we see a need for action based on the following consumption thresholds.

General consumption thresholds defining a need for action at alstria

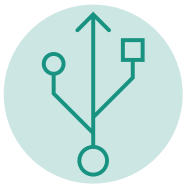
Consumption	Threshold / Need for action
Heating	120 kWh/m² per year
Electricity	50 kWh/m² per year (low tech building) 100 kWh/m² per year (high tech building)
GHG	50 % of the CRREM Benchmark (in 2022 approx. 40 $kgCO_2e/m^2$)

Sources of GHG emission from energy consumption and landlord influence in alstria's buildings

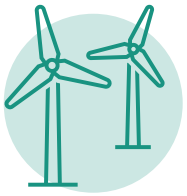


Emissions from heating

Through our modernization activities, we can (in order of potential impact)[1]:



1. switch fossil fuel heating to electric heat pumps (electrification of buildings!), or, if this is not possible,



2. use district heating/cooling (even if it means a lower initial carbon efficiency),

3. reduce demand (e.g., through the thermal improvement of the building envelope, a low-tech approach regarding building technology, the installation of more efficient heating plants, technical equipment, or the smart management of our buildings).

However, our influence on reducing heating emissions is limited. Although we select heating equipment and measure consumption for tenant areas in multi-tenant buildings (which make up most of our portfolio), net reduction opportunities depend heavily on the building characteristics in our portfolio and the status of grid decarbonization. To elaborate on this point a little:

1. Limitations of electric heat pumps for alstria's GHG reduction

Heat pumps consume electricity. Due to the rapid decarbonization of electricity grids, electricity is increasingly coming from renewable sources. Therefore, heat pumps are considered the most GHG-efficient heating systems and are heavily promoted.

However, especially for air-source heat pumps, the flow temperature of the heating system determines the efficiency (electricity consumption) and thus the cost-effectiveness and actual GHG emissions of the system.

In our experience, the old radiators (standard radiators under the windows) make the use of heat pumps inefficient, and systems such as floor heating, wall heating or heated/cooling ceiling panels are required. Furthermore, in our portfolio, the heat transfer coefficient (U-value) of the building envelope is often not good enough for efficient heat pump use. In our experience, these efficiency requirements cannot always be met even after renovation (or if they are, the embodied carbon required to achieve this performance would negate the GHG savings). In these cases, we think that hybrid heating with a heat pump and gas is the best available option, both from a GHG emissions and economic perspective.

The share of renewable energy, i.e., the share of heat provided by the heat pump within a year, should be as high as possible in a hybrid system.

[1] For details, see alstria's Low Carbon Design Principles, especially Number 4: 'Whenever possible, electrify buildings.'

2. Limitations of district heating for alstria's GHG reduction

Most of our regional and municipal district heating suppliers have announced decarbonization strategies that include the following: increasing the share of renewables in district heating and phasing out coal by 2030 at the latest; including industrial waste heat and waste incineration in the energy mix; developing thermal energy aquifer storage to allow for summer and winter heat exchange; and building power-to-heat and hydrogen plants to allow surplus solar and wind power for heat.

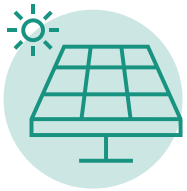
However, political considerations strongly affect the options for municipal suppliers (e.g., to maintain the heating costs at a socially acceptable level). In addition, the expansion of the district heating network remains slow, making it difficult to exploit the district heating potential for buildings that are not yet connected to the network.

Emissions from electricity

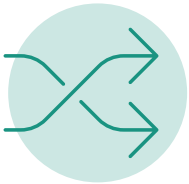
Through our modernization and operation service activities, we can (in order of potential impact):

1. maintain the sourcing of 100 % renewable energy for the shared services and our own offices,

2. motivate our tenants to join our renewable energy framework contract, thus allowing them to reduce their own emissions and energy costs (through the extended buying power that the contract offers),



3. install photovoltaic panels on roofs for our own use or tenant use,



4. enable energy flexibility and load management to better utilize the cyclical renewable energy supply and spot market energy prices,

5. reduce demand (e.g., through the installation of more efficient lightning, the installations of elevators, and the detection of operational inefficiencies based on smart meter data).

However, our influence on reducing these emissions is limited. We select and meter only the electricity contract for the shared areas (e. g., central plants, mechanical ventilation, cooling, corridors, hallways, lobbies, and technical areas) in multi-tenant buildings and in our own offices. In German office buildings, the lion share of electricity is obtained through energy contracts that tenants close directly with energy suppliers for their specific tenant areas. Moreover, data privacy law, makes it increasingly difficult for us to acquire knowledge of our tenant consumption, which is only provided to us on a voluntary basis. In addition, a national building data base is still not in place in Germany.

The impact of energy flexibility measures depends strongly on the further decarbonization of the electricity grids in Germany. With regard to our opportunities to install on-site photovoltaic systems, we depend strongly on the further evolution of the market economics, including the regulatory framework, the installation cost, and tenant demand/willingness to pay.

Embodied GHG emissions in 2021

Performance

Based on findings from LETI[1], we have estimated our embodied GHG emissions. We assume that a new office building creates about 1,000 $kgCO_2e/m^2$. Based on our total lettable area in 2021, we thus assume that alstria's portfolio would require around 1,400,000 tCO_2e to be rebuilt using current technology.

Based on an internal calculation using findings from LETI, we estimate about 12,900 tCO_2e of additional embodied carbon from our refurbishment activities in 2021. Our redevelopment projects in 2021 reuse about 69 % of the existing building fabric, usually the infra- and superstructure which are the most carbon intensive parts of a building construction. Our approach of retrofitting existing buildings rather than demolishing and building new avoids approximately 26,800 tCO_2e of carbon from new construction. This corresponds to the annual emissions of about 2,400 (average) persons in Germany.[2]

In addition, we assume, based on experience and design assumptions, that these refurbishment projects after completion will lead to an average annual operational carbon savings of 30–60 % due to energy-efficiency gains[3].

The following table summarizes our calculation. We are constantly revising and challenging our methodology and assumptions by following the academic discussion.

Embodied carbon from alstria development projects[4]

Current redevelopment projects		Lettable area	Construction start	Construction time	New embodied carbon	Reused embodied carbon	Reused embodied carbon	Allocation of new embodied carbon over construction periods 2020	2021
Besenbinderhof 41	Hamburg	5,500 m²	2018	48 months	2,200 tCO_2e	**60%**	3,300 tCO_2e	550 tCO_2e	**550 tCO_2e**
Epplestr. 225 (Building 1)	Stuttgart	4,700 m²	2019	18 months	1,410 tCO_2e	**70%**	3,290 tCO_2e	470 tCO_2e	
Carl-Reiß-Platz 1	Mannheim	8,500 m²	2019	48 months	5,100 tCO_2e	**40%**	3,400 tCO_2e	1,275 tCO_2e	**1,275 tCO_2e**
Gustav-Nachtigal-Str. 3	Wiesbaden	18,400 m²	2019	48 months	5,520 tCO_2e	**70%**	12,880 tCO_2e	1,380 tCO_2e	**1,380 tCO_2e**
Gasstr. 18	Hamburg	26,800 m²	2019	51 months	4,020 tCO_2e	**85%**	22,780 tCO_2e	946 tCO_2e	**946 tCO_2e**
Rotebühlstr. 98–100	Stuttgart	8,900 m²	2020	24 months	3,560 tCO_2e	**60%**	5,340 tCO_2e	1,780 tCO_2e	**1,780 tCO_2e**
Solmsstr. 27–37	Frankfurt	30,900 m²	2020	24 months	9,270 tCO_2e	**70%**	21,630 tCO_2e	4,635 tCO_2e	**4,635 tCO_2e**
Augustaanlage 60	Mannheim	4,400 m²	2020	33 months	2,200 tCO_2e	**50%**	2,200 tCO_2e	800 tCO_2e	**800 tCO_2e**
Gustav-Nachtigal-Str. 5	Wiesbaden	7,600 m²	2021	24 months	3,040 tCO_2e	**60%**	4,560 tCO_2e		**1,520 tCO_2e**
Total		**115,700 m²**		**Ø 35 months**	**36,320 tCO_2e**	**Ø 69%**	**79,380 tCO_2e**	**11,836 tCO_2e**	**12,886 tCO_2e**
								8 Projects	**8 Projects**
							Reused carbon >	25,637 tCO_2e	**26,820 tCO_2e**

[1] LETI Embodied Carbon Primer
[2] Average CO_2e consumption per person in Germany in 2021: 11.2 t (data from the German Federal Environmental Agency/UBA)
[3] Minimum energy gains estimation after a typical alstria refurbishment project following the EU medium renovation threshold of 30–60 % (Sources: alstria's historical data; European Commission 2019: Comprehensive study of building energy renovation activities and the uptake of nearly zero-energy buildings in the EU, p. 13).
[4] Methodology: 1) Embedded carbon estimates at 1,000 $kgCO_2e/m^2$ for building new office buildings (Source: LETI Embodied Carbon Primer 2020, p. 24). 2) Preserved embedded carbon estimates at 40 %–85 % depending on replacing carbon-intensive building parts (Source: LETI Embodied Carbon Primer 2020, p. 26). 3) Allocation of new embodied carbon over construction periods based on alstria's internal professional judgement // Note: only numbers for period 2021 are assured by KPMG. Since the report is for FY 2021, we decided to exclude developments that began in 2022 from the overview. In 2020/21, we implemented additional development projects, which did not generate any embodied carbon during these periods. These are not included in the table.

Key reduction measures

We have been continuing to discuss our low-carbon design principles with our developers. Here is an overview of the measures we implemented in 2021.

1. Continue to use the building stock
› reuse of most foundations, floors and frame structures
› reuse of facades and envelopes

2. Build low carbon
› New wooden windows (extension)
› No false ceiling in offices
› Extension with wood ceiling

3. Simple and robust construction
› Flexible building design and tenant fit out

4. Electrify buildings & grid decarbonization
› Connection to district heating or hybrid heat pumps
› Prepared or installed solar panels on the roof

5. Low-tech design
› No Building Management System (BMS) installed, unless added value is demonstrated
› Natural ventilation, exterior sun shading of windows

6. Reduce energy demand
› New windows complying with EnEV/GEG
› New roof insulation complying with EnEV/GEG

7. Improve energy efficiency
› New and efficient building equipment
› LED lighting

We have designed our pipeline with flexibility, which enables us to slow down our commitments while still progressing as we deal with the impact of COVID-19.

As we refurbish properties only within our own portfolio, we can design and plan the project while the asset is still yielding. We determine the scope and depth of the refurbishment by taking into consideration the need to provide the asset with a new life that will meet tenants' demands, improve the overall efficiency, and yield positive returns. We do not strive to maximize but rather to optimize and to achieve a balanced project.

Operational GHG emissions in 2021

Performance

To analyze the operational GHG emission requirements of our portfolio we apply several methods:

› extrapolation of collected consumption data (or estimation based on energy performance certificates and EnEV building standards) to full portfolio;

› benchmarking with the reduction pathways provided by the scientific CRREM consortium and our Science Based Target (SBTi approved);

› time series comparison of the collected consumption data.

Benchmarking with the Carbon Risk Real Estate Monitor (CRREM Tool)

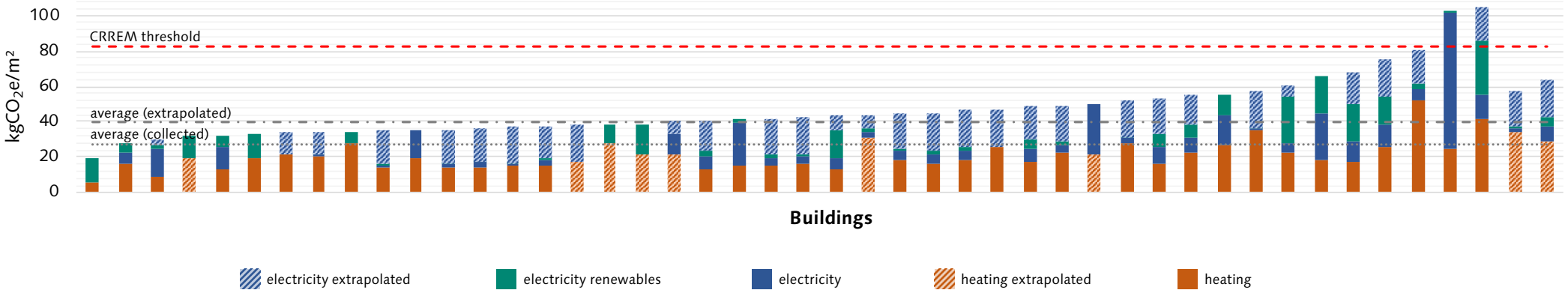
Six well-known research institutions from various European countries developed and further revised it based on EU funding. The Laudes Foundation funded the project from 2021 onward. alstria was an early supporter of CRREM. We have been contributing to the development of the methodology since 2017. In 2018 and 2019, we supported the pilot project as a corporate partner with consumption data, related background information, and feedback as part of the pilot project advisory committee.

The tool provides real estate companies with decarbonization, and energy reduction pathways specified per country and building type, which are aligned with limiting global warming to 1.5 degrees above pre-industrial levels. The distinction between types of property use is particularly relevant for real estate owners, such as alstria, whose portfolio is almost entirely offices.

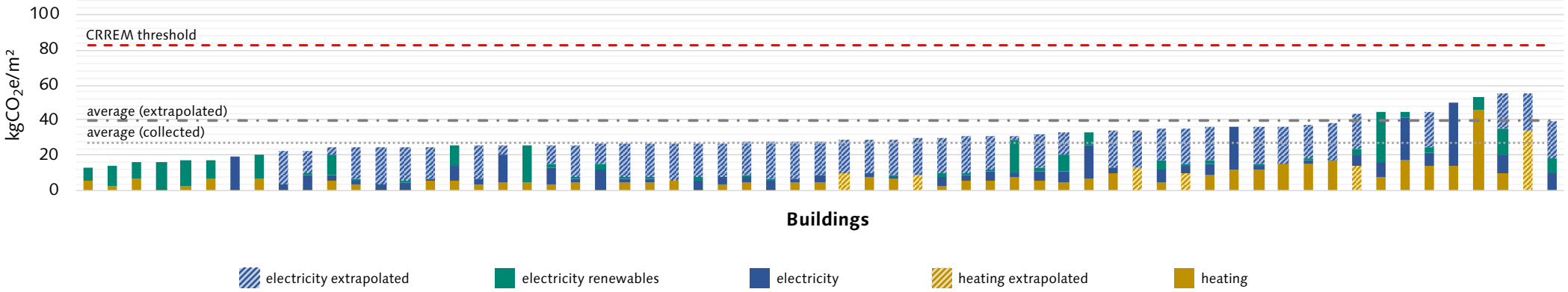
To increase transparency on the operational GHG emission in our portfolio, we provide the following overviews of the whole portfolio for the first time. For this purpose, we have extrapolated the collected consumption data (or closed data gaps based on energy certificates and EnEV building standards/estimates) to achieve complete portfolio coverage.

For the details on the methodology see Annex A p. 83

CRREM Portfolio View 2021 – Buildings with Fuel Based Heating
(based on real consumption data, supplemented by extrapolations and estimates)



CRREM Portfolio View 2021 – Buildings with District Heating or Heat Pumps
(based on real consumption data, supplemented by extrapolations and estimates)



Important pillars of our business approach, which we summarized in our low carbon design principles, are the basis for the overall positive CRREM benchmarking result:

› focusing on robust low-tech buildings (to reduce active and energy-intensive building components) with good access to public transport,

› switching to district heating and electric heat pumps whenever possible, and selecting buildings according to their grid compatibility,

› constantly improving the structural energy efficiency (30 %+) of the building portfolio with an in-house refurbishment department.

Operational GHG and energy requirements in the alstria portfolio

		Share (m²) in portfolio in %	Ø Heating in kWh/m²	Ø Electricity in kWh/m²	Ø Energy-Total in kWh/m²	Ø CO_2-Heating $kgCO_2e/m^2$	Ø CO_2-Electricity $kgCO_2e/m^2$	Ø CO_2-Total $kgCO_2e/m^2$	Number of buildings
Heating types	District heating	60	80	54	**134**	7.5	22.5	**30.0**	60
	Natural gas	38	101	88	**189**	20.3	36.9	**57.1**	43
	Heat pump	0.7	–	93	**93**	–	38.9	**38.9**	1
	Fuel oil	0.5	119	70	**188**	31.6	29.2	**60.8**	2
Building type	Administration building	13	89	31	**120**	9.9	13.0	**22.9**	17
	Office, standard	23	83	54	**138**	9.5	22.8	**32.3**	33
	Office, partially air-conditioned	38	87	63	**150**	12.4	26.5	**38.8**	43
	Office, fully air-conditioned	25	92	105	**197**	16.9	44.1	**61.0**	14
Year of construction	before 1945	16	74	44	**118**	7.7	18.7	**26.3**	18
	1950–1959	7	120	51	**170**	13.8	21.2	**35.1**	12
	1960–1969	6	88	40	**129**	10.9	16.9	**27.7**	8
	1970–1979	4	125	80	**205**	17.8	33.6	**51.4**	8
	1980–1989	20	90	105	**195**	15.4	44.2	**59.7**	15
	1990–1999	31	90	65	**155**	12.1	27.2	**39.2**	35
	2000–2009	16	69	60	**130**	12.8	25.2	**38.0**	10
Region	Berlin	6	89	53	**142**	3.8	22.4	**26.2**	11
	Düsseldorf	31	78	66	**143**	12.1	27.7	**39.7**	32
	Frankfurt a.M.	19	86	70	**155**	15.4	29.2	**44.6**	19
	Hamburg	27	85	42	**127**	8.2	17.6	**25.8**	35
	Stuttgart	17	114	113	**226**	20.4	47.4	**67.7**	10
Rental type	Multi-let	62	81	64	**145**	10.6	26.7	**37.2**	75
	Single-let	38	98	73	**171**	15.7	30.6	**46.3**	32
Total	Portfolio	100	88	67	**155**	12.5	28.2	**40.7**	107 [1)]

[1)] The alstria portfolio in 2021 had 112 buildings. Five buildings were excluded here as they had insufficient data (recent refurbishment/acquisition or had no heating plant).

Responding to the Science Based Target Initiative (SBTi)

We also benchmark our performance against the decarbonization pathway (expectations) from the Science Based Target Initiative (SBTi), which is a partnership among the CDP, the United Nations Global Compact, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). Compared with CRREM, the SBTi does not distinguish between country and building use types. In addition, it does not provide kWh reduction pathways.

Status 2021[1]: The Scope 1 emissions were 8.1 tCO_2e. We continued sourcing 100 % renewable energy for the five alstria office and for the landlord shared services in multi-tenant buildings. The Scope 3 emissions (downstream leased assets) were 41,401 tCO_2e (extrapolated based on the methodology described in Annex A p. 83). Based on the status of achieving our SBTi targets, we are currently considering setting new GHG reduction targets.

This reduction is mainly explained by:

- the decarbonization of the German energy grid and a related reduction in the official 2021 GHG emission factors (change to 2018: electricity: -11.2 %; district heating: -45.4 %; gas: -0.8 % fuel: -4.9 %),
- a reduction of our portfolio size (lettable area) by about 9.1 % compared with 2018,
- an increase in energy efficiency due to the expansion of redevelopment activities,
- an increase in the 100 % renewable energy procurement of our tenants,
- a change in the accounting of carbon offsets (i.e., natural gas), in line with international best practices (e.g., SBTi) from 2020 onwards; we no longer consider them when converting location based to market-based figures (at the beginning of 2022, we stopped paying for carbon offsets given the new carbon tax in Germany),
- In general, the absolute heat demand in the alstria portfolio has increased by 10.4 % in 2021 compared to 2020. The increase is mainly due to increased heat consumption resulting from colder winter temperatures in 2021, see degree day numbers of alstria buildings for illustration.

See degree day numbers of alstria buildings here

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

alstria's science-based targets	Base-year emissions 2018	Degree of target achievement 2021	Target 2030
A commitment to reduce our absolute scope 1 GHG emissions by 30 % by 2030 from 2018 as a base year.	17.3 tCO_2e	100 %	–30 %
A commitment to continue sourcing 100 % renewable energy through 2030.	100 %	100 %	100 %
A commitment to reduce our absolute scope 3 GHG emissions (downstream leased assets for full portfolio coverage) by 30 % by 2030 from 2018 as a base year.	64,698 tCO_2e	100 %	–30 %

[1] Current developments in 2022 in Germany and Europe confirm our assumptions on the decarbonization of energy grids so far. However, the overall situation will become clear in the coming year.

Collected consumption data

Out of our 2021 portfolio of 112 buildings, we were able to cover the operational emissions of 92 properties (31 single-tenant properties and 61 multi-tenant properties) in the year under review. 12 buildings were being refurbished, and three were acquired in 2021.

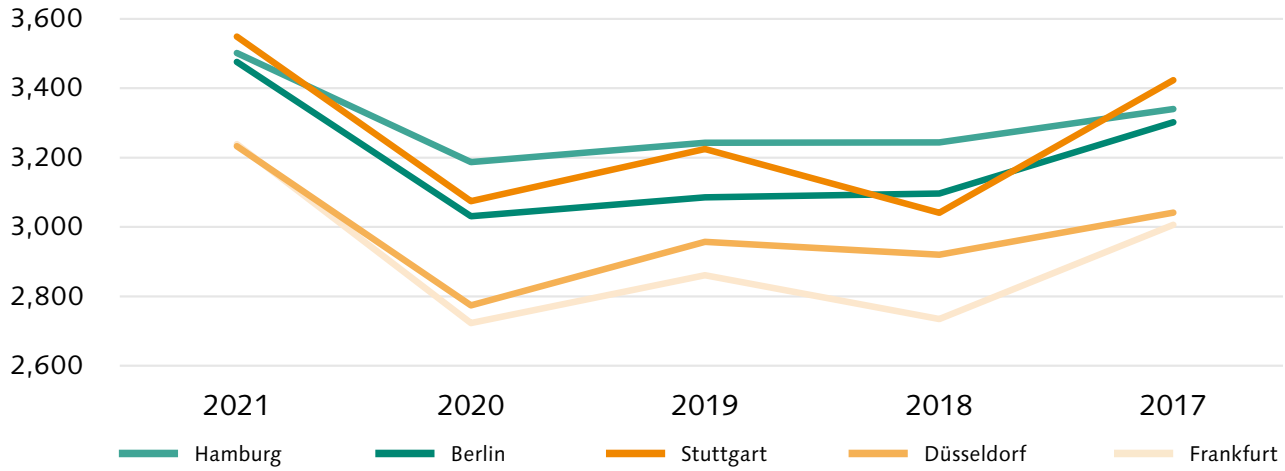
The data coverage of the energy consumption that alstria has procured is at 100 %. The acquisition of the energy consumption data that tenants have procured, especially for single-let properties, is a common problem that German landlords face. Due to data privacy laws no tenant is obliged to share its consumption data and we must rely entirely on the cooperation and the monitoring systems of our tenants.

Nevertheless, we were able to collect about 85 % of the tenant heating and about 80 % of the tenant electricity consumption in 2021 (for details, see the Appendix/ EPRA table), which led to the values shown in the graphic on the right side.

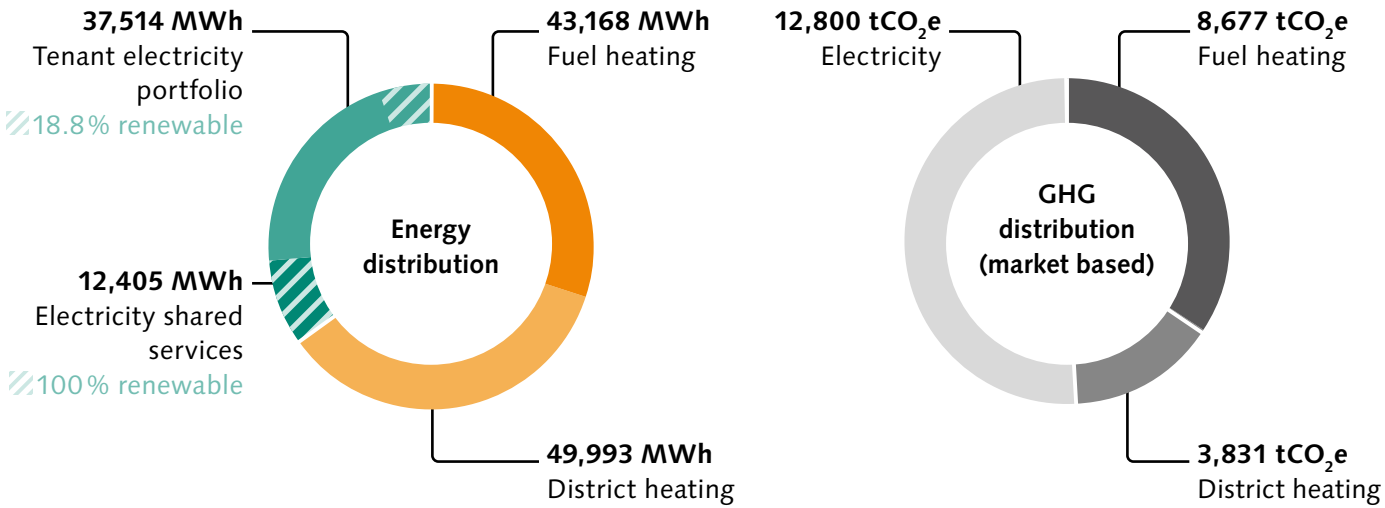
Like for like (comparison excluding fluctuations in portfolio size) we see a reduction in the electricity in shared services between 2020 and 2021 (–2.3 %). This reduction is mainly explained by COVID-19.

Due to a significantly colder winter (coldest winter in five years), total heating consumption increased by 10.4 %.

Degree day numbers of alstria buildings*



Energy and GHG distribution in alstria's portfolio in 2021
(collected consumption data)



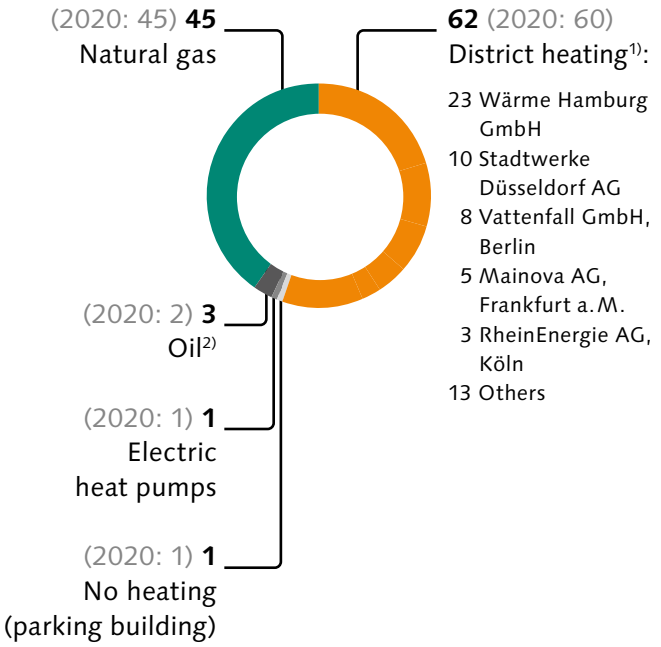
*The basic principle of the degree day number is that for each occurring outdoor temperature below the heating limit (in Germany 15 °C), the difference between the indoor temperature (20 °C) and the outdoor temperature is multiplied by the respective number of days and these contributions are added up. For example, if the outdoor temperature is 5 °C on 30 days, i.e., 15 Kelvin below the indoor temperature of 20 °C, this would result in a contribution of 30 - 15 K = 450 K to the degree-day figure. Normally, the degree day numbers are determined for a specific whole year, or as a long-term average.

Key reduction measures

Looking at the key action areas to reduce heating- and electricity-related emissions introduced above, alstria contributed as follows in FY 2021:

Switching fossil fuel heating to district heating and electric heat pumps.

Heating systems in alstria's portfolio by source in 2021



[1] In 2021, 2 buildings were converted from fuel to district heating. For statistical reasons this is not shown in the table. For 2022 we expect 2 additional conversions. For 2023 we expect 4–6.
[2] Buildings with oil heating we plan to replace as soon as it is feasible.

Germany introduced carbon taxing for fuel heating (oil and natural gas) in 2021. Our new framework procurement contract, which we closed in 2021, reflects this, as we canceled all carbon compensation for natural gas starting in 2022. Currently we are replacing fuel heating systems to heat pumps or heat pump hybrids where feasible.

Renewable energy procurement

In 2021, we signed a new framework contract on 100 % renewable energy sourcing for the common areas (landlords' shared services) in multi-tenant buildings and in our offices. This new contract is a dynamic PPA (power purchase agreement) between alstria and more than 1,400 solar plants, wind turbine parks and biogas plants. We can ensure now that only electricity from renewable sources is used in the alstria portfolio.

We further advised our tenants to join our renewable energy procurement contract (www.mieterstrompool.de), thus allowing them to reduce their own emissions. This approach benefits both parties: tenants can access the cheaper energy that alstria negotiates, and alstria can increase its buying power, thereby achieving better pricing for the utility costs it bears. Individual tenants may contract directly with the utility company (at alstria's discretion), which will allow them to maintain the clean energy contract even in the case of alstria's disposal of the asset.

From 2022, our tenants will even have the choice between two tariff options: FIX (fixed electricity price) or FLEX (spot market electricity price). Additional participation in the framework contract contributed to about 2.2 % reduction of the total tenant electricity emissions in 2021.

EV charging station in alstria's headquarters

Reducing demand through smart metering and energy management

The total energy consumption of our portfolio relies on strong collaboration with our tenants and on our understanding of the consumption behavior in our buildings. We have thus started in 2016 to replace conventional electricity meters with smart meters to monitor energy consumption for landlord shared services in real time. Since 2020 our whole portfolio is equipped with electric smart meters. In 2021, we started using load management systems in buildings with heavy EV charging, which will enable us to track whole building electricity consumption in real time. We will use these data to uncover inefficiencies in the operation of our buildings.

In 2022, we started to support a research project led by the German Aerospace Center (DLR) on new measurement concepts for energy efficiency in building facades. We aspire to use our corporate offices as a platform for testing new technologies, and we look forward to drawing results that will eventually impact other areas in our portfolio as we pursue our goal of reducing energy consumption. We therefore run an energy management system yearly according to ISO 50001 to identify appropriate energy-efficiency measures.

Renewable energy generation

Following the approval of the Green Dividend project, we plan to install about 900 kWp of solar panels on the roofs of our buildings during 2022/2023 and another 900 kWp in 2023/2024. In addition, in 2021, we installed 150 kWp of solar panels in refurbished assets. At the end of 2021, the solar capacity installed in our portfolio was at approx. 250 kWp. The produced energy was fed into the grid.

Enabling Energy Flexibility

To provide our buildings with the maximum capacity of electric vehicle (EV) charging stations, we are now installing dynamic load management systems. Such systems will allow us to expand our buildings' energy flexibility by balancing the buildings' electricity demands with their EVs and prepare for the next step which involves energy generation and storage.

Reducing Water Consumption

The use of water in our company is divided into:

Water used in tenant areas

Water used in our offices

Tenant areas

No water stress generally exists in Germany, where our business operations take place. However, some metropolitan regions in Germany face water challenges (e.g., overloaded sewers) due to an increasingly scaling rate of rainfall events. For our part, whenever we refurbish one of our buildings, we try to include a rainwater collection or stormwater retention system, as well as greywater systems for toilets or sprinklers. We also regularly run controls on the sewer pipes across our portfolio to detect significant liquid spills.

Water in our portfolio is procured exclusively from local authorities — either through our tenants or through us — and submetered directly to them. The use of water in our buildings is for tea kitchens, toilets, and green areas.

In 2021, our portfolio's water consumption was 225,112 m³. This corresponds to a reduction of 6.2 % like for like in 2020, which is mainly explained by COVID-19.

alstria's offices

We use water in our corporate offices responsibly and have water-saving devices installed in tea kitchens, toilets, and green areas. Freshwater consumption amounted to 702 m³ in our offices in 2021, 33.5 % lower than the previous year. This is mainly due to the additional amenities provided in our head office (fitness and shower facilities, as well as chilled and hot drinking water dispensers in all break rooms).

Freshwater used in alstria offices in 2021: 702 m³ or 16.2 l per employee per working day (35 % reduction)

Reducing waste impacts

Waste related to our company is divided into:

Waste generated in tenant areas

Waste generated in our offices

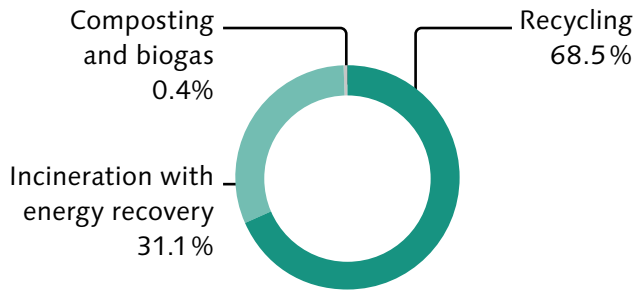
Waste from construction activities

Tenant areas

To reduce the amount of waste that our tenants produce across our portfolio, we have applied a waste management system that an environmental service provider from Northern Germany runs. In 2021, this system covered 78 of 92 buildings. Our goal is to eventually include all buildings from our portfolio in this system and to improve our recycling rate.

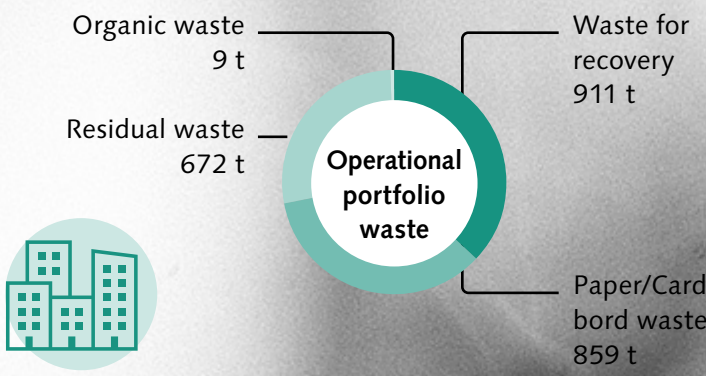
Waste in alstria's portfolio by disposal route

Total waste consumption: 2,449 t

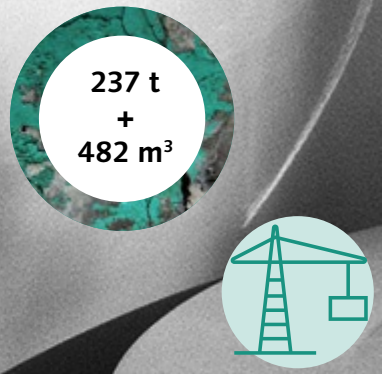


Overview of waste generation at alstria

Total waste consumption: 2449.2 t



Construction waste*



*Some waste amounts are only available in m³.

alstria's offices

The alstria offices are also covered by the waste management system run by a professional service provider. In addition, to reduce paper use across the company, we have introduced a company-wide document management system and digital communication platforms. In 2021, we printed approximately 6 sheets of paper per employee per working day. The paper used is FSC certified. We also regularly inform our employees about our waste separation process.

Construction waste

alstria's central policy toward the minimization of construction and demolition waste in our refurbishment/development projects is alstria's low-carbon design principles framework, which we published in 2020, and which we apply to all of our refurbishment/development projects. It emphasizes the importance of 'reduce and reuse,' for example, by demanding to continue using the building stock as much as possible (Principle 1) or to minimize the use of new concrete and steel in favor of products that are durable, natural, and renewable, such as wood (Principle 2). This is also a central pillar of our overall sustainability approach, which recognizes the importance of embedded environmental impacts from a life cycle perspective.

We don't buy, sell, or use building material directly; instead, we buy the 'assembled service.' The separation, disposal, and recycling (waste management plan) of construction and demolition waste is part of the service (and fixed price) that our suppliers deliver for us. That this is done in an environmentally friendly manner is strictly regulated and enforced by German

environmental laws (e.g., the 2012 Recycling Management Act). This means that waste management plans and waste separation are available for all our projects. We expect that our suppliers/service providers follow these regulations. This is specifically expressed in our standard building service contract.

Our contracts for building service providers create incentives for recovering and recycling building materials, as they are based on a fixed price for the full service, including the removal of building waste. We do not specifically price/negotiate the waste removal. This means, for example, if the provider of a demolition task finds ways of selling the construction waste to a road construction project instead of taking it to a landfill (which costs money), he can keep the revenue.

Our building approach to retrofitting rather than demolishing generates much less waste and uses less energy. Specialized waste disposal companies collect and treat waste from our construction activities according to German standards (to our knowledge).

In 2021, approx. 237 t and approx. 482 m³ of waste were generated at eight construction sites and large tenant fit-outs.

Green roofs on an alstria building in Stuttgart

Protecting Biodiversity

In general, state regulations in Germany address a large number of biodiversity-related aspects. In addition, for many of our redevelopment projects we conducted environmental assessments in 2021.

Also, because our portfolio mainly consists of office buildings in major German cities, biodiversity is usually only slightly affected. Our main contribution to biodiversity protection lies in the fact that alstria never takes part in greenfield developments for commercial properties.

However, we understand that we can positively contribute to biodiversity and thus started to analyse our portfolio regarding certain relevant topics.

For example:
› Green roof areas:
39 buildings with around 86,600 m² (in 2021)
› Beehives on the roof:
four buildings with around 92 m² (in 2021)

In 2021, we bought our first forest in the state of Brandenburg in Germany. Our main objective through forest acquisition is to secure long-term access to timber and other wood construction materials, which are critical to our ability to deliver on our business. As a side effect, it is an important contribution to protecting carbon sinks and biodiversity, as we aim to manage the forest in a sustainable way. We are targeting improving the resilience of the forest by introducing more diversity in the tree mix (including increasing native species) and in the harvesting approach.

A few numbers related to our forest (size: 218 ha)

Pine: 195 ha (5–110 years old)
Birch: 14.7 ha (15–85 years old)
Oak: 4.0 ha (25–125 years old)
Douglas fir: 1.4 ha (70–90 years old)
Sycamore: 0.5 ha (50 years old)

OUR PEOPLE

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Key figures

EMPLOYEES
171
(+2.4 %)

AVERAGE AGE
39 years

AVERAGE SICKNESS[1)]
7.8 days

WHO WE ARE
10.5 %
Management level

89.5 %
Non-Management level

EMPLOYEES BY TYPE
21.6 %
Part-time

78.4 %
Full-time

EMPLOYEES BY GENDER
60.2 %
Women

39.8 %
Men

79.0 %
Employees with profit participation rights

All data refer to the number at the end of the reporting period (January 1, 2021 - December 31, 2021).
[1)]Incl. sick child. German average of 11.2 days in 2021 (data from Institut für Arbeitsmarkt- und Berufsforschung).

Employee development

The expertise and commitment of our employees drives our business' success. At alstria, our mission is to offer employees an attractive, stable, and opportunity-rich working environment that enables high-quality performance. In this way, we can help ensure that our talented people stay onboard for the long term.

HR agenda

Our Human Resources (HR) team is committed to guiding our employees in their career paths and enhancing their well-being. The team's central goal is to ensure the company recruits the right talents and these talents are nurtured and can thrive within the company. This requires the following:

› First, aligning our employer branding to the market and attracting talented professionals that match the company's culture.

› Second, ensuring a management culture that continually develops our employees and promotes the right people.

› Finally, retaining good managers and employees and promoting their commitment and enthusiasm for the company.

Our approach starts with transparent recruiting, an orientation program for new employees, continuous staff support and consulting, training, building of strong managerial skills, regular feedback sessions, annual performance appraisals and an annual employee survey.

Together against COVID-19

The year 2021 was heavily influenced by the COVID-19 pandemic. To protect our employees and to ensure that all operations could run as good as possible we introduced the following measures:

› Continuous and up-to-date communication on new requirements and suspected cases mainly via online channels,

› Dedicated escalation processes for suspected or positive cases,

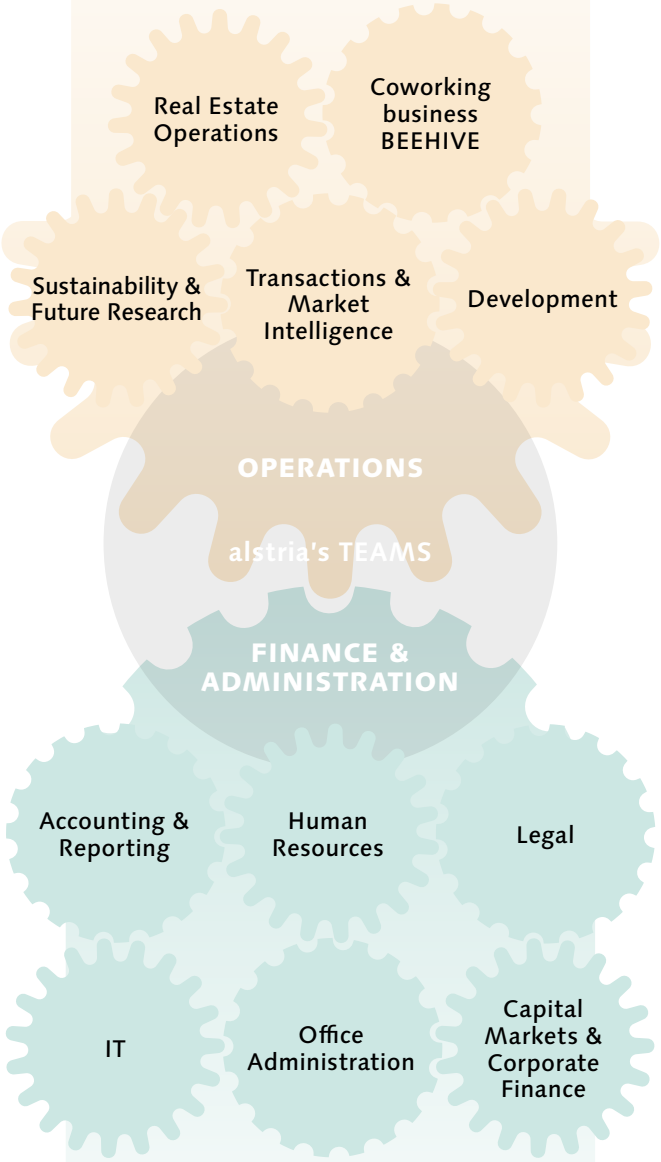
- A comprehensive hygiene concept and office layouts adapting to social distancing rules,
- Installation of modern aerosol filters,
- Immediate pragmatic introduction of home office possibilities (during lockdowns as a preferred option),
- New flexible work policy making it easier to work from home,
- Specific support information and creation of exchange options for parents,
- Transferring company events such as the alstria Academy into virtual gatherings,
- Mandating / offering Covid-19 tests for colleagues working from the office,
- Offering vaccination for alstria employees and close relatives,
- No short-time work.

Our people in 2021

In 2021, we employed 171 employees (FTE: 161), 2.4 % more than the previous year. Seventeen employees left alstria that year, representing a turnover rate of 9.9 %. Fifteen of them left voluntarily. Most of our employees (66.7 %) work in operating departments, including asset and property management, Beehive (coworking business), transactions and development. The rest (33.7 %) work in support departments, including capital markets & corporate finance. Group accounting & reporting, HR, Sustainability, legal, IT and office administration. Our managers – employees who lead teams with a reporting line two levels or less from the Management Board – account for 10.5 % of our staff. These are further divided into first-level managers (leadership team) and second-level managers, with the rest of our staff (89.5 %) having no extended managerial responsibilities.

We offer stable jobs and provide long-term career prospects facilitated by the number of permanent contracts. Of our 171 employees in 2021 only 3.5 % worked under fixed-term contracts, mainly those in trainee positions. For more information on our trainee program, see the "Young talents" paragraph.

We strive to allow our employees to grow in their current positions, and we devote time and resources training them to succeed in their new roles. When our employees' needs change or the opportunities arise, we encourage transfers to equivalent positions in different teams and promote from within in the event of an in-house vacancy. In 2021 three employees were internally promoted to senior positions.



Compensation system

The remuneration system is designed to remain attractive and ensure that it follows market trends. Both the remuneration system and the remuneration levels are reviewed on regular basis by the management board. Usually, the compensation consists of a fix salary plus a variable component. In general, the latter includes an annual bonus and stock awards (so-called profit participation rights). These variable components depend on individual performance as well as on the company's success. For the period 2021, 79.0 % of our employees were granted variable compensation.

Following the takeover of the company by Brookfield and considering the restricted free float of the company the management board decided to adapt the remuneration system. Part of the corporate expenses associated with the profit participation right was converted into fixed salary increases (effective Jan. 01,2022), with the aim of closing a gap to the fixed compensation customary in the market. The remainder of the expenses was converted into the Alstria Collective Employee Scheme (ACES) program. ACES vest over a two-years period and their vesting value is based on the achievement of company related operational and financial performance KPIs defined in advance.

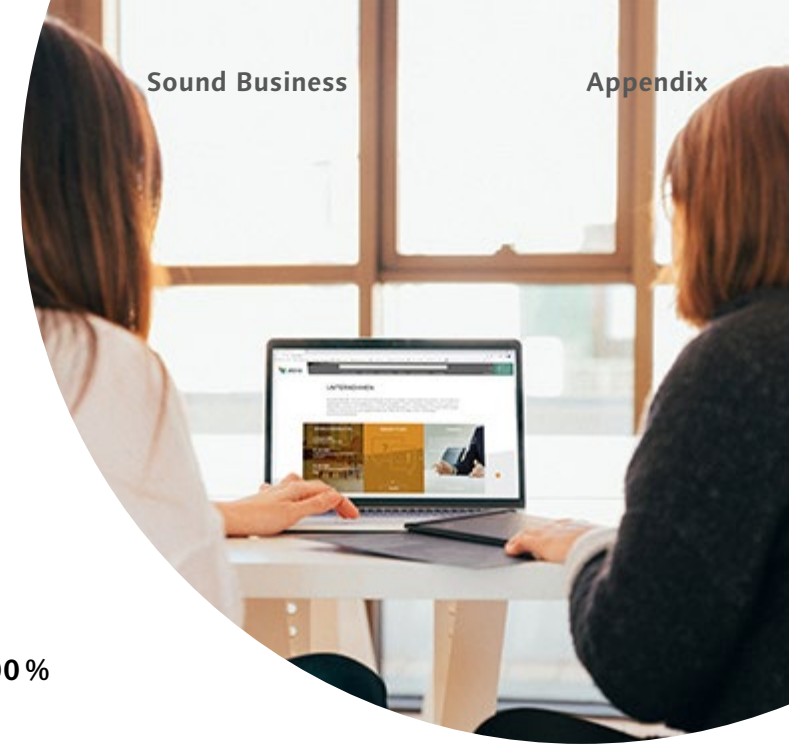
Compensation structure

As of Dec. 31, 2021	Average compensation across the company	CEO compensation
Total amount of fixed and variable compensation[1] (EUR)	90,981	1,267,000[2]
Annual change	+3.8 %	+12.4 %
Bonus portion in total compensation	12.6 %	19.7 %
Long-term incentives portion in total compensation	17.4 %[3]	39.5 %

[1] Total granted compensation without insurance and pension benefits. The difference of CEO total compensation to median employee compensation is a multiple of 19.0 (2020: 17.9).
[2] see alstria IFRS report 2021 p. 64.
[3] The system regarding long-term incentives changed in 2022 (see below)

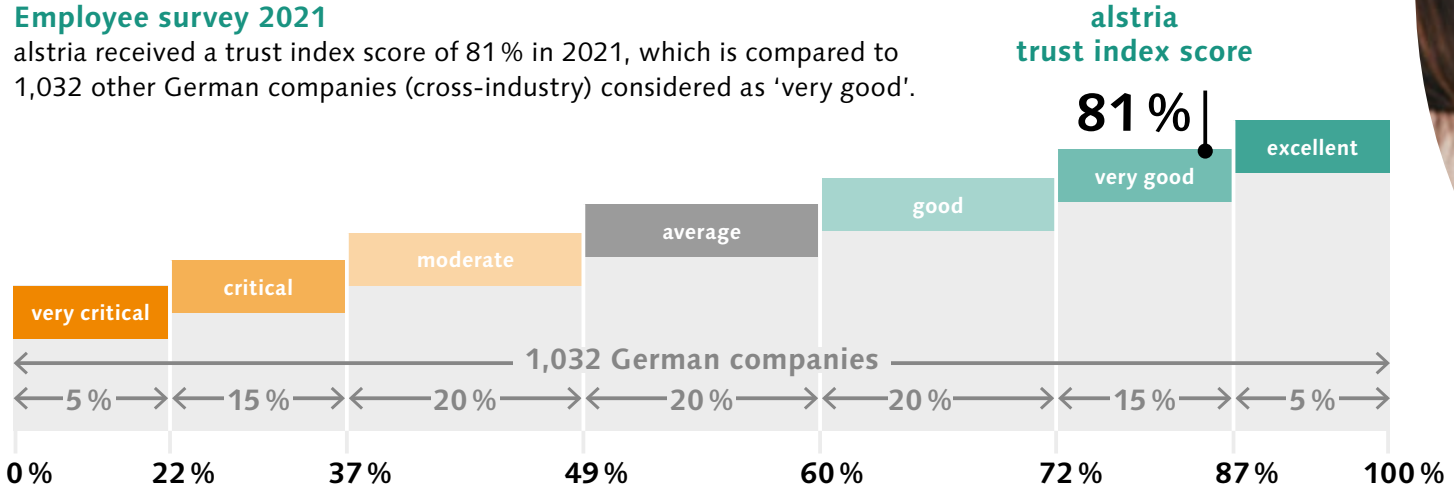
Our Code of Conduct, which also covers remuneration, contributes to protecting our employees against discrimination. For more information, see the chapter titled Diversity and Inclusion. In addition, across the organization, we provide good working conditions and adhere to the statutory minimum payment standards. With regard to our employees' freedom of association and collective bargaining, the company recognizes the rights of all employees to form a workers' council, set up employee representation and carry out collective bargaining to regulate working conditions. All above commitments are laid down in our Code of Conduct.

Compliance and ethical code of conduct



Employee survey 2021

alstria received a trust index score of 81 % in 2021, which is compared to 1,032 other German companies (cross-industry) considered as 'very good'.



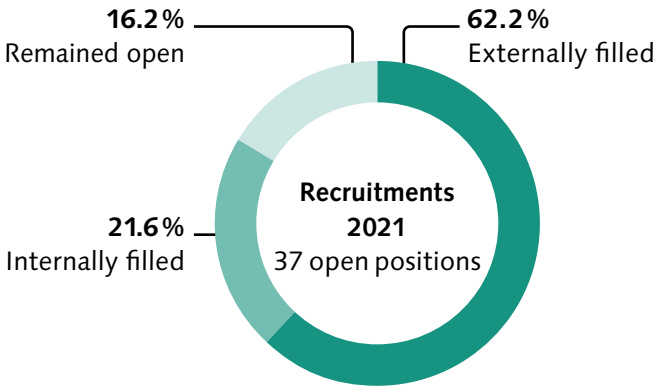
Employee survey

In 2021 we conducted an employee engagement survey again. For the second time, the survey was conducted based on the leading international standard, the Great Place to Work-Trust Model. With a trust index score of 81 % (market benchmark[1)] was 54 %) alstria reached the second highest rating possible: very good. We also received insights for our HR strategy considerations. For example, we have learned that many of our colleagues would appreciate more participation in the company's success. Also, the shared celebration of success and fairness regarding promotion are very important.
The index score is composed based on the approval rate to a set of questions that address the alstria employees' perception of the work environment and the company. Additionally, we asked for feedback on the direct managers and the team collaboration in general.

Recruiting and employer branding

Nearly all recruiting is handled in-house and guided by our HR team. Depending on the position, we use various recruiting channels, such as online/print advertisement, social media, direct contact at fairs and universities and alstria's intranet for employee referrals. Our recruitment process usually involves two steps: a digital interview and one on-premises interviews. These interviews are attended by the future direct manager of the candidate, a team member, and a member of the HR team. During the second interview, candidates are usually asked to work on a case study. At all stages of the recruitment process, we place great importance on objectivity and fairness toward the applicant.

With a focus on young professionals, we are present at universities by holding expert presentations and by supporting students in their academic work. In 2021, we contributed to one project.



[1)]The market benchmark is provided by the service provider Great Place to Work and refers cross-industry to the rating of 1,032 German companies that used the survey over the last 5 years. For more information visit https://www.greatplacetowork.de/

Young talents

Trainee programs hold a special place in our corporate culture. They ease cooperation between various departments and long-term succession planning within the company. Therefore, we hire young professionals every year to complete a two-year program specially designed to provide hands-on experience with our real estate business. During these two years, the trainees change position every three to six months to a different team within the company (including the executive board team), allowing them to gain experience and insights into the different parts of our business.

We organize assessment days to select our trainees. On these days, participants can demonstrate their skills in various individual and group tasks and gain insight into our corporate culture and future areas of job responsibility.

Welcome on board

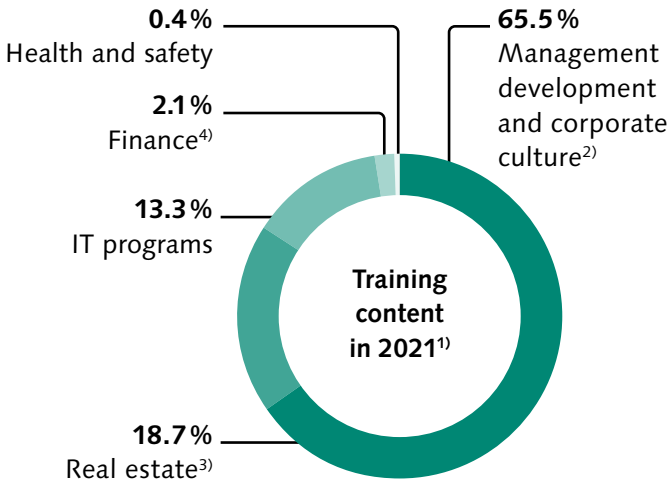
We warmly welcome our employees to their first day at work by introducing them to our office premises and our staff. Upon starting, each employee is assigned to an HR associate who remains available for any questions. The respective department is in turn responsible for providing employee–specific training and team building. To help new employees integrate more quickly, we organize onboarding sessions, which during the present pandemic were held digitally. During these days, we present our corporate values and provide specific training on our IT tools and internal procedures. Most importantly, the onboarding sessions offer networking opportunities for our new colleagues that help them settle into their new environment.

alstria's welcome package

Training programs

We offer our employees a wide range of training opportunities to ensure they are equipped with the necessary skills to take on new challenges. During the annual appraisal meetings, employees build their individual training plans in collaboration with their managers and members of the HR team. Upon completion of a training program, participants and their direct managers discuss the effectiveness of the program to tailor their future training plans more effectively.

In 2021 we introduced the alstria E-Learning Academy (ELA), a new digital training format which also offers more advanced evaluation possibilities. ELA offers over 100 training modules in different fields (e.g., Language and Communication, Productivity, or Management and Teamwork) supporting our employees in their personal and professional development.



With regards to training content, in 2021 we had special foci on business English across the organization and the leadership skills of our managers. In addition, we have continued to focus on developing real estate-specific skills and know-how across our team.

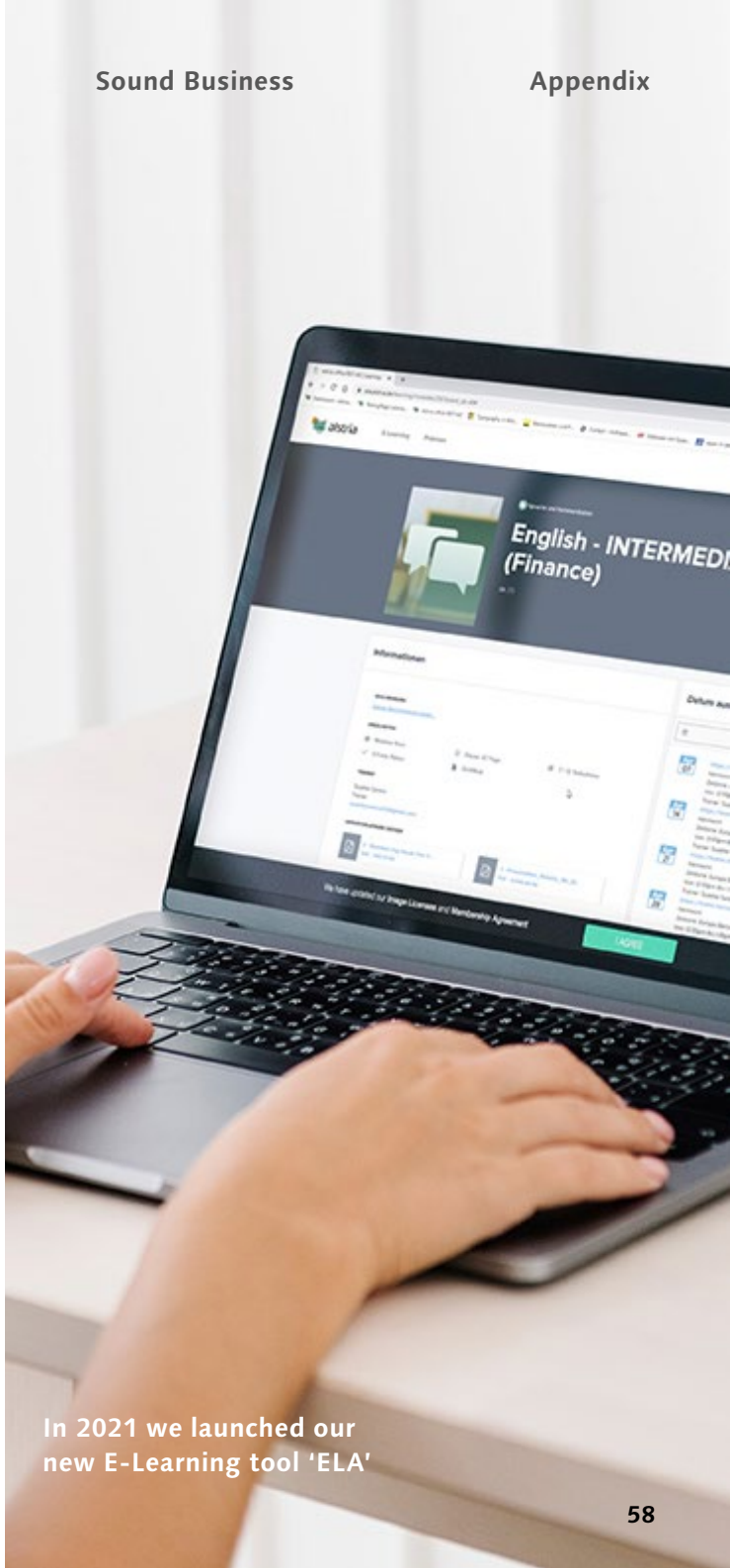
In total, we invested EUR 107,625.3[5] in training, which represents an average of EUR 629.4 per employee (EUR 667.3 per FTE). Each employee received an average of 16.1 (in FTE: 17.0) hours of training (2020: 18.6 hours per employee). Due to Covid-19 significantly less training was possible in 2021 compared to previous years. In addition, we are digitalizing part of the training. Finally, we perceived a growing number of free (online) trainings during Covid-19, which were not counted for our statistics.

alstria academy

We successfully run seminars held by employees for employees. We believe sharing knowledge and interesting stories across departments can encourage internal communication and build a stronger corporate culture. In addition, we invite experts from various fields to support our continuous learning.
Some of the topics discussed in 2021 are listed below:

› timber hybrid construction,
› continuous and online based learning,
› personal social contribution,
› e-mobility.

[1] Only trainings that created cost were counted. Free (online) trainings, which increased heavily during the Covid-19 pandemic were not counted.
[2] This category also includes training hours on OHS and compliance.
[3] Including real estate, development, transactions, sustainability and energy topics.
[4] Including legal, finance, controlling, accounting and office administration topics.
[5] Only trainings that created cost were counted. Free (online) trainings, which increased heavily during the Covid-19 pandemic were not counted.



In 2021 we launched our new E-Learning tool 'ELA'

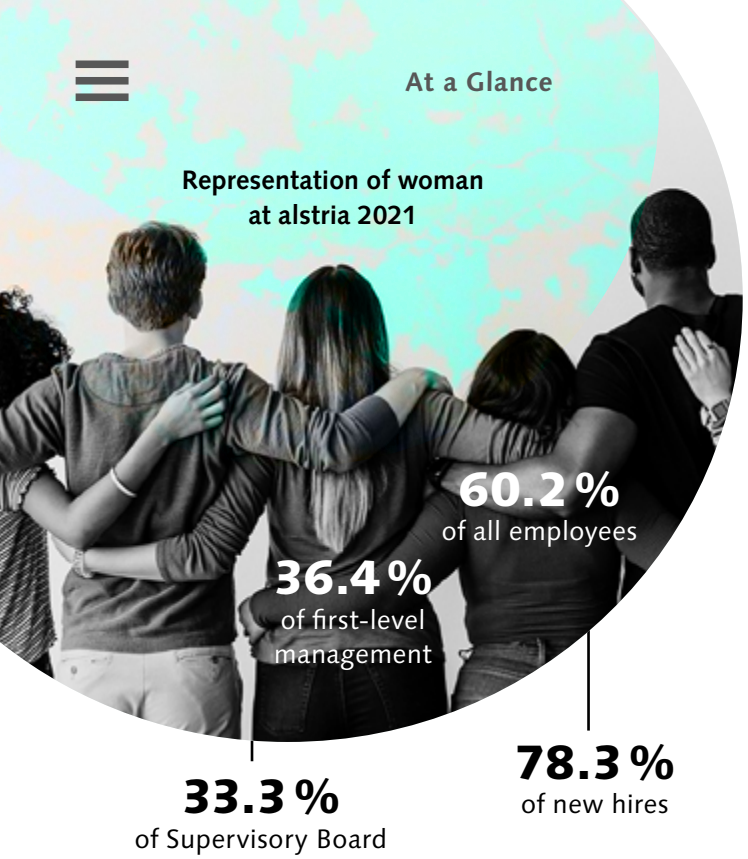
As modern society becomes more diverse, embracing an inclusive work environment is the only way to move forward. The process of developing a diverse workforce starts with hiring talented people regardless of their individual characteristics, promoting people based solely on their performance and having managers who endorse equal opportunities and respect.

Diversity & inclusion

Diversity makes us stronger

The individual differences in our company make us stronger and innovative — visible differences such as gender and age and invisible differences such as experience or educational background. To protect and embrace the value of those differences, we established a Code of Conduct that applies to our employees and business partners. The policy prohibits discrimination against any individual on grounds of gender, age, ethnic group, skin color, nationality, social origin, sexual orientation, religion, ideology or disability throughout the working relationship with alstria.

We take measures in the areas of recruitment and employee development to foster diversity and equal opportunity throughout the company. Employees who experience or witness discriminatory incidents must report these to their direct managers and/or the compliance officer. In addition, all employees have access to our external 24/7 whistleblower hotline through which they can anonymously and confidentially report relevant breaches that they would feel uncomfortable reporting directly in the organization. Employees will face no sanctions due to reporting incidents. In 2021, no incidents of discrimination were reported.



Gender diversity

Our Management Board is committed to promoting gender diversity and increasing the representation of women in management positions. In 2021, 103 women and 68 men worked for alstria.

Although we firmly believe that candidates applying for any job position need to be selected based on their talent and not on their gender, we recognize our industry has a deficit of women in management positions. Our Management Board has, therefore, set a 30 % target quota for women in the first management level below the Management Board (Head of Departments), and our Supervisory Board has assigned itself a similar target for its own composition. The targets apply for 2021 and 2024 respectively and were both overreached in 2021, with women covering 36.4 % of first-level management positions and 33.3 % of Supervisory Board positions.

The target for the proportion of women on the Management Board was initially 0 % against the background of the terms of office of the two Management Board members lasting until December 31, 2022. In December 2020 the target for the proportion of women on the Management Board was raised to at least 30 %. This target was not reached as of December 31, 2021 and will apply until December 31, 2024.[1)]

We are proud that our approach to gender diversity has been recognized in the last three years by the Bloomberg Gender-Equality Index.

Gender pay gap

Our Management Board strives to provide equal remuneration for similar job assignments across the company. To promote pay parity, alstria monitors and compares the annual pay of women and men across all management levels.

Although women are well represented in our company the gender pay gap increased slightly (+0.2 % points) in favor of male employees compared to last year. We are confident that our pay gap is not caused by our approach to setting pay levels but is driven by the structure of our workforce. We have significantly more women (63.4 %) than men (36.6 %) in non-management roles and a higher number of men (66.6 %) than women (33.3 %) in management roles. We also believe that some real estate and technical core disciplines that tend to attract a higher market pay are underrepresented by female candidates. For example, in 2021 only 22.0 % of all STEM-related positions at alstria were held by women.[2)]

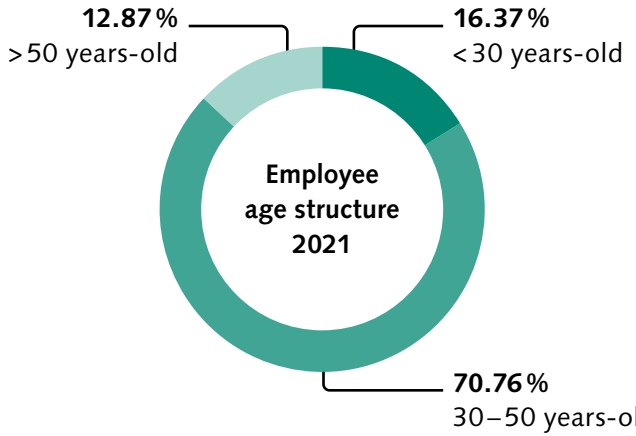
Further, we monitor the gender pay gap across individuals with similar job assignments and experience. Under these conditions men earned 0.25 % more than women in 2021 (in 2020 women earned 9.1 % more than men).[3)]

Pay gap across employee categories

As of Dec. 31, 2021	Female	Male	Pay gap (f/m) for fixed compensation	Pay gap (f/m) for total compensation
Management level (1st and 2nd)	33.3 %	66.6 %	–8.3 %[4)]	–21.5 %
Non-management level	63.4 %	36.6 %	–18.7 %	–25.6 %
Employees with similar job assignments	57.6 %	42.4 %	+2.7 %	–0.25 %

[4)] Employees who were absent for more than two months, newly hired/released or promoted to this category during the reporting year are excluded from the consolidation basis.

[1)] See also alstria IFRS annual report FY 2021 p. 197
[2)] STEM: Science, technology, engineering, and mathematics – The alstria definition comprises: Developer, Technical Project Manager, IT-department (no Project Manager), Facility Management, Data Analysts, BI Analysts, Controlling Team, Sustainability and Future Research Department.
[3)] Methodology: In comparison groups, we classify employees with comparable jobs to better demonstrate the pay gap across the company. Some of these groups are relatively small (e.g., some only consist of two colleagues). Therefore, certain colleagues with a relatively high salary are heavily weighted. We will continue to monitor the topic closely.

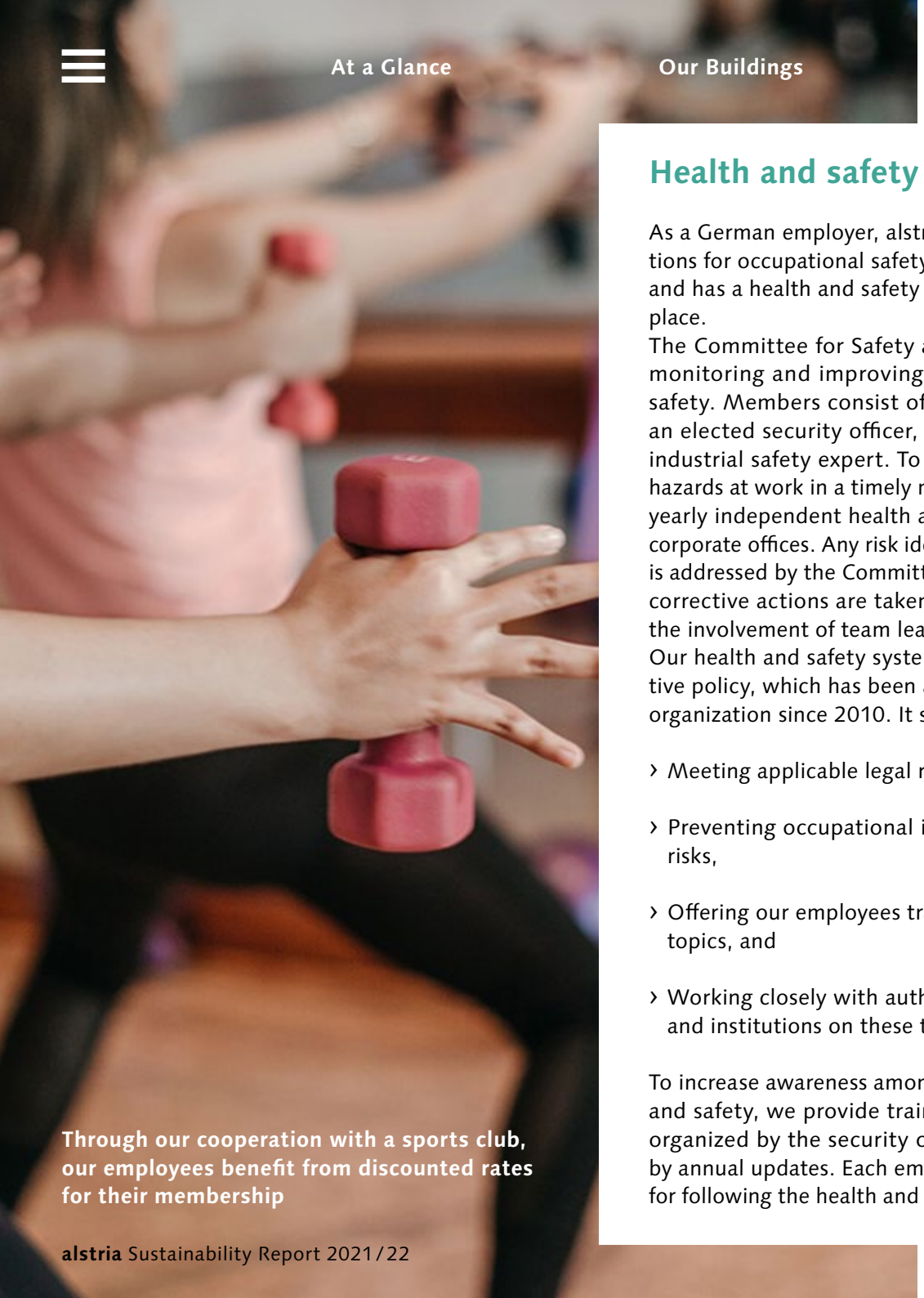


Age diversity

We remain a young company, with 56.73 % of our employees being millennials (i.e., born between the years 1981–1996) and an average employee age of 39. As the pension age and the number of years each employee works for the company increase, we expect to have equal representation of four generations working together in the future. This new normal calls for flexibility and foresight in management. We, thus, respect, recruit and promote employees regardless of age. Retirement programs are not yet applied at our company, as our staff has not approached retirement age.

Work-life balance

We recognize our responsibility as an employer to react to lifestyle and societal changes and offer employees solutions to balance their work and personal lives. To promote the health and well-being of our employees, we provide a range of health care programs and comprehensive health management.



Through our cooperation with a sports club, our employees benefit from discounted rates for their membership

Health and safety management

As a German employer, alstria follows legal obligations for occupational safety and health protection and has a health and safety management system in place.
The Committee for Safety at Work is responsible for monitoring and improving occupational health and safety. Members consist of the Management Board, an elected security officer, a company doctor and an industrial safety expert. To address health and safety hazards at work in a timely manner, we conduct twice-yearly independent health and safety audits across all corporate offices. Any risk identified during these audits is addressed by the Committee for Safety at Work, and corrective actions are taken to eliminate it, including the involvement of team leaders.
Our health and safety system is anchored to a respective policy, which has been applied consistently to our organization since 2010. It supports the following:

- Meeting applicable legal requirements,
- Preventing occupational injury and reducing illness risks,
- Offering our employees training in health and safety topics, and
- Working closely with authorities, trade associations and institutions on these topics.

To increase awareness among our employees of health and safety, we provide training upon hiring, which is organized by the security officer and complemented by annual updates. Each employee bears responsibility for following the health and safety policy and reporting potential risks. In addition, we offer free participation in first aid courses every three years. In 2021, 11 colleagues (6.4 %) used the opportunity.

Health and well-being programs

To help our employees remain healthy, we support them with a yearly influenza vaccine, vision care according to DGUV principle G37 and business-travel accident insurance. In addition, we support our employees' physical well-being by subsidizing monthly memberships to a sports club available in all big German cities and in eight countries throughout Europe.

We also have been paying close attention to the impact of mental health. We have thus formed an internal task force to spot the triggers and signs of mental health issues within our working environment. Trainings on the topic are also part of digital learning system ELA.

All these measures contributed to a relatively low number of sick days per employee in 2021: 7.8 days (2020: 6.4 days) incl. caring for sick children and 7.4 days (2020: 6.1 days) without caring for sick children. These lower numbers are also explained by a moderate flu wave in 2020 and 2021 (due to measures to contain Covid-19), which limits comparability with previous years. It is our ambition to stay below the German average every year. In 2021 the German average was 11.2 days per employee (2020: 11.2 days).[1)] In 2021, we recorded no fatalities across the organization, but we did record two work-related injuries.

[1)] Data from Institut für Arbeitsmarkt- und Berufsforschung

Flexible working

Besides statutory rights, we offer our employees trust-based working hours, which they can arrange with their direct managers considering their own and the business' needs. Our employees can choose to work off-site, for example, at our coworking business (BEEHIVE).

In 2020, to protect our employees from COVID-19, alstria released a flexible work policy which increases the possibilities of our colleagues to work from home. This was alstria's standard work option in 2020. In 2021 the management board decided that this policy would remain in place till December 31, 2022. However, working from home is limited to a maximum of 80 days per year and three consecutive days.

To maintain successful remote work, we equip our employees with laptops, mobile phones, and 24-hour remote access to the company's infrastructure and IT support.

Family support

We support our employees' balance of work and family responsibilities by offering (at their request) part-time models. Upon returning to work, new parents are welcomed to choose their suitable working model, and we provide the same working conditions for full and part-time employees. In 2021, the number of employees working part-time was 21.6%. 27.3% of our managers one level below the management board worked part time.

Adaptable & healthy workspace

Our head offices are located in a renovated building of UNESCO cultural heritage in Hamburg, overlooking the main central station. The offices were designed to meet high comfort levels and be adjusted flexibly to address various rates of occupancy. (This feature was properly used as a response to the new standards of COVID-19 to support social distancing.)

They further embrace an open culture defined by middle glass zones that serve as think tanks, lounges, nap areas, phone booths and recreational areas. To maintain a certain privacy level, all think tanks feature a foil coating. Each office unit features adjustable-height desks for extra comfort, sound-absorbing privacy panels and furniture on wheels to allow employees to shape the space on their own terms. We also offer free bicycle lots to make it easier for our employees to commute by bicycle. Finally, to support e-mobility, we have installed e-charging stations in our garage.

The design of our head offices is replicated in all our local offices in Germany.

Corporate benefits

We offer our employees a wide range of benefits in addition to those for health and well-being. These are provided to full- and part-time employees (including temporary employees).

Public transport pass
We cover commuting to work costs by subsidizing the local public transportation (monthly or annual tickets) fully.

Company cars
We provide company cars (from 2021 only fully electric or plug-in hybrid vehicles) to managers, technicians and selected other employees; for example, those who must work off-site.

Free access to coworking
We offer use of coworking BEEHIVE spaces.

Pension plan
In addition to the legally mandated social pension, we offer a voluntary company pension plan (excluding the Management Board). The company matches employee contributions up to EUR 1,800 per year.

Competitive vacation plan
We offer 30 days of vacation, plus two extra days: the 24th and 31st of December.

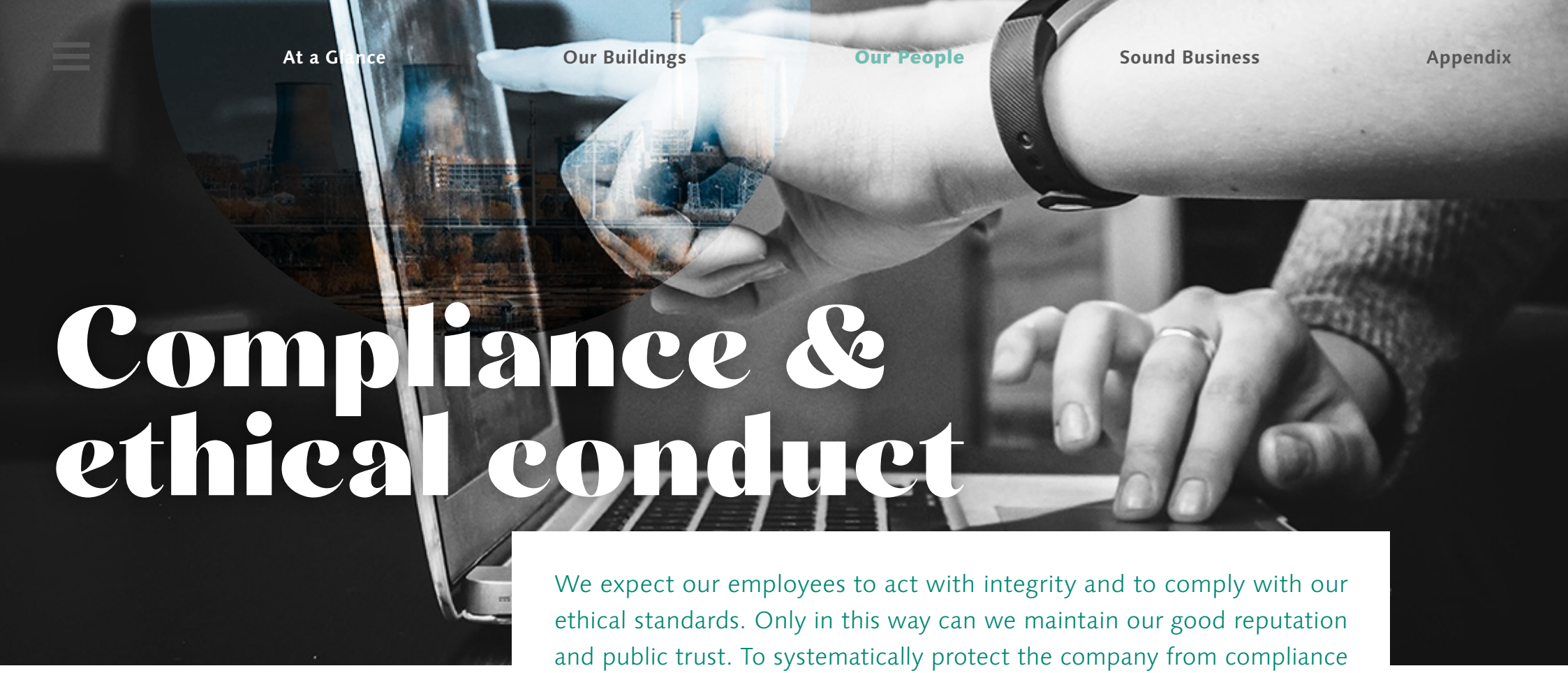
Sports club membership
We subsidize the monthly membership to various fitness venues accessible in all big cities of Germany.

Sabbatical option
We offer employees who have been working for more than five years at alstria the option of sabbaticals in agreement with their supervisors and HR.

Electricity contract
We offer a fair-price contract of renewable electricity for private use.

Meals
We offer canteen options in our Hamburg office (not possible in 2021 due to Covid-19).

Jobrad
We provide leasing options of e-bikes and bikes to all employees.



Compliance & ethical conduct

We expect our employees to act with integrity and to comply with our ethical standards. Only in this way can we maintain our good reputation and public trust. To systematically protect the company from compliance risks and promote ethical behavior among our employees, we have set up a company-wide compliance system.

Compliance system

Our Management Board has built a compliance system to assure proper implementation of the group's ethical standards. These standards include a set of internal behavioral guidelines and codes of conduct (CoC) for employees and suppliers, which are available on our website. New employees are made aware of the CoC and the internal guidelines on their first day at work as part of the welcome package and must accept its rules in writing.

The alstria compliance officer supports the management board in:

- ensuring legal conformity in the core compliance fields in the best possible way,
- enhancing the entire system, considering the constantly evolving legal environment,
- monitoring compliance within the group.

Compliance risk assessments are conducted every quarter and are presented to the Audit Committee of the Supervisory Board. The Audit Committee, in turn, is responsible for controlling the scope and intensity of our compliance activities, including overseeing internal compliance-related audits.

Our employees are encouraged to raise concerns about compliance with their direct managers or the

compliance officer. Employees can also use an external 24/7 whistleblower hotline, through which they can anonymously report violations of the code of conduct or the company's internal guidelines. In 2022, we planto la unch a whistleblower portal/website. Our policy explicitly offers protection for whistleblowers, and employees face no sanctions as a consequence of reporting incidents. All new employees receive training regarding compliance upon hiring. Updates to our existing policies are immediately communicated via the company's intranet, and refresher courses are provided to all employees.

Code of conduct for employees (Status: July 9, 2021) – covered topics:

- Human Rights Commitment
- Legal Compliance
- Corruption and Bribery, Anti-Competitive Practices, Money Laundering
- Leadership and Example, Conflict of Interest, Confidentiality of Information, and Insider Trading
- Discrimination and Harassment
- Child Labour, Forced Labour and Freedom of Association
- Environmental Protection
- Grievance Mechanisms
- Additional Internal Guidelines

Code of conduct for employees

Corruption and bribery policy

alstria does not tolerate corrupt business practices by employees or external suppliers acting on behalf of alstria. Corruption is understood to be the acceptance or granting of advantages or benefits which are used to take unfair influence on business or official decisions. This expressly includes bribes in any form. Monetary gifts to business partners are strictly prohibited and perceived as (attempted) bribery. During an ongoing negotiation any kind of grants, invitations for events or hospitality are not permitted. Beyond that our employees shall not make or accept any grants in a value higher than EUR 50.00 net and shall limit invitation for events or hospitality to an assumed net-value of EUR 150.00. Employees of alstria are not allowed to offer, promise or grant office bearers monetary or non-monetary benefits of any kind.

Financial contributions (including in kind) may be made to organizations such as industry, trade and business associations, think tanks and research projects as well as for charitable purposes as part of alstria's corporate citizenship activities. However, financial contributions are made voluntarily, without expectation of any consideration in return, within the framework of applicable laws and regulations, and always require the approval of the management board. All financial contributions made are to be reported to the Sustainability & Future Research department and will be published in alstria's sustainability report. Financial contributions to politicians, political parties and political campaigns are not permitted und will not be made directly nor indirectly.

To protect the group from corruption risks, we have implemented an early-warning risk identification system that evaluates and monitors all associated risks on a quarterly basis at minimum. The compliance officer oversees the compliance with anti-corruption practices. In addition, we maintain a four-eye principle as a control mechanism for most internal processes. In 2021, no incidents of corruption in relation to employees and business partners were officially reported to alstria.

Human rights policy

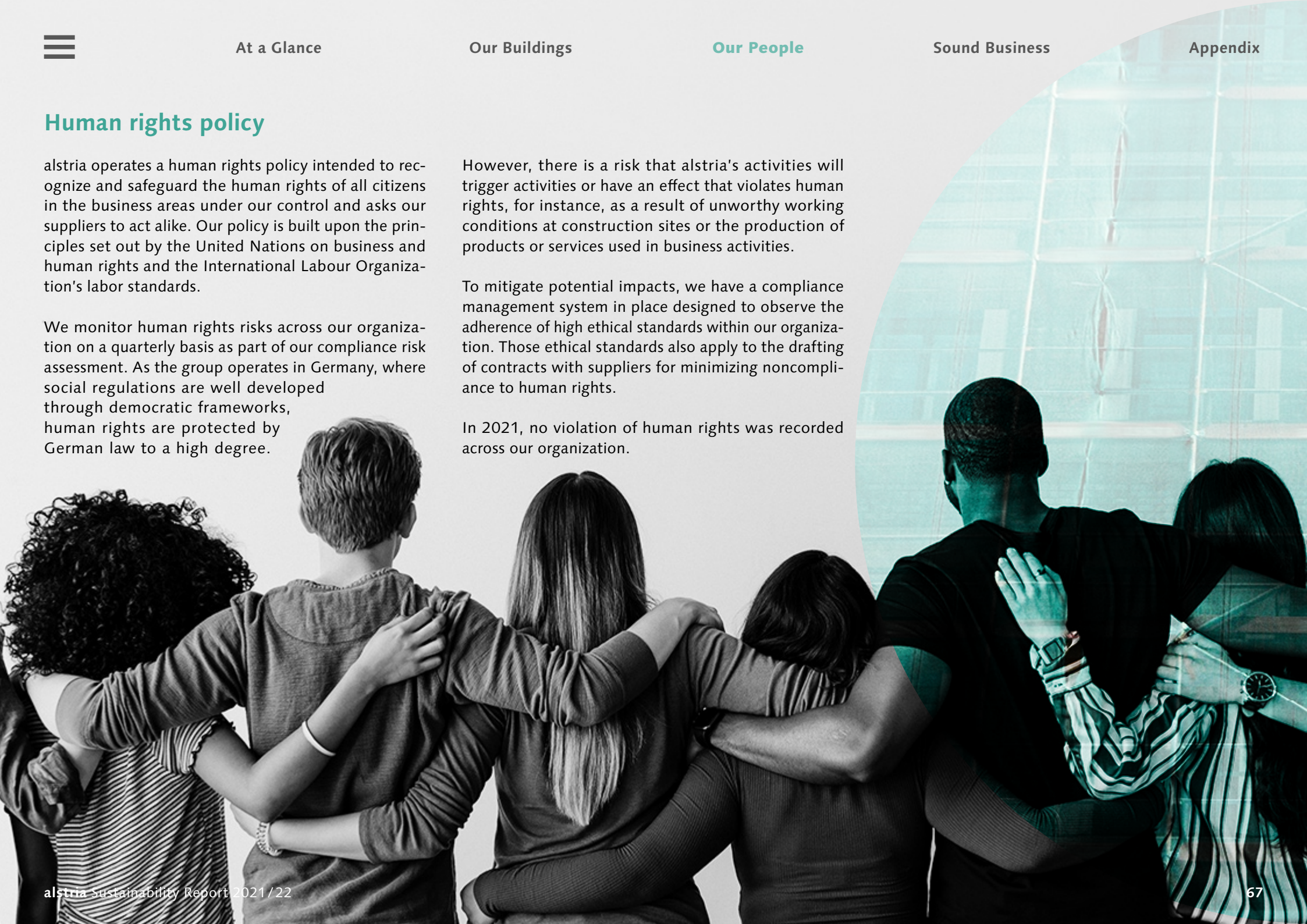
alstria operates a human rights policy intended to recognize and safeguard the human rights of all citizens in the business areas under our control and asks our suppliers to act alike. Our policy is built upon the principles set out by the United Nations on business and human rights and the International Labour Organization's labor standards.

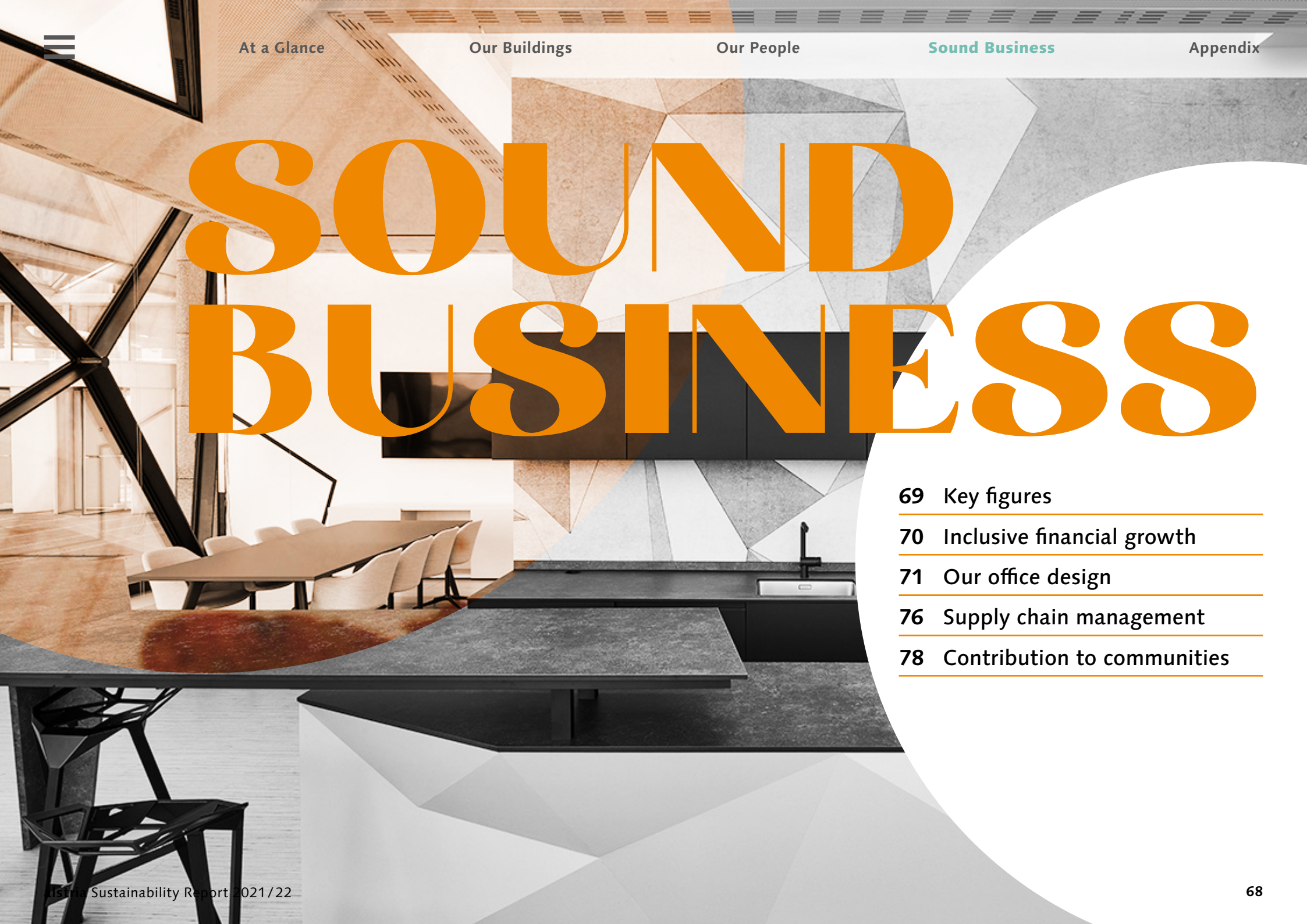
We monitor human rights risks across our organization on a quarterly basis as part of our compliance risk assessment. As the group operates in Germany, where social regulations are well developed through democratic frameworks, human rights are protected by German law to a high degree.

However, there is a risk that alstria's activities will trigger activities or have an effect that violates human rights, for instance, as a result of unworthy working conditions at construction sites or the production of products or services used in business activities.

To mitigate potential impacts, we have a compliance management system in place designed to observe the adherence of high ethical standards within our organization. Those ethical standards also apply to the drafting of contracts with suppliers for minimizing noncompliance to human rights.

In 2021, no violation of human rights was recorded across our organization.





SOUND BUSINESS

69 Key figures

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78 Contribution to communities

Key figures

EUR 131.9 m
EUR investment in our building portfolio

71.0 %
Buildings with good access to public transport

368*
Workstations in our coworking business BEEHIVE

8,504 m²
Beneficial leasing for a good cause

*188 adjusted due to COVID-19 rules

Inclusive financial growth

Our value creation is based on cooperation with local and regional service providers. It enables the creation of well-paying jobs and gives us the opportunity to support to the communities in which we operate.

Our financial profile

We report changes in the company's structure and financial performance primarily in our annual report and in the investor relations section of our website. The following infographic provides financial information we consider particularly important for delivering our sustainability goals.

alstria's Company Report 2021, p. 31

Distribution of capital in 2021

Suppliers and contractors: EUR 131.9 m capex/opex

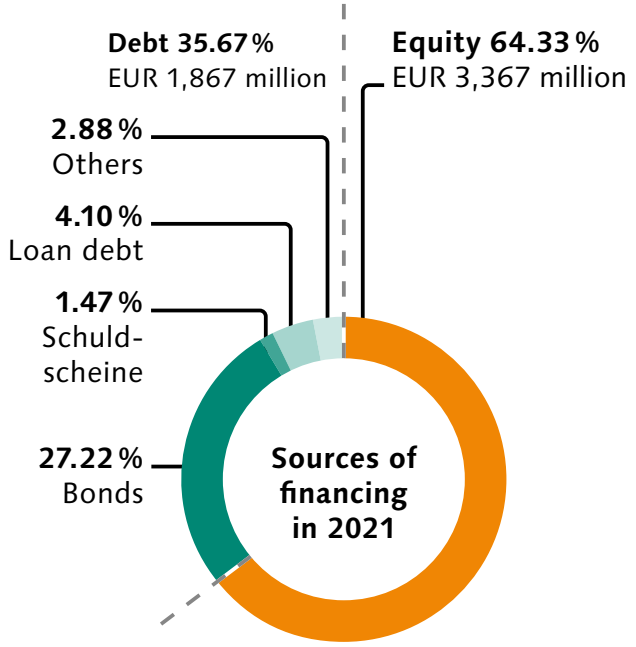
Shareholders: EUR 94.2 m paid in dividends

Debt providers: EUR 26.0 m paid in interest

Government: EUR 13.5 m paid (EUR 7.7 m paid in taxes on land and buildings as an agent)

Employees: EUR 19.8 m paid in salaries

Corporate Citizenship Spending: EUR 0.95 m

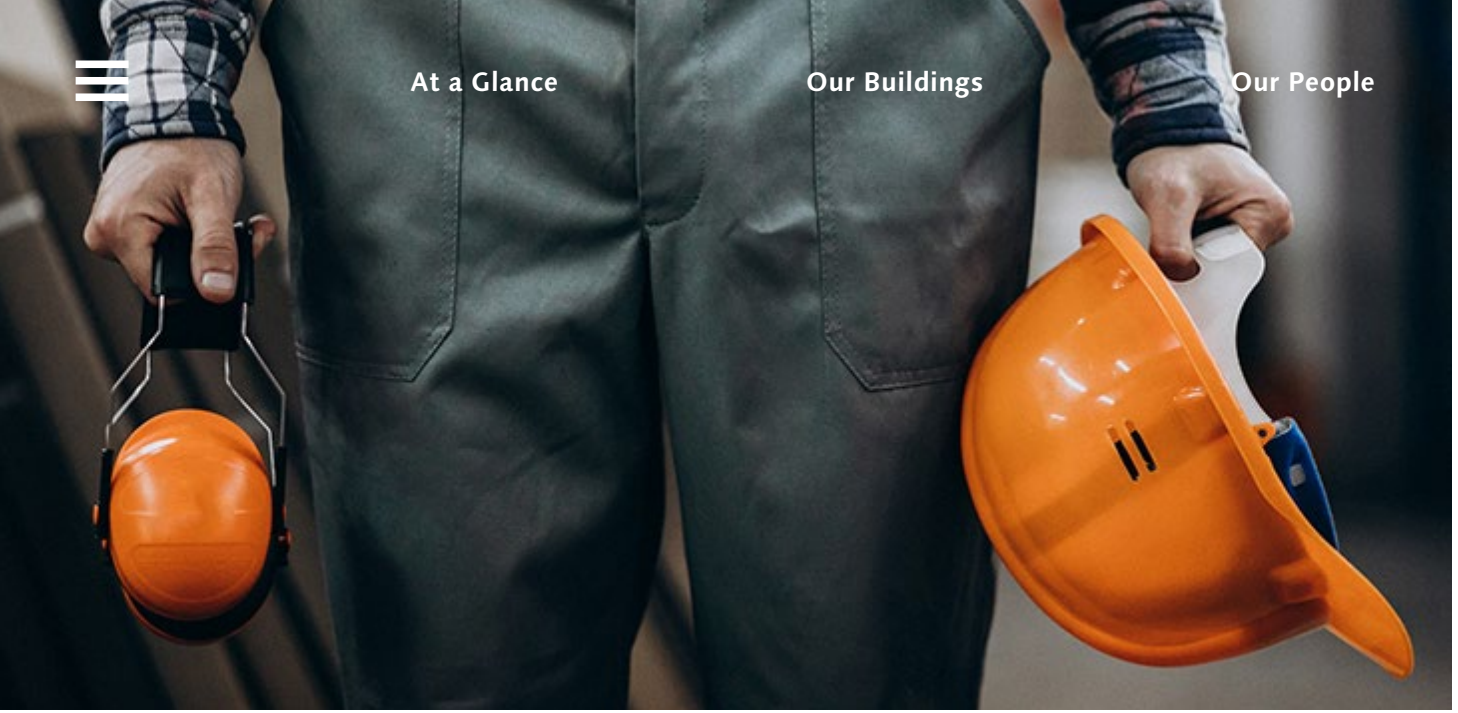


Our office design

With work no longer confined to a single location, today's office users are increasingly looking for flexible, collaborative, and engaging workspaces. By staying a step ahead, we have already embraced the coworking mentality in our real estate strategy, and we have realized flexibility in our space and in our leases.

We understand the pivotal role that our buildings play in their environment and the impacts they may impose on their occupants and the surrounding communities. When we design an office space, our goal is to create long-term value for the tenants, the local communities, our partners, and ourselves. Thus, we consider the following factors, for example, important for increasing the long-term value of our office buildings:

- health and safety,
- human-centered office layouts,
- connections to transportation and recreational areas, and
- accessibility.



Health, safety, and human-centered office layout

Before making any significant acquisition, we exercise due diligence by thoroughly examining all potential safety, regulatory, and environmental risks that could pose health threats to the buildings' occupants and the surrounding communities.

During the operation of the buildings and as required by law, we annually inspect all buildings in our portfolio to identify and remedy potential deficiencies in technical, safety, and access issues.

Before any refurbishment activity begins, we communicate the timeline of our construction activities to the building's immediate neighbors. When conflicts arise, we try to react quickly and find solutions for the office users and tenants, which sometimes means rescheduling our heavy construction work to Saturdays to minimize noise and disturbances.

During refurbishment, the appointed construction company oversees its workers' health and safety. Furthermore, BG BAU, the body responsible for statutory accident insurance for the construction industry, regularly supervises our construction sites to ensure construction company workers are safe and have the required training. As German law requires, we appoint one health and safety coordinator (SiGeKo) for each construction site to ensure optimal occupational health and safety standards. When necessary, SiGeKo can proceed with closing a site or with discharging workers or construction companies. In 2021, no fatal accidents and no serious work-related accidents occurred at our construction sites.

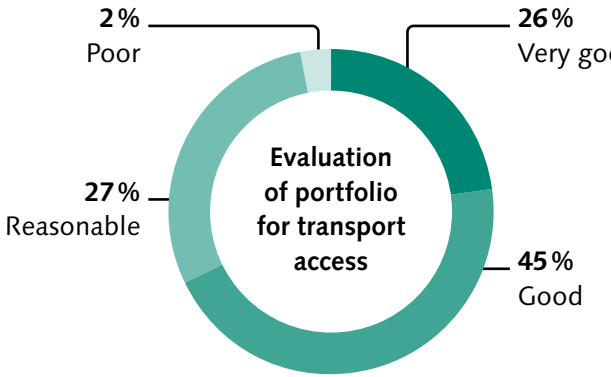
Overall, our office layouts encompass diverse principles of human-centered office design regarding, e.g., lighting; indoor air quality; thermal, acoustic, and visual comfort; ergonomics; and the incorporation of spaces for recreational activities.

Connections to transportation and recreational areas

When it comes to real estate, location is everything. In the context of growing cities, the locations of offices and their access to transportation systems partially determine their rentability. Due to the immovable nature of our buildings and the limited influence we have over their surroundings, it is essential for us to understand their connectivity to the urban fabric. For this reason, we regularly examine our portfolio against the following criteria:

- distance to public transport (metros, buses, trams, bicycle sharing, and ridesharing);
- distance to airports, railway stations, and highways;
- access to electric vehicle charging stations;
- distance to food supplies, drugstores, pharmacies, banks, and cafés; and
- distance to recreation areas.

The results of our most recent study showed that 71 % of our portfolio has good to very good access to transportation systems and local supplies. This is attributable mainly to the composition of our portfolio, with buildings situated in dense metropolitan areas.



Offices with barrier-free access

We want every office user to feel comfortable on our premises. Thus, we aim to offer common areas that are safe for people with disabilities. To gain better insight into our portfolio's disability-friendliness, we have examined our common areas based on the following criteria:

- easy access to the building,
- accessible entrance areas and ramps,
- accessible stairs and elevators,
- appropriately dimensioned circulation areas and corridors,
- suitable handrails on stairs and ramps,
- accessible doors and passages, and
- accessible sanitary spaces.

Most of our buildings are appropriate or easily modifiable for people with disabilities. More detail on this topic can be found in the Sustainability Report 2020/21.

BEEHIVE COWORKING

Workplaces on demand: Beehive Coworking

Employees and freelancers are becoming increasingly independent of company locations or permanent offices. With Beehive, we are offering an innovative coworking concept for more than six years for anyone who wants to enjoy the benefits of a flexible workplace.

The coworking spaces are open around the clock and offer 365-day access to offices, workstations and meeting rooms in Düsseldorf, Frankfurt am Main and Hamburg. The number of Spaces is growing steadily, with a sixth location opening at Hamburg Airport in 2023. The concept is highly user-friendly: coworkers simply book their workspace online without a cancellation period or minimum term and gain immediate access to Beehive. In the personal online account, bookings can be adjusted, meetings planned or guests invited. With the help of this system from our subsidiary, we are also planning to make our office properties more flexible and thus prepare them for the future.

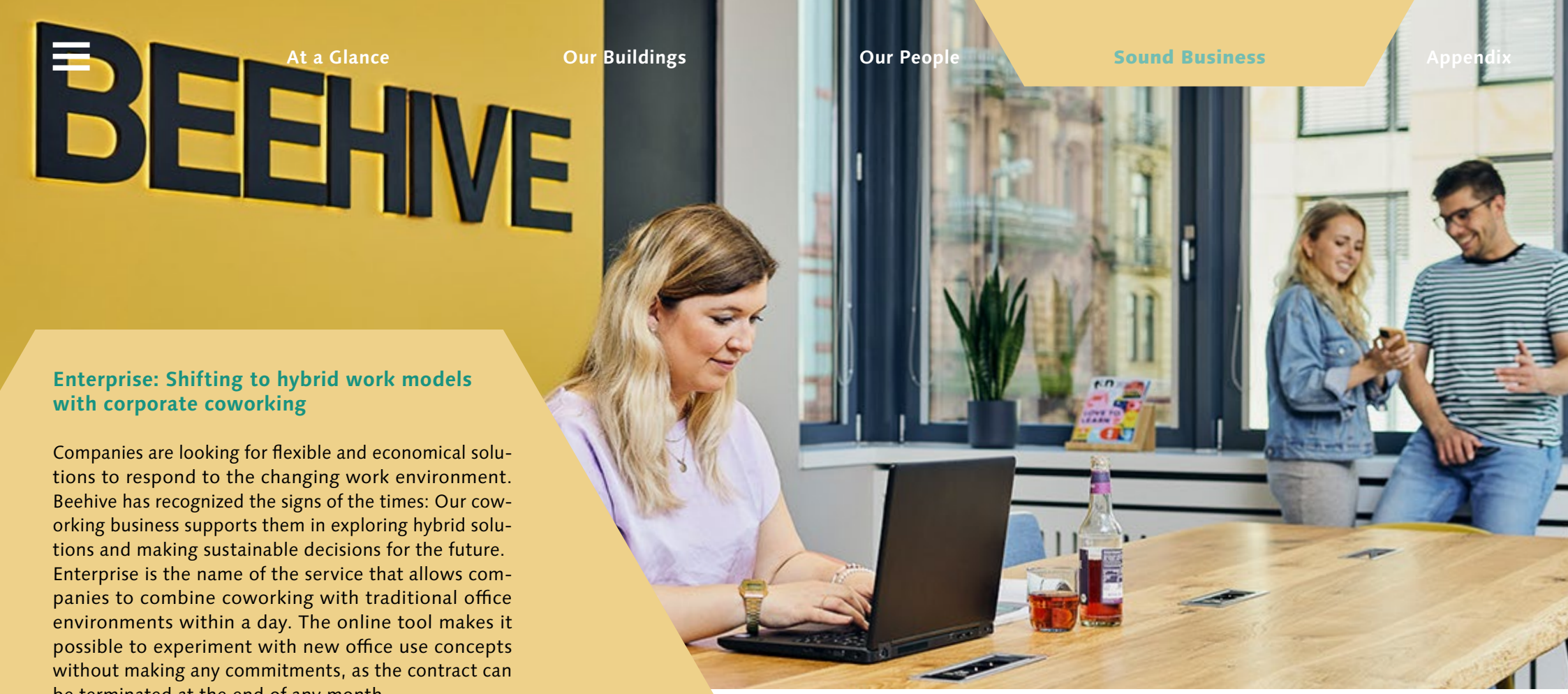
Find out more about coworking at www.beehive.work and ask about exclusive offers if you are one of our tenants.

Two floors, twice the space: Beehive expands in Frankfurt

Beehive has expanded its Frankfurt location in Mainzer Landstraße to 800 m². At the open house event in April, interested parties were able to take the opportunity to get a first-hand impression of the enlarged coworking space. In addition to 17 new single and team offices, it also offers meeting rooms and workstations in open areas that can be booked online. As in all Beehive locations, work can be done here around the clock, 365 days a year.

Participants of the event were able to test the workstations free of charge for one day and enjoy expert presentations and workshops on the topics of venture capital, data protection and IT security from morning to evening. Speakers from FPS Law, Deutsche Bank, the Main Incubator and the Frankfurt OWASP community were guests.

Visit www.beehive.work to find out more about the Beehive Frankfurt City



Enterprise: Shifting to hybrid work models with corporate coworking

Companies are looking for flexible and economical solutions to respond to the changing work environment. Beehive has recognized the signs of the times: Our coworking business supports them in exploring hybrid solutions and making sustainable decisions for the future. Enterprise is the name of the service that allows companies to combine coworking with traditional office environments within a day. The online tool makes it possible to experiment with new office use concepts without making any commitments, as the contract can be terminated at the end of any month.

In the online account employees are activated for the use of the Beehive spaces and budgets are defined. Companies can manage coworking workspaces here in a similar way to their employees' business cell phones: all administrative and accounting issues are centralized, while employees have the freedom to use the service as they wish. Costs are calculated according to actual use, so they are only incurred when employees are on site. Employee usage patterns can be analyzed. In this way, companies can see how the new option is being received and use it to plan future office space. Employees have access to the coworking spaces in Hamburg, Frankfurt and Düsseldorf around the clock, 365 days a year, with workspaces for every need.

Benefits for companies

- Efficient coworking management in the online account
- clear budget and cost control
- smart management of users and departments
- usage analysis for well-founded decisions
- bookable from one month
- flexible booking conditions

Benefits for employees

- independent and intuitive workplace organization
- immediate access to all coworking spaces with a PIN
- workstations available 24/7 at five central locations
- smallest booking unit: day ticket
- creative workspace for every need
- networking in the Beehive community

Have we caught your interest? Send us an email with your workplace requirements to **info@beehive.work** and receive your individual offer.

Supply chain management

We have a highly diverse and locally based supply chain, with providers ranging from multinational companies to small businesses. Listed below you can see the main third parties we work with in our operational and business management processes.

Suppliers we engage with

Production suppliers
Automobile dealer
Building material companies
Office furniture companies
Utility companies

Capacity suppliers
Builders and planners
Real estate agents
Due diligence consultants
Facility managers

Support suppliers
Business consultants
Analysts
Auditors

Dealing with ESG risks in the supply chain

The Environmental, Social and Governance ESG risk profile of alstria's supply chain is structurally low because of the following characteristics:

- We operate only in Germany, and all our Tier 1 suppliers work under German law for us. Thus, the ESG conduct of our suppliers is thoroughly screened and strongly enforced by Germany's numerous, comprehensive ESG compliance regulations.
- In addition, our business depends only to a small extent on the value addition of our suppliers since we mainly buy and manage existing buildings. For example, our development/building program usually affects less than 10 % of our portfolio volume/total lettable area.
- Further, we don't buy building materials (-> non-Tier 1 suppliers) directly. We buy the "assembled service".

Nevertheless, we consider our suppliers in our quarterly risk identification process, which includes relevant ESG topics (e.g., the risk of non-compliance with human rights standards respectively of unworthy working conditions). In 2021, we conducted specific research on the human rights risks of photovoltaic components.
In addition, we ask our employees to report to their superiors or the compliance officer if it comes to their attention that suppliers infringe upon the law or the Code of Conduct for Suppliers.
Furthermore, alstria has established a compliance hotline with an external law firm through which employees may report violations anonymously. In 2022, we plan to launch a whistleblower website that is available for our employees and our supplier network.

Finally, when ordering services, e.g., for our real estate operations or building projects, we inform our Tier 1 suppliers of our CoC for Suppliers and that they "shall aim for their own subcontractors (non-Tier 1 for us) to comply with the alstria Code of Conduct for Suppliers".

In FY 2021 (as in the past), no violation of human rights was recorded across our organization. Consequently, no corrective action plans and no remedial actions were necessary. Thus, it is not justifiable to allocate company resources to comprehensive site-specific assessments or risk mitigation plans.

Working with locally based suppliers

We engage third-party suppliers in our development projects and in the regular maintenance of our buildings. In 2021, our investment in the improvement of our buildings was about EUR 131.9 million. This investment supported around 670 jobs in the construction sector. To support the local economy, we aim to engage, whenever possible, with local small- and medium-sized companies. In 2021, our locally based suppliers and contractors made up around 23.5% of our total hires.

Code of conduct for suppliers

- Commitment to protecting human rights across the supply chain
- Zero tolerance for child and forced labor practices among suppliers
- Compliance with basic labor rights, including minimum wage, by suppliers
- Promotion of the occupational health and safety of workers
- Compliance with environmental standards
- Commitment to competing in a fair manner
- Management of conflicts of interest between alstria and suppliers
- Responsibility to report potential misconduct among suppliers

Code of conduct for suppliers

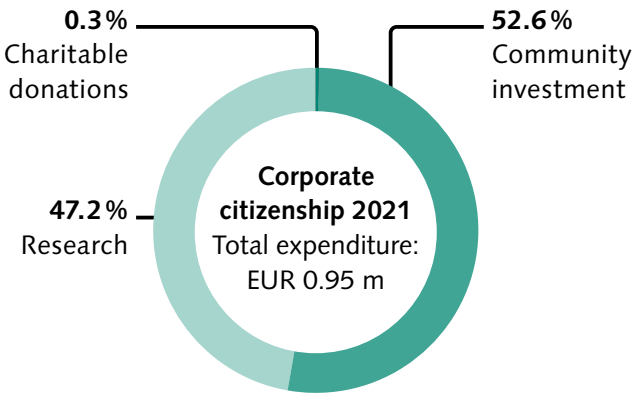
Corporate citizenship

We see corporate citizenship and philanthropic activities as opportunities to increase important intangible value drivers of our business such as employee motivation and loyalty. In addition, increasing the quality of life in the local communities where we operate contributes to our social license to operate and to the general goodwill of local politicians, civil society organizations, and service providers. The latter are essential to our business. To operationalize this understanding, we focus on the following priorities:

- Charitable donations (mainly to local nonprofit organizations),
- Community investment (support for local communities, especially through discounted leases for nonprofit organizations, arts, and culture groups, and biodiversity projects), and
- Research (sponsorship of events, support for universities and basic research).

Contribution to Communities

As a real estate company, we have a direct influence on the appearances of the cities in which we invest. We thus see our duty as that of a responsible citizen: to enhance the quality of life in our local communities. Our corporate citizenship activities and our engagement in preserving historical buildings are important to mention in this context.



Charitable donations

Our employees regularly donate to support the causes of nonprofit organizations supporting children in need, homeless people or animal welfare (amongst others).

Community investment

In 2021, we offered discounted leases, representing an area of 8,054 m², to diverse charitable and cultural causes (e.g., theaters and galleries).

Additionally, we offer some of our buildings for art exhibitions and thus support the work of local artists and promote dialogue in our communities.

For the 2020–2021 art exhibition "MIND the GAP," we offered the remarkable paternoster-style elevators and the entrance of the historic Bieberhaus building, which is close to the central station in Hamburg. This series of exhibitions is thematically dedicated to the question of how existing building material can be reinterpreted, how urban space can be rethought, and how social participation can be redefined. In addition to hosting the exhibition, we invite the artists to our on-site coworking space BEEHIVE to discuss their work and share their thoughts with our coworking community. For more information, please see *www.mindxgap.de*

In 2022 we started to support the Project "Kreativgesellschaft" in Hamburg with discounted leases. As an institution of the City of Hamburg, the organization is dedicated to promoting knowledge, space, funding and innovation for Hamburg's creative professionals.

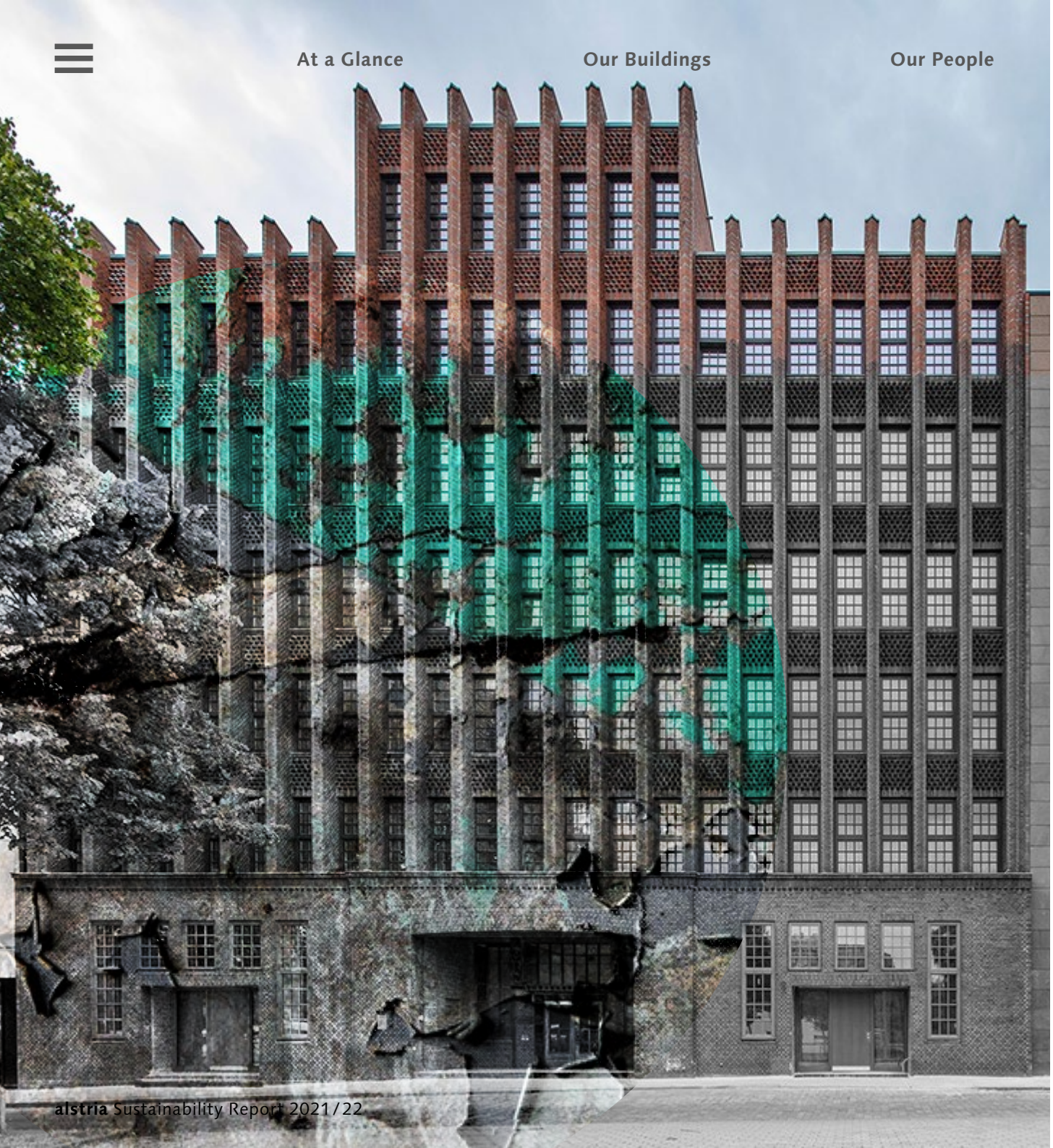
Further we paid for memberships to organizations that support the development of cities, such as the Interessengemeinschaft City Süd.

We also support biodiversity in the cities where we operate by offering several rooftops exclusively to regional beekeepers to produce honey for our tenants. Further, our coworking BEEHIVEs offer honey to their coworkers in collaboration with regional beekeepers to support local production.

Research

For many years we have been supporting the University Foundation for Real Estate. In 2021, we donated to the Project Vesta. This is a science-based project to test a process to accelerate the carbonization process of a rock called olivine, removing CO_2 from the atmosphere on a large scale.

In 2022 we supported the contribution of Hochschule Düsseldorf – Project MIMO – to the Solar Decathlon. University teams from around the world came to together in a competition to design, build and operate solar homes with neutral or even positive energy performance. *mimo-hsd.de*



Preservation of historic buildings

When the market presents us with a buying opportunity, we acquire historic buildings and take over their demanding restoration to maintain their cultural value. Notable older buildings in particular, when properly restored, can capitalize great returns on leases. One-fifth of our portfolio is comprised of heritage buildings. Two buildings in our portfolio, located in Hamburg's Speicherstadt and historic Kontorhaus districts, are on the UNESCO World Heritage List.

Our most prominent refurbishment project in the last year was the historic Geesthof building in the heart of Hamburg. Architect Hermann Höger erected the building in the 1920s for Hamburg's health authority. Originally built with six full stories, the building impresses with its expressionist clinker-brick front, southeastern façade in Bauhaus style, and art nouveau interior elements. However, its architectural significance was severely damaged during World War II, when the building lost almost two floors and its distinctive crown. After its last occupant moved out in 2018, we seized the opportunity for a comprehensive modernization that will restore the building's former character.

The concept we developed reflects the style of the 1920s and includes the reconstruction of the two destroyed stories, the restoration of the façade with clinker bricks, and the preservation of its distinctive staircase.

In our experience, historical restoration projects usually increase allocated capital by almost 50 %. For our Geesthof project, we have planned an investment of around EUR 11 million, with a return of 6 %.

APPENDIX

82 A – About this report

85 B – GRI content index

93 C – Assurance statement

95 D – EPRA sustainability performance measures

113 E – Responding to TCFD

114 F – Carbon dashboard

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A – About this Report

This is alstria's thirteens sustainability report. We publish this product every year in November to provide our readers with comprehensive information about our company's sustainability approach and its progress in environmental, social, and governance areas of the previous financial year.

Reporting period

The reporting period is the 2021 calendar year. The effective day for all quantitative and qualitative data presented in this report is December 31, 2021. However, we provided some facts that reflect decisions and events that occurred in 2022 to ensure our readers receive up-to-date information. This information is marked as 2022 related.

To increase year-to-year comparability, we usually provide results for the two most recent reporting years. To assess our performance on carbon emissions, we established a base year (2013), which was the year we started applying significant measures to reduce our carbon emissions across the portfolio. In addition to 2013, we use 2018 as a base year to assess our performance against our recently established science-based targets.

Our sustainability report is publicly available on our website. The next sustainability report will be published in November 2023.

Reporting scope

This report has been prepared in accordance with the GRI Standards: Core Option. In addition, the report follows the real estate-specific guidelines of the EPRA Sustainability Best Practices Recommendations Guidelines, third edition. We report on our operations' total carbon footprint according to the Greenhouse Gas Protocol Corporate Standard.

The statements in this report refer to the group of consolidated companies in the 2021 alstria Annual Report, which was prepared in accordance with the IFRS standard and assured by a third party. See alstria Annual Report FY 2021, pages 166 to 175. Any deviations from that are indicated and specified in the respective tables and graphics' footnotes. Unless otherwise stated, our figures do not include joint ventures.

References to the company's annual report or related websites are provided where necessary. The report also contains key performance indicators to allow for better measurement of our sustainability performance.

We also revised the scope of the underlying portfolio for operational GHG reporting (investment portfolio). We have excluded all buildings with a vacancy rate (averaged over the whole reporting year) of more than 33 % (in 2021: 5 buildings) This results in greater accuracy in the actual GHG performance of our portfolio.

Extrapolation / estimation methodology for missing tenant consumption data

To create a meaningful CRREM benchmark at individual building level (see chapter: 'Our buildings') we have introduced a new extrapolation method for missing tenant consumption data for the first time.

This is a first attempt, and we are constantly looking for ways to improve the methodology. Feedback and questions are welcome! We share the approach transparently as we know that the challenges around tenant consumption data are similar for most real estate companies in Germany.

Electricity

Is the total tenant electricity consumption of the building 100 % available?

- Yes, these values are divided by 'lettable area' to get the intensity KPIs.
- No, check if tenant areas can be allocated to collected numbers.
  - Yes, can be allocated ▸ use the corresponding coverage (% of the lettable area of the building) as divisor to get the intensity KPI, and conduct:
  - Plausibility check: are the 'collected' intensity KPI comparable with the EnEV values?
    - Yes, use collected intensity value.
    - No, significant deviations (>30 %) > values and coverage not usable, then:
    - ▸ Use EnEV (2014) values as estimation (see table below.

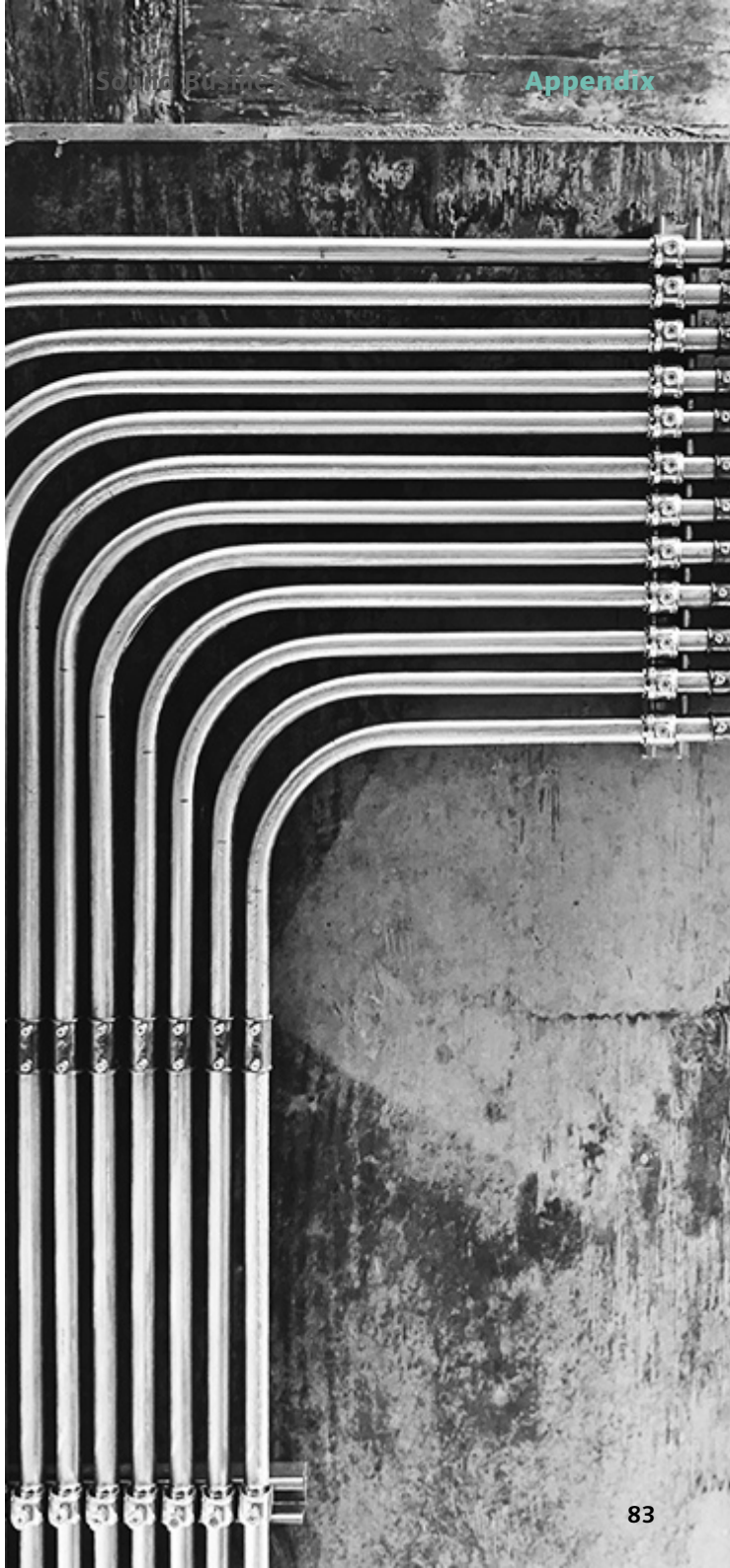
Heat

If heating data is not available, the data can be estimated using the values from the energy performance certificate (final energy for heat) or if this is not available the EnEV (2014) values are used.

EnEV (2014) values[1)] for plausibility check and estimation

Building type		EnEV 2014
Administrative building	Heat	85 kWh/m²
Normal equipment	Electricity	30 kWh/m²
Upscale equipment	Electricity	40 kWh/m²
Office building – simple	Heat	105 kWh/m²
	Electricity	50 kWh/m²
Ventilated/tempered	Heat	110 kWh/m²
	Electricity	85 kWh/m²
Fully air-conditioned	Heat	135 kWh/m²
	Electricity	105 kWh/m²

[1)] Source Dena (2015) 'Leitfaden Energieausweis: Teil 3 – Energieverbrauchsausweise für WG und NWG.'

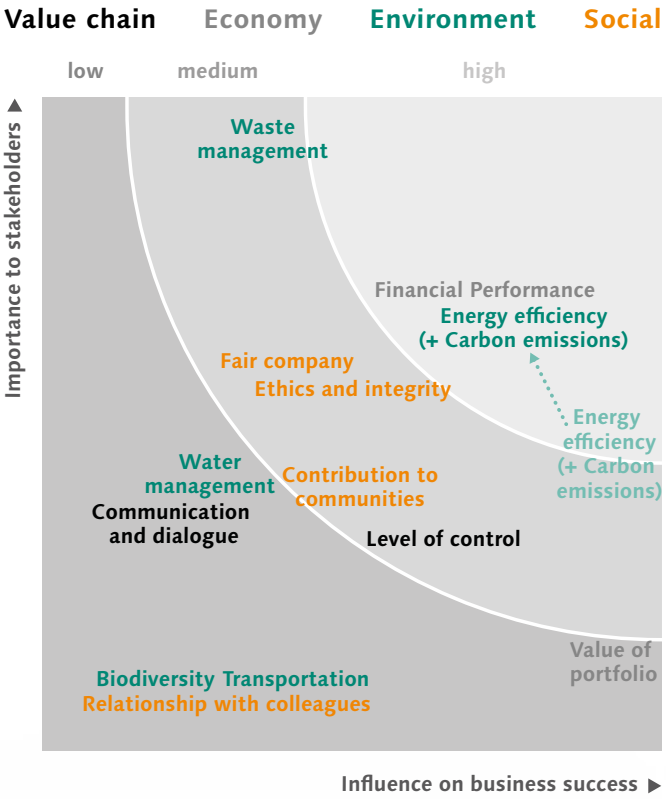


Selection of topics (materiality)

Topics (including sub-topics) and reporting boundaries were selected based on the results of our materiality analysis process. In 2015, we conducted a comprehensive baseline materiality assessment including a large stakeholder consultation. Based on our ongoing stakeholder engagement, which increasingly relates to ESG topics, we challenge the results annually. For example, we continually gather feedback from shareholders as well as political and civil society stakeholders through our investor and public relations departments. Internal feedback from operational departments (real estate operations, development, transactions & market intelligence) is very important to evaluate the importance of ESG topics for our customers, service providers, and the market in general. With our human resource department, we analyze employee-related topics. Finally, through the work of our sustainability and future research department, we screen the latest scientific/regulatory developments and best practices. In addition, we discuss ESG related topics with our industry peers through associations and think tanks.

For further information on our baseline materiality analysis refer to the Sustainability Report 2015/16, pages 24 to 27. Except for the topic 'workplace experience,' which was added in 2018, and the topic 'reducing our carbon emissions,' which has gained importance in recent years, all remaining topics are weighted the same. Our material topics are presented in this report under the chapters 'Our Buildings,' 'Our People,' and 'Sound Business'.

Materiality matrix



The 17 sustainable development goals (SDGs) adopted by United Nations Member States in 2015 establish an important path for building a better world by 2030. The overarching goals include ending poverty, reducing inequality, and stopping climate change. The SDGs also provide a framework for how companies can contribute to a positive future for the world. Our business' nature enables us to have a positive influence on several SDGs, which are presented in detail below.

SDGs targets	See chapter
17.7	Stakeholder Engagement
7.2, 7.3, 13.2	Decarbonizing Our Building Portfolio
9.1	Decarbonizing Our Building Portfolio
12.4	Reducing waste impacts
4.4, 8.6	Employee development
5.5., 8.5, 10.3, 11.7	Diversity and Inclusion
3.8	Work-Life Balance
10.3	Compliance & ethical conduct
11.7	Our office design
11.4	Contribution to communities
8.7	Supply Chain Management

External audit

For the seventh consecutive year, we engaged an auditing firm to conduct a third-party evaluation of all environmental and social data, as well as associated content presented in the chapters 'Our Buildings' and 'Our People.' The EPRA tables in Appendix D were also included in the assurance scope. KPMG AG Wirtschaftsprüfungsgesellschaft verified the current report.

B – GRI Content Index

GENERAL DISCLOSURES			
Disclosure		**References**	**Additional Information**
GRI 102:	**General Disclosures 2016**		
	Organizational Profile		
102-1	Name of the organization	Imprint: p. 122	
102-2	Activities, brands, products, and services	Page 9	
102-3	Location of headquarters	Page 105	
102-4	Location of operations	Page 7, Imprint: p. 122	
102-5	Ownership and legal form	Imprint: p. 122	
102-6	Markets served	Page 7	
102-7	Scale of the organization	Pages 6, 52–54, 70	
102-8	Information on employees and other workers	Pages 52–54, 108–110	102-8a/b: Permanent employment contracts: 171 employees (103 women, 68 men, 114 in head office, 57 in local branches). Fixed-term employment contracts: 6 employees (5 women, 1 men) all employed in head office. 102-8c: Full-time employees: 134 (68 women, 66 men). Part-time employees: 37 (35 women, 2 men). 102-8d: Total number of trainees: 4 (3 retained and 2 were released). Apprenticeships: 7. Employees with disabilities: 2. Temporary contractors: 2.
102-9	Supply chain	Pages 76–77	
102-10	Significant changes to the organization and its supply chain	Pages 76–77	
102-11	Precautionary principle or approach	Pages 23–27, 82–83	We are fully aware of the environmental risks, impacting our business operations and we are deeply engaged to manage our business to reduce, avoid, or mitigate them. Throughout the whole report, we demonstrate how we apply the precautionary approach to our corporate strategy.
102-12	External initiatives	Page 16	
102-13	Memberships of associations	Page 16	
	Strategy		
102-14	Statement from senior decision-maker	Pages 3–4	
102-15	Key impacts, risks, and opportunities	Pages 16, 23–27, 82–83	
	Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Pages 71–73, 78–81	

GENERAL DISCLOSURES			
Disclosure		**References**	**Additional Information**
102-17	Mechanisms for advice and concerns about ethics	Pages 10–12, 59–61, 65–67, 77	
	Governance		
102-18	Governance structure	Pages 10–12, Annual Report 2021, p. 185–203	
102-19	Delegating authority	Pages 10–12	
102-20	Executive-level responsibility for economic, environmental, and social topics	Pages 10–12, Annual Report 2021, p. 181	
102-21	Consulting stakeholders on economic, environmental, and social topics	Page 26 Annual Report 2021, p. 201–203	
102-22	Composition of the highest governance body and its committees	Annual Report 2021, p. 185–203	
102-23	Chair of the highest governance body	Annual Report 2021, p. 185–203	
102-24	Nominating and selecting the highest governance body	Annual Report 2021, p. 185–203	
102-25	Conflicts of interest	Annual Report 2021, p. 177	No conflicts of interest concerning members of the Supervisory Board or Management Board arose during 2021 financial year.
102-26	Role of the highest governance body in setting purpose, values, and strategy	Pages 10–12	
102-27	Collective knowledge of highest governance body	Pages 10–12	
102-28	Evaluating the highest governance body's performance	Annual Report 2021, p. 185–203	
102-29	Identifying and managing economic, environmental, and social impacts	Pages 11–12, 16	
102-30	Effectiveness of risk management process	Pages 11–12, 43, Annual Report 2021, p. 27–49	
102-31	Review of economic, environmental, and social topics	Pages 11–12	
102-32	Highest governance body's role in sustainability reporting	Pages 11–12	alstria's Management Board formally reviews and approves the sustainability report of the Company. Since 2017, the Company has in place a ESG committee at the Supervisory Board level, which overlooks also the processes around the report.
102-33	Communicating critical concerns	Annual Report 2021, p. 201–203	Besides the formal process that alstria follows regarding its communication with the public, our shareholders can voice their concerns to alstria at the Annual General Meeting. Our employees can address their concerns to the Compliance Officer or make use of the hotline provided for this purpose.
102-34	Nature and total number of critical concerns	–	This information is confidential and is not communicated externally by alstria.

GENERAL DISCLOSURES			
Disclosure		**References**	**Additional Information**
102-35	Remuneration policies	Annual Report 2021, p. 58–80, p. 204–205	
102-36	Process for determining remuneration	Annual Report 2021, p. 58–80, p. 204–205	
102-37	Stakeholders' involvement in remuneration	Annual Report 2021, p. 58–80, p. 201–205	
102-38	Annual total compensation ratio	Pages 54–55	
102-39	Percentage increase in annual total compensation ratio	Pages 54–55	102-39a: Ratio of percentage change in annual total compensation of CEO to the company's median total compensation of all employees: 2.04
	Stakeholder Engagement		
102-40	List of stakeholder groups	Pages 15–17	
102-41	Collective bargaining agreements	Pages 54–55	Percentage of employees covered by collective bargaining agreements: 0%. However, our employment contracts have been built upon these agreements for the real estate sector. The main differences between our contracts and collective bargaining ones are the flexible working models and our bonus payment. Most recommendations with respect to paid holidays, termination notice, retirement age, sick payment, travel expenses etc., are covered in our contracts.
102-42	Identifying and selecting stakeholders	Pages 15–17	
102-43	Approach to stakeholder engagement	Pages 15–17	
102-44	Key topics and concerns raised	Pages 15–17	
	Reporting Practice		
102-45	Entities included in the consolidated financial statements	Pages 82–83, Annual Report 2021, p. 93–95	
102-46	Defining report content and topic Boundaries	Pages 82–84	
102-47	List of material aspects	Pages 82–84	
102-48	Restatements of information	Pages 82–84	
102-49	Changes in reporting	Pages 82–84	
102-50	Reporting period	Pages 82–84	
102-51	Date of most recent report	November 8, 2022	
102-52	Reporting cycle	Pages 82–84	
102-53	Contact point for questions regarding the report	Imprint, p. 122	
102-54	Claims of reporting in accordance with the GRI Standards	Pages 82–84	
102-55	GRI content index	Pages 85–92	
102-56	External assurance	Pages 93–94	

TOPIC-SPECIFIC DISCLOSURES			
Disclosure		**References**	**Additional Information**
GRI 201:	**Economic Performance 2016**		
GRI 103:	**Management Approach 2016**		
103-1	Explanation of the material topic and its Boundary	Pages 26–30, 70, 82–84	
103-2	The management approach and its components	Pages 26–30, 70	
103-3	Evaluation of the management approach	Pages 26–30, 70	
201-1	Direct economic value generated and distributed	Page 70	
201-2	Financial implications and other risks and opportunities due to climate change	Pages 23–26	
201-3	Defined benefit plan obligations and other retirement plans	Page 63	We provide detailed disclosures about our pension and retirement plans in our Annual Report 2021, p. 117.
201-4	Financial assistance received from government	Page 70	
GRI 203:	**Indirect Economic Impacts 2016**		
203-1	Infrastructure investments and services supported	Pages 70, 78–80 Company Report 2021, p. 20	
203-2	Significant indirect economic impacts	Pages 78–80	
GRI 204:	**Procurement Practices 2016**		
204-1	Proportion on spending on local suppliers	Pages 70, 77	204-1b Local suppliers are companies that are 100 km away of our construction sites or from our local corporate offices.
GRI 205:	**Anti-corruption 2016**		
205-1	Operations assessed for risks related to corruption	Pages 65–67	All business operations are assessed for corruption risks.
205-2	Communication and training about anti-corruption policies and procedure	Pages 58, 65–67	205-2a/b: 100% of our governance body members and employees were informed for anti-corruption policies. 205-2c: When ordering services, we inform our Tier 1 suppliers of our CoC for Suppliers (which includes anti-corruption) and that they 'shall aim for their own subcontractors (non-Tier 1 for us) to comply with the alstria Code of Conduct for Suppliers'. 205-2 d/e: 100% of new employees received training and all governance members.
205-3	Confirmed incidents of corruption and actions taken	Pages 65–67	No incidents of corruption in relation to employees and business partners were officially reported to alstria.
GRI 206:	**Anti-competitive Behavior 2016**		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	–	alstria was not involved in any proceedings regarding violations of anti-trust legislation.

TOPIC-SPECIFIC DISCLOSURES			
Disclosure		**References**	**Additional Information**
GRI 302:	**Energy 2016**		
GRI 103:	**Management Approach 2016**		
103-1	Explanation of the material topic and its Boundary	Pages 18–22, 27–28, 33–49, 114–116	
103-2	The management approach and its components	Pages 18–22, 27–28, 33–49, 114–116	
103-3	Evaluation of the management approach	Pages 18–22, 27–28, 33–49, 114–116	
302-1	Energy consumption within the organization	Pages 44, 98–107	
302-2	Energy consumption outside of the organization	Pages 44, 98–107	
302-3	Energy Intensity	Pages 44, 98–107	
302-4	Reduction of energy consumption	Pages 44, 98–107, 113	
GRI 303:	**Water and Effluents 2018**		
GRI 103:	**Management Approach 2018**		
103-1	Explanation of the material topic and its Boundary	Page 47	
103-2	The management approach and its components	Page 47	
103-3	Evaluation of the management approach	Page 47	
303-1	Interactions with water as a shared resource	Page 47	In our corporate offices we use water responsibly and have installed water-saving devices. In Germany, where we operate, there are no areas that are considered water stressed.
303-2	Management of water discharge-related impacts	Page 47	Freshwater consumption and wastewater are controlled by law.
303-3	Water withdrawal	Page 47	We obtain freshwater through municipal water suppliers and therefore have 100 % third-party water.
303-4	Water discharge	–	We discharge freshwater through municipal water suppliers.
303-5	Water consumption	Pages 47, 103, 107	303-5a/d: We only report on the third-party water consumption of our portfolio and corporate offices.
GRI 305:	**Emissions 2016**		
GRI 103:	**Management Approach 2016**		
103-1	Explanation of the material topic and its Boundary	Pages 33–40, 114–116	
103-2	The management approach and its components	Pages 33–40, 114–116	
103-3	Evaluation of the management approach	Pages 33–40, 114–116	
305-1	Direct (Scope 1) GHG emissions	Pages 38–40, 101, 105–106, 111–112	
305-2	Energy indirect (Scope 2) GHG emissions	Pages 38–40, 101, 106–107, 111–112	
305-3	Other indirect (Scope 3) GHG emissions	Pages 38–40, 101, 105–106, 111–112	
305-4	GHG emissions intensity	Pages 102, 106, 111–112	
305-5	Reduction of GHG emissions	Pages 38–40, 102, 105–106, 111–112	

TOPIC-SPECIFIC DISCLOSURES			
Disclosure		**References**	**Additional Information**
GRI 306:	**Effluents and Waste 2016**		
GRI 103:	**Management Approach 2016**		
103-1	Explanation of the material topic and its Boundary	Pages 47–48	
103-2	The management approach and its components	Pages 47–48	
103-3	Evaluation of the management approach	Pages 47–48	
306-1	Waste generation and significant waste-related impacts	Pages 47–48	
306-2	Management of significant waste-related impacts	Pages 47–48	c. The waste reporting is based on data from service providers both for office and construction waste (e.g., disposal protocols).
306-3	Waste generated	Pages 47–48, 104–105, 107	
GRI 401:	**Employment 2016**		
GRI 103:	**Management Approach 2016**		
103-1	Explanation of the material topic and its Boundary	Pages 53–58	
103-2	The management approach and its components	Pages 53–58	
103-3	Evaluation of the management approach	Pages 53–58	
401-1	New employee hires and employee turnover	Pages 54, 109	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pages 63–64	We offer our employees a free vaccine against influenza. 17.5% of alstria's employees used this offer.
401-3	Parental leave	Page 63	401-3b: 10 employees took parental leave (8 women, 2 men). 401-3c: 2 women and 2 men returned to work after parental leave ended. 401-3d: 4 women and 4 man remained employed after their parental leave ended in 2020. 401-3e: Retention rate of all employees that took parental was 100% (Retention women 100%, Retention men 100%). The return to work rate was 100%.
GRI 403:	**Occupational Health and Safety 2018**		
GRI 103:	**Management Approach 2018**		
103-1	Explanation of the material topic and its Boundary	Pages 61–64	
103-2	The management approach and its components	Pages 61–64	
103-3	Evaluation of the management approach	Pages 61–64	
403-1	Occupational health and safety management system	Pages 62–63	
403-2	Hazard identification, risk assessment, and incident investigation	Pages 62–63	
403-3	Occupational health service	Pages 62–63	

TOPIC-SPECIFIC DISCLOSURES			
Disclosure		**References**	**Additional Information**
403-4	Worker participation, consultation, and communication on occupational health and safety	Pages 62–63	
403-5	Worker training on occupational health and safety	Pages 62–63	
403-6	Promotion of worker health	Pages 62–63	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 62–63	
403-9	Work-related injuries	Pages 62, 110	403-9a: Number of fatalities: 0; number of injuries resulted to a 6-month leave: 0; Number of work-related injuries: 2 (1. a stumble on the stairs on the way to work, 2. a minor accident on one of our construction sites) 403-9b: Number of fatalities: 0; number of injuries resulted to a 6-month leave: 0; Number of work-related injuries: 0
GRI 404: Training and Education 2016			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Pages 53–58	
103-2	The management approach and its components	Pages 53–58	
103-3	Evaluation of the management approach	Pages 53–58	
404-1	Average hours of training per year per employee	Pages 58, 108	404-1a: The total training hours for employees were 2,747 h (women: 1,772 h, men: 975 h); level 1 managers 109; level 2 managers 222; non-managers: 2,417 h.
404-2	Programs for upgrading employee skills and transition assistance programs	Pages 58, 61–64	404-2a: 1 employee took sabbatical (2020: 0). 404-2b: Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment: 0
404-3	Percentage of employees receiving regular performance and career development reviews	Pages 54, 108–110	All employees at alstria have received annual appraisals.
GRI 405: Diversity and Equal Opportunity 2016			
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Pages 59–60	
103-2	The management approach and its components	Pages 59–60	
103-3	Evaluation of the management approach	Pages 59–60	
405-1	Diversity of governance bodies and employees	Pages 55, 59–60, 108–110	
405-2	Ratio of basic salary and remuneration of women to men	Pages 60, 108–110	Employees with disabilities are reported in HC and FTE.

TOPIC-SPECIFIC DISCLOSURES			
Disclosure		**References**	**Additional Information**
GRI 406:	**Non-discrimination 2016**		
GRI 103:	**Management Approach 2016**		
103-1	Explanation of the material topic and its Boundary	Pages 59–60	
103-2	The management approach and its components	Pages 59–60	
103-3	Evaluation of the management approach	Pages 59–60	
406-1	Incidents of discrimination and corrective actions taken	Pages 55, 65–67	No incidents of discrimination were reported in 2021.
GRI 407:	**Freedom of Association and Collective Bargaining 2016**		
407-1	Measures taken by alstria to support rights to exercise freedom of association and collective bargaining	Pages 55, 65–67	407-1b: All suppliers are informed for their right to exercise freedom of association and collective bargaining through our code of conduct for suppliers – available on alstria's website.
GRI 413:	**Local Communities 2016**		
413-1	Operations with local community engagement, impact assessments, and development programs	Pages 78–80, 110	413-1: 80 % of alstria's 5 locations contribute to local community development programs (beneficial leasing).
GRI 419:	**Socioeconomic Compliance 2016**		
419-1	Non-compliance with laws and regulations in the social and economic area	–	alstria is compliant to applicable laws and regulation.

C – Assurance Statement

Limited assurance report of the independent auditor regarding selected sustainability information.

To the Management Board of alstria office REIT-AG, Hamburg

We have performed an independent limited assurance engagement on the sections "Our Buildings" and "Our People" as well as appendix D "EPRA Sustainability Performance Measures – Environment portfolio, Environment company and Social " of the alstria office REIT-AG (further: "alstria") Sustainability Report 2021 (further: "Report") published under www.alstria.com/sr.

Management's Responsibility

The legal representatives of alstria are responsible for the preparation of the Report in accordance with the Reporting Criteria. alstria applies the Principles and Standards of the Global Reporting Initiative (GRI) and the "European Public Real Estate Association (EPRA) Sustainability Best Practice Recommendations Guidelines (Third Version)" (further: Reporting Criteria). This responsibility of the legal representatives includes the selection and application of appropriate methods to prepare the Report and the use of assumptions and estimates for individual qualitative and quantitative sustainability disclosures which are reasonable in the circumstances. Furthermore, this responsibility includes designing, implementing and maintaining systems and processes relevant for the preparation of the Report in a way that is free of – intended or unintended – material misstatements.

Independence and quality assurance on the part of the auditing firm

We are independent from the entity in accordance with the requirements of independence and quality assurance set out in legal provisions and professional pronouncements and have fulfilled our additional professional obligations in accordance with these requirements.

Our audit firm applies the legal provisions and professional pronouncements for quality assurance, in particular the professional code for German Public Auditors and Chartered Accountants (in Germany) and the quality assurance standard of the German Institute of Public Auditors (Institut der Wirtschaftsprüfer, IDW) regarding quality assurance requirements in audit practice (IDW QS 1).

Practitioner's Responsibility

Our responsibility is to express a conclusion on the disclosures within the sections "Our Buildings" and "Our People" as well as appendix D "EPRA Sustainability Performance Measures – Environment portfolio, Environment company and Social" based on our work performed within our limited assurance engagement.

We conducted our work in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' published by the International Auditing and Assurance Standards Board (IAASB). This standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the above mentioned sustainability information for the period from January 1, 2021 to December 31, 2021, has not been prepared, in all material respects, in accordance with the aforementioned Reporting Criteria. We do not, however, issue a separate conclusion for each

sustainability disclosure. In a limited assurance engagement the evidence gathering procedures are more limited than in a reasonable assurance engagement and therefore less assurance is obtained than in a reasonable assurance engagement. The choice of assurance procedures is subject to the auditor's own judgment.

Within the scope of our engagement, we performed amongst others the following procedures:

- Inquiries of personnel on Group level responsible for the materiality analysis, in order to gain an understanding of the processes for determining material sustainability topics and respective reporting boundaries of alstria office REIT-AG
- A risk analysis, including a media search, to identify relevant information on alstria's sustainability performance in the reporting period
- Evaluation of the design and implementation of the systems and processes for the collection, processing and monitoring of the disclosures and information included in the scope of the assurance engagement, including the consolidation of the data
- Interviews with relevant staff on corporate level responsible for providing and consolidating the data and information, as well as carrying out internal control procedures on the data and information, including the explanatory notes
- Analytical assessment of data and trends which were consolidated on Group level
- Assessment of local data collection and reporting processes and reliability of reported data via a sampling
- Evaluation of selected internal and external documents
- Assessment of the overall presentation of the selected sustainability information included in our scope
- We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the procedures performed and the evidence received to obtain assurance, nothing has come to our attention that causes us to believe that the disclosures included in the scope of our assurance engagement for the business year from January 1, 2021 to December 31, 2021, published in the Report within the sections 'Our Buildings' and 'Our People' as well as appendix D 'EPRA Sustainability Performance Measures – Environment portfolio, Environment company and Social', are not prepared, in all material respects, in accordance with the Reporting Criteria.

Restriction of Use/Clause on General Engagement Terms

This report is issued for the purposes of the Management Board of alstria office REIT-AG, Hamburg, only. We assume no responsibility with regard to any third parties.

Our assignment for the Management Board of alstria office REIT-AG, Hamburg, and professional liability is governed by the General Engagement Terms for Wirtschaftsprüfer (German Public Auditors) and Wirtschaftsprüfungsgesellschaften (German Public Audit Firms) (Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) in the version dated January 1, 2017 (https://www.kpmg.de/bescheinigungen/lib/aab_english.pdf). By reading and using the information contained in this report, each recipient confirms having taken note of provisions of the General Engagement Terms (including the limitation of our liability for negligence to EUR 4 million as stipulated in No. 9) and accepts the validity of the General Engagement Terms with respect to us.

Hamburg, November 8, 2022

KPMG AG
Wirtschaftsprüfungsgesellschaft

Drotleff ppa. Baumann
Wirtschaftsprüfer
[German Public Auditor]

D – EPRA Sustainability Performance Measures

In this section, we provide a detailed picture of our sustainability performance based on the third edition of the EPRA Sustainability Best Practices Recommendations Guidelines. Our focus remains, as always, providing concise, transparent data. Similar to previous years, we increased the level of disclosure and breadth of our data sets. In the following tables, we present separately our performance against environmental, social, and governance measures. We also exhibit absolute and like-for-like (LfL) measures, as well as appropriate intensity indicators (Int).

EPRA-specific terminology

Absolute performance measures (Abs)

Absolute performance measures (Abs) for environmental data represent the total consumption of the building portfolio for the full reporting year. Likewise, Abs of social data include the total number of employees for the full reporting year.

Like-for-like (LfL) performance measures

Like-for-like (LfL) performance measures for environmental data complement the Abs measures. They facilitate a comparison of the consumption data for the same sized portfolio for the last two reporting years. Disclosure on an LfL basis demonstrates more effectively a change in performance that is not affected by fluctuations in a portfolio's size (through acquisitions, disposals, and refurbishments). LfL measures are not used for social data; instead, absolute figures from the last two reporting years are provided to facilitate comparison.

Intensity indicators (Int)

Intensity indicators (Int) for environmental data provide the amount of consumption per unit of a suitable denominator. Typical denominators for office buildings are 'per lettable area' and 'per workstation' (one workstation equals 25 m² of office space). The main denominator for building intensity indicators is 'per lettable area.'

In addition, the denominator for alstria's corporate offices' consumption is 'per total number of employees' for the reporting year. Finally, the denominators for greenhouse gas (GHG) emissions are 'per total number of employees' and 'per open market value (OMV).' Likewise, the denominators for social data are 'per total / average number of employees.'

Coverage

In 2021, our portfolio included 112 buildings. However, we present the environmental performance for only 92 buildings because by the end of the reporting year, 12 buildings were under major refurbishment & construction, three were recently acquired, and five had an average annual vacancy of more than 33 %.

In LfL measures, we disclose buildings that have been in operation consistently for the most recent two reporting years in full.

In 2021, we employed 171 employees, including trainees. In line with alstria's IFRS Report, 'employees' are defined as all staff including trainees but not students, employees in maternity/parental leave, apprentices, interns, board (CEO and CFO), and contract workers from temporary employment agencies.

Data limitations

Environmental data

Collecting consumption data from our buildings has never been easy. For a considerable part of our portfolio, namely the shared services in common areas and some tenant areas, we obtain consumption data in real time using smart meters. For the rest, namely all 'tenant-obtained' consumption, we obtain records from our tenants, over which we have no control and for which we have no verification procedures. However, we choose to report all available data and make no estimates to fill gaps, except for information that is required for benchmarking against the CRREM or SBTi reduction pathways. A long term (large) tenant was not able to provide us the data for all single-tenant buildings for this report in time. In this case, we decided to make an extrapolation for these buildings. The reason for this is that we have measured time series data from the last 10 years and consumption has been very constant in the past. This concerns approximately 1.2 % of the total energy consumption in our portfolio.

For a few buildings, we received additional tenant electricity consumption data for 2020 after the editorial deadline for the Sustainability Report in September 2021. As a result, the figures for tenant electricity consumption differ slightly from those we reported in the SR FY 20.

Regarding water utilities, we usually submeter water exclusively to our tenants and can therefore report these data reliably. However, in the case of single-let buildings, our tenants directly obtain water; therefore, we must rely solely on their records.

Finally, regarding the waste generation in our portfolio, we can report data with a certain reliability because information is collected and managed by an external waste management company in 78 of 92 buildings. For the rest of the portfolio that has not yet been introduced to a waste management system, we choose not to disclose the data.

The deadline for the collection of our 2021 environmental data was the end of September 2022.

Social data

For the data associated with the pay gap between women and men, namely the EPRA 'diversity pay' indicator, we compare the total compensation of female employees to that of male employees, including fixed salaries, bonuses, and stock options, as well as the leasing of company vehicles. In addition, we provide the female-to-male pay gap for various management levels, including managers (management level 1), employees who lead teams with a reporting line two levels or less from the management board (management level 2), and the rest of the staff with no extended managerial responsibilities.

For data associated with employees' health and safety, namely the EPRA 'employee health and safety' indicator, we calculate our employees' absent days as working days according to the Hamburg model.

The numbers on training are not fully comparable to previous periods. Due to Covid-19 significantly less training was possible in 2021 compared to previous years. In addition, we are digitalizing part of the training. Finally, we perceived a growing number of free (online) trainings during Covid-19, which were not counted for our statistics.

GHG emissions accounting

In line with the operational approach of the GHG Protocol Standard, we divide our carbon emissions into three categories:

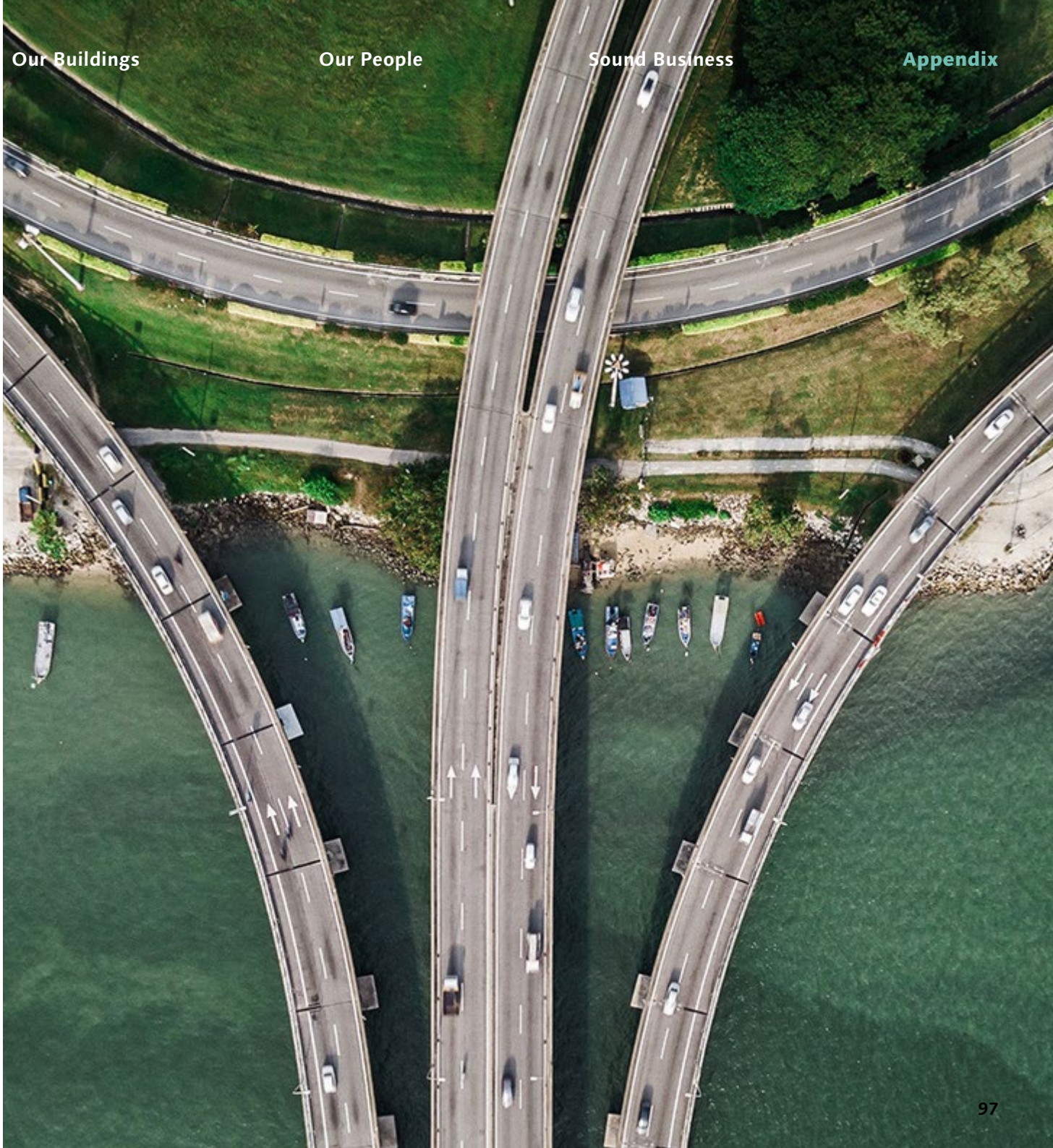
- **Scope 1 emissions:** Direct emissions (Dir) resulting from our company's vehicles and gas heating in our corporate offices.
- **Scope 2 emissions:** Indirect emissions (Indir) resulting from the consumption of electricity in the common areas of our multi-let buildings, as well as electricity and heating consumption from our corporate offices.
- **Scope 3 emissions:** Indirect emissions (Indir) arising from business travel, employee commutes,

construction activities and energy consumption in tenant areas.

In addition, there are two available methods for calculating Scope 2 and 3 emissions. The location-based method uses mostly grid average emissions factor data, whereas the market-based method uses electricity that companies have purposefully chosen (e.g., renewable energy procurement).

For our 2021 GHG accounting, we used the latest available conversion factors from the German Federal Environment Agency's 'Umweltbundesamt, Climate Change | 15/2022', published in May 2022, and 'Umweltbundesamt – Kohlendioxid-Emissionsfaktoren für die deutsche Berichterstattung atmosphärischer Emissionen,' published in March 2020. For emissions from transportation, we used GHG Protocol's Transport Tool v2.6, published in May 2015. Furthermore, for our portfolio's emissions from district heating, we used factor data from our regional district heating suppliers. The applied conversion factors are as follows:

- Electricity grid mix, Germany – 2020: 0.366 kg/kWh; 2021: 0.420 kg/kWh (change: 14.8 %)
- Heating natural gas, Germany – 2020: 0.201 kg/kWh, 2021: 0.201 kg/kWh (change: 0.0 %)
- Heating residual fuel oil, Germany – 2020: 0.266 kg/kWh; 2021: 0.266 kg/kWh (change: 0.0 %)
- District heating, average alstria mix – 2020: 0.115 kg/kWh; 2021: 0.075 kg/kWh (change: –35.1 %)



EPRA Sustainability performance measures – Environment portfolio

Portfolio data		Total portfolio		Office portfolio		Other[1]	
	Units	2020	**2021**	2020	**2021**	2020	**2021**
Number of applicable properties		99	**92**	95	**88**	4	**4**
Open market value of applicable properties	EUR m	4,030	**3,982**	3,825	**3,794**	206	**188**
Lettable area of applicable properties	m²	1,258,971	**1,175,658**	1,171,184	**1,098,380**	87,788	**77,277**
Therof covered single-let properties		30	**31**	29	**30**	1	**1**
Open market value of single-let properties	EUR m	1,402	**1,430**	1,310	**1,335**	92	**95**
Lettable area of single-let properties	m²	454,680	**464,181**	427,218	**436,719**	27,462	**27,462**
Therof covered multi-let properties		69	**61**	66	**58**	3	**3**
Open market value of multi-let properties	EUR m	2,628	**2,552**	2,515	**2,459**	114	**93**
Lettable area of multi-let properties	m²	804,291	**711,476**	743,965	**661,661**	60,326	**49,815**

[1] 'Other' refers to asset categories: nursing home (1), hotel (1), parking (1), and retail (1).

Environmental performance		Total portfolio					Office portfolio					Other		
	Units	2020	**2021**	2020	**2021**	Change	2020	**2021**	2020	**2021**	Change	2020	**2021**	Change
Total electricity consumption		**Elec-Abs**		**Elec-LfL**			**Elec-Abs**		**Elec-LfL**			**Elec-Abs/-LfL**		
For landlord shared services	MWh	15,006	**12,405**	12,550	**12,257**	–2.3%	14,819	**12,194**	12,352	**12,046**	–2.5%	187	**211**	
Thereof from renewable sources	MWh	15,005	**12,405**	12,550	**12,257**		14,817	**12,194**	12,352	**12,046**		187	**211**	
Proportion of renewable sources		100%	**100%**	100%	**100%**		100%	**100%**	100%	**100%**		100%	**100%**	
Number of applicable properties		68 of 69	**61 of 61**	**60**			66 of 66	**58 of 58**	**57**			2 of 3	**3 of 3**	
Lettable area of applicable properties (multi-let)	m²	794,818	**711,476**	**700,721**			743,965	**661,661**	**650,906**			50,853	**49,815**	
Coverage of lettable area		98.8%	**100%**	**98.5%**			100%	**100%**	**87.5%**			84.3%	**100%**	
Intensity	kWh/m²/year	18.9	**17.4**			–7.7%	19.9	**18.4**			–7.5%	3.7	**4.2**	
GHG Emission location-based	tCO_2e	5,492	**5,210**				5,424	**5,121**				69	**89**	
GHG Emission market-based	tCO_2e	1	**0**				1	**0**				0	**0**	
(Sub)metered exclusively to tenants	MWh	n/a	**n/a**	n/a	**n/a**		n/a	**n/a**	n/a	**n/a**		n/a	**n/a**	
Total landlord-obtained electricity	MWh	15,006	**12,405**	12,550	**12,257**	–2.3%	14,819	**12,194**	12,352	**12,046**	–2.5%	187	**211**	
Total tenant-obtained electricity[2]	MWh	28,744	**37,514**	25,151	**26,869**	–6.8%	28,734	**35,882**	25,140	**26,860**	–6.8%	10	**1,632**	
Thereof from renewable sources[3]	MWh	6,286	**7,038**	5,950	**5,974**		6,276	**6,984**	5,940	**5,965**		10	**55**	
Proportion of renewable sources		21.9%[1]	**18.8%[1]**	23.7%	**22.2%**		21.8%	**19.5%**	23.6%	**22.2%**		100%	**3%**	

[2] For a few buildings, we received additional tenant electricity consumption data for 2020 after the editorial deadline for the Sustainability Report in September 2021. As a result, the figures for tenant electricity consumption differ slightly from those we reported in the SR FY 20.

[3] We assume that many more of our tenants obtain their electricity exclusively from renewable sources. However, in most cases we do not have the knowledge about the type of supply. The total reported quantity of renewable sources in tenant electricity refers to the participants in our tenant electricity pool and the verification from selected single-let tenants. Approx. 18.8% of the tenant-obtained electricity was sourced from renewable sources under the operational control of our tenants.

Environmental performance			Total portfolio					Office portfolio					Other		
		Units	2020	**2021**	2020	**2021**	Change	2020	**2021**	2020	**2021**	Change	2020	**2021**	Change
Number of applicable properties			57 of 99	**64 of 92**	**29**			56 of 95	**60 of 88**	**28**			1 of 4	**4 of 4**	
Lettable area of applicable properties		m²	794,280	**935,723**	**451,105**			760,350	**858,445**	**417,174**			33,930	**77,277**	
Coverage of lettable area			63.1 %	**79.6 %**	**38.4 %**			64.9 %	**78.2 %**	**35.6 %**			38.7 %	**100 %**	
Intensity		kWh/m²/year	36.2	**40.1**			10.8 %	37.8	**41.8**			10.6 %	0.3	**21.1**	
GHG Emission	location-based	tCO_2e	10,520	**15,756**				10,517	**15,071**				4	**685**	
GHG Emission	market-based	tCO_2e	8,220	**12,800**				8,220	**12,137**				0	**663**	
Total district heating consumption			**DH&C-Abs**		**DH&C-LfL**			**DH&C-Abs**		**DH&C-LfL**			**DH&C-Abs/-LfL**		
For landlord shared services		MWh	n/a	**n/a**	n/a	**n/a**		n/a	**n/a**	n/a	**n/a**		n/a	**n/a**	
(Sub)metered exclusively to tenants		MWh	29,993	**34,484**	29,310	**32,974**	12.5 %	27,564	**30,934**	26,139	**29,424**	12.6 %	2,429	**3,550**	
Number of applicable properties			36 of 39	**39 of 39**	**34**			34 of 37	**34 of 36**	**31**			2 of 2	**3 of 3**	
Lettable area of applicable properties		m²	442,922	**468,478**	**427,722**			399,519	**418,663**	**377,907**			43,403	**49,815**	
Coverage of lettable area			98.0 %	**100 %**	**91.3 %**			97.7 %	**100 %**	**90.3 %**			100 %	**100 %**	
Intensity		kWh/m²/year	67.7	**73.6**			8.7 %	69.0	**73.9**			7.1 %	56.0	**71.3**	
GHG Emission	location-based	tCO_2e	3,217	**2,672**				3,047	**2,376**				229	**296**	
Total landlord-obtained DH&C		MWh	29,993	**34,484**	29,310	**32,974**	12.5 %	27,564	**30,934**	26,139	**29,424**	12.6 %	2,429	**3,550**	
Total tenant-obtained DH&C		MWh	11,648	**15,508**	14,981	**16,118**	7.6 %	11,648	**12,317**	11,648	**12,926**	11.0 %	–	**3,191**	
Number of applicable properties			9 of 14	**10 of 13**	**9**			9 of 13	**9 of 12**	**8**			0 of 1	**1 of 1**	
Lettable area of applicable properties		m²	159,361	**193,098**	**186,823**			159,361	**165,636**	**159,361**			–	**27,462**	
Coverage of lettable area			63.5 %	**84.6 %**	**81.9 %**			71.3 %	**82.5 %**	**79.4 %**			–	**100 %**	
Intensity		kWh/m²/year	73.1	**80.3**			9.9 %	73.1	**74.4**			1.7 %	–	**116.2**	
GHG Emission	location-based	tCO_2e	1,342	**1,159**				1,342	**921**				–	**239**	
Total fuel consumption			**Fuels-Abs**		**Fuels-LfL**			**Fuels-Abs**		**Fuels-LfL**			**Fuels-Abs/-LfL**		
For landlord shared services		MWh	n/a	**n/a**	n/a	**n/a**		n/a	**n/a**	n/a	**n/a**		n/a	**n/a**	
(Sub)metered exclusively to tenants		MWh	25,152	**25,542**	22,362	**25,542**	14.2 %	25,152	**25,542**	22,362	**25,542**	14.2 %	–	–	
Number of applicable properties			31 of 32	**27 of 28**	**27**			31 of 32	**27 of 28**	**27**			–	–	
Floor area of applicable properties		m²	327,292	**272,159**	**272,159**			327,292	**272,159**	**272,159**			–	–	
Coverage of lettable area			99.3 %	**99.1 %**	**99.1 %**			99.3 %	**99.1 %**	**99.1 %**			–	–	
Intensity		kWh/m²/year	76.8	**93.9**			22.1 %	76.8	**93.9**			22.1 %	–	–	
GHG Emission	location-based	tCO_2e	5,055	**5,134**				5,055	**5,134**				–	–	

Environmental performance		Total portfolio					Office portfolio					Other		
	Units	2020	**2021**	2020	**2021**	Change	2020	**2021**	2020	**2021**	Change	2020	**2021**	Change
Total landlord-obtained fuels	MWh	25,152	**25,542**	22,362	**25,542**	14.2 %	25,152	**25,542**	22,362	**25,542**	14.2 %	–	**–**	
Total tenant-obtained fuels	MWh	17,576	**17,625**	16,917	**17,625**	4.2 %	17,576	**17,625**	16,917	**17,625**	4.2 %	–	**–**	
Number of applicable properties		6 of 12	**5 of 11**	**5**			6 of 11	**5 of 11**	**6**			0 of 1	**–**	
Lettable area of applicable properties	m²	143,335	**151,053**	**151,053**			143,335	**151,053**	**151,053**			–	**–**	
Coverage of lettable area		67.9 %	**77.7 %**	**77.7 %**			73.8 %	**77.7 %**	**77.7 %**			–	**–**	
Intensity	kWh/m²/year	122.6	**116.7**			–4.8 %	122.6	**116.7**			–4.8 %		–	
GHG Emission location-based	tCO_2e	3,533	**3,543**				3,533	**3,543**					–	
Total energy consumption of building portfolio	MWh	128,119	**143,079**	121,270	**131,385**	8.3 %	125,492	**134,495**	114,557	**124,424**	8.6 %	2,627	**8,584**	227 %
Thereof from renewable sources	MWh	21,291	**19,443**				21,093	**19,177**				197	**265**	
Proportion of renewable sources		16.6 %	**13.6 %**				16.8 %	**14.3 %**				7.5 %	**3.1 %**	
Number of applicable properties		93 of 99	**88 of 92**				90 of 95	**84 of 88**				3 of 4	**4 of 4**	
Lettable area of applicable properties	m²	1,158,021	**1,132,483**				1,097,695	**1,055,206**				60,326	**77,277**	
Coverage of lettable area		92.0 %	**96.3 %**				93.7 %	**96.1 %**				68.7 %	**100 %**	

Environmental performance			Total portfolio			Office portfolio			Other		
		Units	2020	**2021**	Change	2020	**2021**	Change	2020	**2021**	Change
Building energy intensity	**Denominator**		**Energy-Int**			**Energy-Int**			**Energy-Int**		
For landlord shared services	lettable area	kWh/m²/year	18.9	**17.4**	–7.7 %	19.9	**18.4**	–7.5 %	3.7	**4.2**	
	workstation	kWh/ws/year	472	**436**		498	**461**		92	**106**	
(Sub)metered exclusively to tenants	lettable area	kWh/m²/year	69.9	**80.0**	14.5 %	72.5	**84.9**	17.0 %	56.0	**71.3**	
	workstation	kWh/ws/year	1,747	**2,000**		1,813	**2,122**		1,399	**1,781**	
Total landlord-obtained energy	lettable area	kWh/m²/year	72.0	**81.1**	12.6 %	73.9	**81.4**	10.2 %	43.4	**75.5**	
	workstation	kWh/ws/year	1,800	**2,027**		1,847	**2,035**		1,084	**1,887**	
Total tenant-obtained energy	lettable area	kWh/m²/year	79.1	**75.5**	–4.6 %	82.9	**76.7**	–7.5 %	0.3	**21.1**	
	workstation	kWh/ws/year	1,978	**1,888**		2,073	**1,917**		7	**528**	
Specific building energy intensity	**Denominator**		**Energy-Int**			**Energy-Int**			**Energy-Int**		
Electricity intensity of building portfolio	lettable area	kWh/m²/year	39.0	**45.8**	17.6 %	40.6	**47.5**	16.9 %	3.9	**23.8**	
	workstation	kWh/ws/year	974	**1,146**		1,016	**1,188**		97	**596**	
Heating intensity of building portfolio	lettable area	kWh/m²/year	79.1	**88.3**	11.6 %	80.1	**88.4**	10.4 %	56.0	**87.2**	
	workstation	kWh/ws/year	1,977	**2,207**		2,002	**2,210**		1,399	**2,181**	
Energy intensity of building portfolio	lettable area	kWh/m²/year	111.3	**138.4**	24.3 %	115.1	**140.2**	21.9 %	43.5	**113.8**	
	workstation	kWh/ws/year	2,783	**3,461**		2,876	**3,506**		1,089	**2,845**	

Total greenhouse gas emissions	**Method**		**GHG-Abs**			**GHG-Abs**			**GHG-Abs**		
Direct – Scope 1 (GHG-Dir-Abs)	location-based	tonnes CO_2e	0	**0**	–	0	**0**	–	0	**0**	
Indirect – Scope 2 (GHG-Indir-Abs)	location-based	tonnes CO_2e	5,605	**5,351**	–4.5 %	5,536	**5,262**	–4.9 %	69	**89**	
CO_2 reductions	market-based	tonnes CO_2e	–5,604	**–5,351**	–4.5 %	–5,536	**–5,262**	–4.9 %	–69	**–89**	
	market-based	tonnes CO_2e	1	**0**	–	1	**0**	–	0	**0**	
Other indirect – Scope 3 (GHG-Indir-Abs)	location-based	tonnes CO_2e	23,909	**28,015**	17.2 %	23,676	**26,715**	12.8 %	233	**1,300**	
CO_2 reductions	market-based	tonnes CO_2e	–2,301	**–2,956**	28.5 %	–2,297	**–2,933**	27.7 %	–4	**–23**	
	market-based	tonnes CO_2e	21,608	**25,059**	16.0 %	21,379	**23,782**	11.2 %	229	**1,277**	
Total Scope 1+2	location-based	tonnes CO_2e	5,605	**5,351**	–4.5 %	5,536	**5,262**	–4.9 %	69	**89**	
	market-based	tonnes CO_2e	1	**0**	–	1	**0**	–	0	**0**	
Total Scope 1+2+3	location-based	tonnes CO_2e	29,513	**33,366**	13.1 %	29,212	**31,977**	9.5 %	301	**1,389**	
	market-based	tonnes CO_2e	21,608	**25,059**	16.0 %	21,380	**23,782**	11.2 %	229	**1,277**	
Ratio Scope 1+2 to Scope 3	location-based		23.4 %	**19.1 %**	–18.5 %	23.4 %	**19.7 %**	–15.8 %	29.5 %	**6.8 %**	
	market-based		0 %	**0 %**	–	0 %	**0 %**	–	0 %	**0 %**	

Environmental performance			Total portfolio			Office portfolio			Other		
		Units	2020	**2021**	Change	2020	**2021**	Change	2020	**2021**	Change
GHG intensity from building energy consumption	**Denominator**		**GHG-Int**			**GHG-Int**			**GHG-Int**		
For landlord shared services	lettable area	$kgCO_2e/m^2/year$	6.9	**7.3**	6.0 %	7.5	**7.8**	2.8 %	2.0	**1.8**	
	workstation	$kgCO_2e/ws/year$	173	**183**		186	**191**		51	**44**	
(Sub)metered exclusively to tenants	lettable area	$kgCO_2e/m^2/year$	12.5	**11.9**	–4.9 %	12.9	**11.8**	–8.2 %	5.3	**12.3**	
	workstation	$kgCO_2e/ws/year$	312	**297**		323	**296**		132	**309**	
Total landlord-obtained energy	lettable area	$kgCO_2e/m^2/year$	14.2	**14.2**	–0.2 %	14.8	**14.6**	–1.7 %	4.9	**7.7**	
	workstation	$kgCO_2e/ws/year$	356	**355**		371	**365**		123	**193**	
Total tenant-obtained energy	lettable area	$kgCO_2e/m^2/year$	19.2	**20.6**	7.5 %	20.1	**21.7**	7.9 %	0.1	**8.9**	
	workstation	$kgCO_2e/ws/year$	479	**516**		503	**542**		3	**222**	
Specific building GHG intensity	**Denominator**		**GHG–Int**			**GHG–Int**			**GHG–Int**		
GHG intensity from electricity of building portfolio	location-based	$kgCO_2e/m^2/year$	14.3	**19.3**	35.0 %	14.9	**20.0**	34.2 %	1.4	**10.0**	
	market-based	$kgCO_2e/m^2/year$	7.3	**11.7**	60.6 %	7.6	**11.9**	56.4 %	0.0	**8.6**	
GHG intensity from heating of building portfolio	location-based	$kgCO_2e/m^2/year$	12.5	**11.5**	–7.5 %	12.8	**11.8**	–7.5 %	5.3	**8.0**	
GHG intensity of building portfolio	location-based	$kgCO_2e/m^2/year$	25.5	**29.5**	15.6 %	26.6	**30.3**	13.9 %	5.0	**18.0**	
	market-based	$kgCO_2e/m^2/year$	18.7	**22.1**	18.6 %	19.5	**22.5**	15.7 %	3.8	**16.5**	

Environmental performance		Total portfolio					Office portfolio					Other		
	Units	2020	**2021**	2020	**2021**	Change	2020	**2021**	2020	**2021**	Change	2020	**2021**	Change
Total water consumption		**Water-Abs**		**Water-LfL**			**Water-Abs**		**Water-LfL**			**Water-Abs**		
Total landlord-obtained & (sub)metered water	m³	191,515	**181,364**	167,250	**162,967**	–2.6%	171,873	**154,303**	141,884	**135,906**	–4.2%	19,642	**27,061**	
Number of applicable properties		81 of 85	**76 of 79**	**66**			78 of 82	**73 of 76**	**63**			3 of 3	**3 of 3**	
Lettable area of applicable properties	m²	909,929	**823,337**	**750,255**			849,603	**773,521**	**700,440**			60,326	**49,815**	
Coverage of lettable area		98.0%	**96.9%**	**88.3%**			97.9%	**96.7%**	**87.6%**			100%	**100%**	
Total tenant-obtained water	m³	49,814	**43,748**	49,814	**40,674**	–18.3%	49,814	**43,748**	49,814	**40,674**	–18.3%	–	**–**	
Number of applicable properties		2 of 14	**4 of 13**	**2**			2 of 13	**4 of 12**	**2**			–	**–**	
Lettable area of applicable properties	m²	120,901	**160,230**	**120,928**			120,901	**160,230**	**120,928**			–	**–**	
Coverage of lettable area		36.6%	**49.2%**	**37.1%**			39.9%	**53.7%**	**40.5%**			–	**–**	
Total water consumption	m³	241,329	**225,112**	217,064	**203,641**	–6.2%	221,687	**198,051**	191,698	**176,580**	–7.9%	19,642	**27,061**	
Number of applicable properties		83 of 99	**80 of 92**	**68**			80 of 95	**77 of 88**	**65**			3 of 4	**3 of 4**	
Lettable area of applicable properties	m²	1,030,830	**983,567**	**871,183**			970,504	**933,751**	**821,368**			60,326	**49,815**	
Coverage of lettable area		81.9%	**83.7%**	**74.1%**			82.9%	**85.0%**	**74.8%**			68.7%	**64.5%**	

Environmental performance			Total portfolio			Office portfolio			Other		
		Units	2020	**2021**	Change	2020	**2021**	Change	2020	**2021**	Change
Building water intensity	**Denominator**		**Water-Int**			**Water-Int**			**Water-Int**		
Landlord-obtained & (sub)metered water	lettable area	m³/m²/year	0.210	**0.220**	4.7%	0.202	**0.199**	–1.4%	0.326	**0.543**	
	workstation	litres/ws/day	14.4	**15.1**		13.9	**13.7**		22.3	**37.2**	
Tenant-obtained water	lettable area	m³/m²/year	0.412	**0.273**	–33.7%	0.412	**0.273**	–33.7%	–	**–**	
	workstation	litres/ws/day	28.2	**18.7**		28.2	**18.7**		–	**–**	
Water intensity of total building portfolio	lettable area	m³/m²/year	0.234	**0.229**	–2.2%	0.228	**0.212**	–7.1%	0.326	**0.543**	
	workstation	litres/ws/day	16.0	**15.7**		15.6	**14.5**		22.3	**37.2**	

Environmental performance		Total portfolio					Office portfolio					Other		
	Units	2020	**2021**	2020	**2021**	Change	2020	**2021**	2020	**2021**	Change	2020	**2021**	Change
Total weight of waste by type		**Waste-Abs**		**Waste-LfL**			**Waste-Abs**		**Waste-LfL**			**Waste-Abs**		
Waste for recovery	metric tonnes	975.7	**910.5**	918.9	**802.2**	–12.7%	961.5	**910.5**	804.3	**802.2**	–0.3%	14.3	**0.0**	
Organic waste	metric tonnes	24.9	**8.6**	24.9	**6.7**	–72.9%	24.9	**8.6**	24.9	**6.7**	–72.9%	0.0	**0.0**	
Paper/ Cardbord waste	metric tonnes	377.9	**858.6**	359.2	**765.2**	113.0%	365.8	**810.7**	341.3	**717.3**	110.2%	12.1	**47.9**	
Residual waste	metric tonnes	598.9	**671.5**	587.4	**570.4**	–2.9%	598.9	**635.1**	576.1	**534.0**	–7.3%	0.0	**36.4**	
Total waste created in operations	**metric tonnes**	**1,977**	**2,449**	**1,890**	**2,145**	**13.4%**	**1,951**	**2,365**	**1,747**	**2,060**	**18.0%**	**26**	**84**	
Number of applicable properties		69 of 99	**78 of 92**	**66**			68 of 95	**76 of 88**	**64**			1 of 4	**2 of 4**	
Lettable area of applicable properties	m²	848,108	**934,949**	**812,798**			838,635	**919,065**	**796,914**			9,473	**15,884**	
Coverage of lettable area		67.4%	**79.5%**	**69.1%**			71.6%	**83.7%**	**72.6%**			10.8%	**20.6%**	
Total weight of waste by disposal route		**Waste-Abs/-LfL**					**Waste-Abs/-LfL**					**Waste-Abs/-LfL**		
Recycling	metric tonnes	1,256.1	**1,678.1**			33.6%	1,231.2	**1,630.2**			32.4%	24.9	**47.9**	
Incineration with energy recovery	metric tonnes	696.4	**762.5**			9.5%	695.0	**726.1**			4.5%	1.4	**36.4**	
Composting & Biogas	metric tonnes	24.9	**8.6**			–65.2%	24.9	**8.6**			–65.2%	0.0	**0.0**	

Environmental performance			Total portfolio			Office portfolio			Other		
		Units	2020	**2021**	Change	2020	**2021**	Change	2020	**2021**	Change
Proportion of waste by disposal route	**Denominator**		**Waste-Abs/-LfL**			**Waste-Abs/-LfL**			**Waste-Abs**		
Recycling			63.5%	**68.5%**	5.0 pp	63.1%	**68.9%**	5.8 pp	94.6%	**56.8%**	
Incineration with energy recovery			35.2%	**31.1%**	–4.1 pp	35.6%	**30.7%**	–4.9 pp	5.4%	**43.2%**	
Composting & Biogas			1.3%	**0.4%**	–0.9 pp	1.3%	**0.4%**	–0.9 pp	0.0%	**0.0%**	
Waste intensity of building portfolio (Waste-Int)	lettable area	kg/m²/year	2.318	**2.362**	1.9%	2.313	**2.316**	0.2%	2.782	**5.305**	

EPRA Sustainability performance measures – Environment company

alstria's corporate offices data	Units	2020	2021	Change
Hamburg (Head office)	m²	2,640	**2,640**	0.0 %
	employees	120	**118**	–1.7 %
Düsseldorf	m²	448	**448**	0 %
	employees	18	**19**	5.6 %
Frankfurt	m²	522	**522**	0 %
	employees	13	**13**	0 %
Stuttgart	m²	188	**368**[1)]	96 %
	employees	9	**12**	33.3 %
Berlin	m²	327	**360**	10.1 %
	employees	7	**9**	28.6 %
Total alstria's corporate offices	m²	4,125	**4,338**	5.2 %
	employees	167	**171**	2.4 %
Office area per employee	m²/empl	24.7	**25.4**	2.7 %

[1)] Lettable area of alstria's local office in Stuttgart: In May we moved from the old office with 188 m² to the new one with 457 m², so the averaged m² value for 2021 = 368 m².

Environmental performance – alstria's corporate offices	Units	2020	2021	Change
Total corporate electricity consumption			**Elec-Abs**	
In alstria's corporate offices	kWh	133,946	**127,272**	–5.0 %
Number of applicable offices		5 of 5	**5 of 5**	
Solar generation onsite and sold to the grid	kWh	1,416	**2,345**	65.6 %
Ratio of solar energy to own offices' consumption		1.1 %	**1.8 %**	74.3 %
Total corporate district heating & cooling consumption			**DH&C-Abs**	
In alstria's corporate offices[2)]	kWh	213,914	**292,916**	36.9 %
Number of applicable offices		3 of 3	**4 of 4**	
Total corporate fuel consumption			**Fuels-Abs**	
In alstria's corporate offices[2)]	kWh	9,020	**2,483**	–72.5 %
Number of applicable offices		1 of 1	**1 of 1**	
Total heating consumption	kWh	222,934	**295,398**	32.5 %
Total corporate energy consumption	kWh	356,880	**422,670**	118.4 %

[2)] Heating consumption of alstria's local office in Stuttgart: We use the expected consumptions from the building's energy performance certificate and multiply it by the lettable area used by our alstria office. Of this value only 2/3 are applied as we moved in the space in April 2021.

Environmental performance – alstria's corporate offices	Units	2020	2021	Change
Corporate electricity intensity			**Elec-Int**	
Per employee	kWh/empl	**802.1**	**744.3**	–7.2 %
Per office area	kWh/m²	32.5	**29.3**	–9.6 %
Corporate heating intensity			**Heating-Int**	
Per employee	kWh/empl	1,496.2	**1,943.4**	29.9 %
Per office area	kWh/m²	60.6	**75.9**	25.2 %
Corporate energy intensity			**Energy-Int**	
Per employee	kWh/empl	2,137.0	**2,471.8**	15.7 %
Per office area	kWh/m²	86.5	**97.4**	12.6 %
Total GHG emissions in alstria's corporate offices			**GHG-Abs**	
Direct – Scope 1	tonnes CO_2e	1.8	**0.5**	–72.5 %
Indirect – Scope 2	tonnes CO_2e	26.5	**22.1**	–16.7 %
Total Scope 1+2	tonnes CO_2e	28.3	**22.6**	–20.3 %
GHG intensity in alstria's corporate offices			**GHG-Int**	
Per employee	kgCO_2e/empl/year	169.5	**131.9**	–22.2 %
Per office area	kgCO_2e/m²/year	6.9	**5.2**	–24.2 %
Total corporate water consumption			**Water-Abs**	
In alstria's corporate offices	m²	1,055	702	–33.5 %
Number of applicable offices		5 of 5	5 of 5	
Corporate water intensity			**Water-Int**	
Per employee	m³/empl	6.32	**4.10**	–35.0 %
Per office area	m³/m²	0.26	**0.16**	–36.8 %
Per employee per day	l/empl/day	24.9	**16.2**	–35.0 %
Corporate waste from office activities			**Waste-Abs**	
Paper consumption per employee	sheets/empl/day	12.7	**5.6**	–55.9 %
Total waste in corporate offices	metric tonnes	7.7	**8.9**	15.9 %
Total waste recycled in corporate offices	metric tonnes	4.3	**5.8**	35.7 %

Carbon emissions – alstria

		Units	2020	2021	Change
Total direct GHG emissions – Scope 1				**GHG-Dir-Abs**	
Company vehicles		tonnes CO_2e	12.0	**7.6**	–36.7%
alstria's direct energy consumption		tonnes CO_2e	1.8	**0.5**	–72.5%
Total Scope 1 emissions		tonnes CO_2e	13.8	**8.1**	–41.3%
Total indirect GHG emissions – Scope 2				**GHG-Indir-Abs**	
alstria's indirect energy consumption		tonnes CO_2e	75.5	**75.5**	0.0%
Energy consumption of landlord shared services		tonnes CO_2e	5,605	**5,351**	–4.5%
Total Scope 2 emissions	location-based	tonnes CO_2e	5,680	**5,427**	–4.5%
GHG reduction from renewable sources		tonnes CO_2e	–5,653	**–5,404**	–4.4%
Proportion of renewable sources in Scope 2			99.5%	**99.6%**	0.1 pp
Total Scope 2 emissions	market-based	tonnes CO_2e	27.1	**22.1**	–18.5%
Total Scope 1+2 emissions	location-based	tonnes CO_2e	5,694	**5,435**	–4.6%
Total Scope 1+2 emissions	market-based	tonnes CO_2e	40.9	**30.2**	–26.2%
GHG intensities – Scope 1+2				**GHG-Int**	
Scope 1 per employee		tCO_2e/empl/year	0.08	**0.05**	–42.7%
Scope 2 per employee	location-based	tCO_2e/empl/year	34.0	**31.7**	–6.7%
	market-based	tCO_2e/empl/year	0.16	**0.13**	–20.4%
Scope 1+2 per employee	location-based	tCO_2e/empl/year	34.1	**31.8**	–6.8%
	market-based	tCO_2e/empl/year	0.25	**0.18**	–28.0%
Scope 1+2 per total lettable area	location-based	$kgCO_2e/m^2$/year	4.0	**3.8**	–5.0%
	market-based	$kgCO_2e/m^2$/year	0.03	**0.02**	–26.6%
Scope 1+2 per total OMV	location-based	gCO_2e/EUR/year	1.4	**1.4**	–3.4%
	market-based	gCO_2e/EUR/year	0.01	**0.01**	–25.4%

Carbon emissions – alstria

		Units	2020	2021	Change
Total indirect other GHG emissions – Scope 3				**GHG-Indir-Abs**	
Business travel		tonnes CO_2e	38	**36**	–6.9%
Employee commutes		tonnes CO_2e	92	**95**	3.6%
Tenant energy consumption – landlord obtained		tonnes CO_2e	8,375	**7,486**	–10.6%
Tenant energy consumption – tenant obtained		tonnes CO_2e	15,534	**20,529**	32.2%
New embodied emissions from redevelopment projects		tonnes CO_2e	11,800	**12,900**	9.3%
Total Scope 3 emissions	location-based	tonnes CO_2e	35,839	**41,046**	14.5%
GHG reduction from tenant renewable electricity		tonnes CO_2e	–2,301	**–2,956**	28.5%
Proportion of GHG reductions in Scope 3			9.6%	**7.2%**	–2.4 pp
Total Scope 3 emissions	market-based	tonnes CO_2e	33,538	**38,090**	13.6%
Total Scope 1–3 emissions	location-based	tonnes CO_2e	41,533	**46,480**	11.9%
Total GHG reductions in Scope 1–3		tonnes CO_2e	–7,954	**–8,361**	5.1%
Proportion of GHG reductions in Scope 1–3			19.2%	**18.0%**	–1.2 pp
Total Scope 1–3 emissions	market-based	tonnes CO_2e	33,579	**38,120**	13.5%
Ratio of Scope 1+2 in relation to Scope 3	location-based		15.9%	**13.2%**	–2.6 pp
	market-based		0.1%	**0.1%**	0.0 pp
GHG intensity – Scope 3				**GHG-Int**	
Scope 3 per employee	location-based	tCO_2e/empl/year	145.7	**240.0**	64.8%
	market-based	tCO_2e/empl/year	131.1	**222.7**	69.1%
Scope 3 per total lettable area	location-based	$kgCO_2e/m^2$/year	19.1	**34.9**	82.8%
	market-based	$kgCO_2e/m^2$/year	17.3	**32.4**	87.6%
Scope 3 per total OMV	location-based	gCO_2e/EUR/year	6.0	**10.3**	72.8%
	market-based	gCO_2e/EUR/year	5.4	**9.6**	77.3%

Mobility data – alstria

	Units	2020	**2021**	Change
Cumulative distance of company vehicles	km	49,025	**33,220**	–32.2 %
Cumulative distance of business travels	km	246,364	**226,332**	–8.1 %
Number of all business trips		596	**436**	–26.8 %
Cumulative distance of employee commuting	km	605,314	**627,326**	3.6 %

Green building certificates – alstria

	Units	2020	**2021**	Change
Type and number of certified sustainable assets			**Cert-Tot**	
BREEAM – good		1	**1**	0 %
Coverage of total lettable area		0.4 %	**0.5 %**	
Leed – gold		1	**1**	0 %
Coverage of total lettable area		2.4 %	**2.6 %**	
DGNB Redevelopment – gold		1	**1**	0 %
Coverage of total lettable area		0.8 %	**0.8 %**	
Total number of assets with sustainability certifications		3	**3**	0 %
Coverage of total lettable area		3.6 %	**3.9 %**	

Return on carbon emissions (ROCE) – alstria

	Units	2020	**2021**	Change
Scope 1+2 emissions, location-based	tCO_2e	5,694	**5,435**	–4.6 %
Earnings before taxes (EBT)	EUR k	177,063	**183,670**	3.7 %
ROCE	tCO_2e/EUR m	32.16	**29.59**	–8.0 %

Construction waste – alstria

		Units	2020	**2021**	Change
Total weight of waste by disposal route[1)]				**Waste-Abs**	
Construction waste, mixed		m³	13	**201**	
Demolition waste, concrete, bricks		m³	585	**69**	
Demolition waste contaminated (asbestos)		m³	0	**0**	
Gypsym-based building materials		m³	0	**169**	
Insulating materials		m³	123	**32**	
Wood		m³	8	**11**	
Bituminus mixtures		m³	33	**0**	
Total volume of construction waste		m³	762	**482**	–37 %
Construction waste, mixed	metric tonnes		1,602	**30**	
Demolition waste, concrete, bricks	metric tonnes		586	**182**	
Demolition waste contaminated (asbestos)	metric tonnes		9	**0**	
Gypsum-based building materials	metric tonnes		89	**0**	
Insulating materials	metric tonnes		66	**10**	
Wood	metric tonnes		32	**3**	
Mixed metals	metric tonnes		94	**2**	
Bituminus mixtures	metric tonnes		24	**11**	
Total weight of construction waste	metric tonnes		2,503	**237**	–91 %

[1)] Construction waste is summarized either in volume or in weight, depending on how it is available to us. The data of both categories are seperated from each other, as we do not convert volume to weight or vice versa.

EPRA Sustainability performance measures – Social

Employee gender diversity	All employees			Non-Management			Management (Level 1+2)			Management Board		
	2020	**2021**	Change	2020	**2021**	Change	2020	**2021**	Change	2020	**2021**	Change
Employees by gender	**Diversity-Emp**			**Diversity-Emp**			**Diversity-Emp**			**Diversity-Emp**		
Male	41.9 %	**39.8 %**	–2.1 pp	38.8 %	**36.6 %**	–2.2 pp	65.0 %	**66.7 %**	2 pp	100 %	**100 %**	0 pp
Female	58.1 %	**60.2 %**	2.1 pp	61.2 %	**63.4 %**	2.2 pp	35.0 %	**33.3 %**	–2 pp	0 %	**0 %**	0 pp
Employees by age group	**Diversity-Emp**			**Diversity-Emp**			**Diversity-Emp**			**Diversity-Emp**		
< 30 years	19.8 %	**16.4 %**	– 3.4 pp	22.4 %	**18.3 %**	–4.1 pp	0.0 %	**0.0 %**	0 pp	0 %	**0 %**	0 pp
30–50 years	70.1 %	**70.8 %**	0.7 pp	67.3 %	**68.6 %**	1.3 pp	90.0 %	**88.9 %**	–1 pp	50 %	**50 %**	0 pp
> 50 years	10.2 %	**12.9 %**	2.7 pp	10.2 %	**13.1 %**	2.9 pp	10.0 %	**11.1 %**	1 pp	50 %	**50 %**	0 pp

Gender pay ratio	All employees			Non-Management			Management (Level 1+2)		
	2020	**2021**	Change	2020	**2021**	Change	2020	**2021**	Change
Pay gap women to men	**Diversity-Pay**			**Diversity-Pay**			**Diversity-Pay**		
Average remuneration	–39.1 %	**–39.3 %**	0 pp	–25.5 %	**–25.6 %**	–0.1 pp	–20.5 %	**–21.5 %**	–1.0 pp
Remuneration by same function	9.1 %	**–0.3 %**	–9 pp						

Employee training and development	All employees			Non-Management			Management (Level 1+2)		
	2020	**2021**	Change	2020	**2021**	Change	2020	**2021**	Change
Average hours of training per year[1)]	**Emp-Training**			**Emp-Training**			**Emp-Training**		
All employees	18.6 h	**16.1 h**	–13.5 %	16.7 h	**15.8 h**	–5.4 %	32.9 h	**18.3 h**	–44.4 %
Male employees	20.3 h	**14.3 h**	–29.6 %						
Female employees	17.4 h	**17.2 h**	–1.2 %						

[1)] Only trainings that created cost were counted. Free (online) trainings, which increased heavily during the COVID-19 pandemic, were not counted.

New employee hires and employee turnover by gender	All employees			Male employees			Female employees		
	2020	**2021**	Change	2020	**2021**	Change	2020	**2021**	Change
New employees	**Emp-Turnover**			**Emp-Turnover**			**Emp-Turnover**		
Total number of new employee hires	14	**23**	64.3 %	7	**5**	–28.6 %	7	**18**	157.1 %
– in head office	11	**14**	27.3 %						
– in other local offices	3	**9**	200.0 %						
Rate of new employee hires	8.4 %	**13.5 %**	5.1 pp	4.2 %	**2.9 %**	–3.1 pp	4.2 %	**10.5 %**	6.3 pp
Leaving employees	**Emp-Turnover**			**Emp-Turnover**			**Emp-Turnover**		
Total number of leaving employees	12	**17**	41.7 %	4	**7**	75.0 %	8	**10**	25.0 %
– in head office	8	**17**	112.5 %						
– in other local offices	4	**0**	–100.0 %						
Rate of employee turnover	7.2 %	**9.9 %**	37.8 %	2.4 %	**4.1 %**	4.1 pp	4.8 %	**5.8 %**	1.1 pp

New employee hires and employee turnover by age group	<30 years old			30–50 years old			>50 years old		
	2020	**2021**	Change	2020	**2021**	Change	2020	**2021**	Change
New employees	**Emp-Turnover**			**Emp-Turnover**			**Emp-Turnover**		
Total number of new employee hires	9	**10**	11.1 %	4	**11**	175.0 %	1	**2**	100 %
Rate of new employee hires	5.4 %	**5.8 %**	8.5 %	2.4 %	**6.4 %**	4.0 pp	0.6 %	**1.2 %**	0.6 pp
Leaving employees	**Emp-Turnover**			**Emp-Turnover**			**Emp-Turnover**		
Total number of leaving employees	1	**5**	400.0 %	11	**12**	9.1 %	0	**0**	0 %
Rate of employee turnover	0.6 %	**2.9 %**	388.3 %	6.6 %	**7.0 %**	0.4 pp	0.0 %	**0.0 %**	0.0 pp

Employee health and safety			
	2020	**2021**	Change
Absentee rate		**H&S-Emp**	
All employeees	2.5 %	**3.1 %**	0.6 pp
Male employees	1.8 %	**2.6 %**	0.8 pp
Female employees	3.0 %	**3.4 %**	0.4 pp
Employees in head office	2.6 %	**2.7 %**	0.1 pp
Employees in other local offices	2.5 %	**4.0 %**	1.5 pp
Injury Rate, Lost Day Rate & Accident Severity Rate	0.0 %	**0.0 %**	0.0 pp
Work-related fatalities	0.0 %	**0.0 %**	0.0 pp

Employee performance appraisals			
	2020	**2021**	Change
Percentage of employees who received annual appraisals		**Emp-Dev**	
All employees	100 %	**100 %**	0.0 pp
Male employees	100 %	**100 %**	0.0 pp
Female employees	100 %	**100 %**	0.0 pp
Employees with non-managerial positions	100 %	**100 %**	0.0 pp
Managers reporting to the board	100 %	**100 %**	0.0 pp

Asset health and safety assessments			
	2020	**2021**	Change
Percentage of assets screened against health and safety issues		**H&S-Asset**	
Adhering to applicable health and safety legislation, we examine the total portfolio for issues including: fire safety, legionella presence, accessibility standards, and contaminants. Each building is audited every three years.	30–60 %	**30–60 %**	0.0 pp
Portfolio under development examined for hazardous substances and contaminants.	12.3 %	**23.9 %**	11.6 pp

Asset health and safety compliance			
	2020	**2021**	Change
Number of incidents		**H&S-Comp**	
Incidents of non-compliance with regulations and/or voluntary codes concerning health and safety of our assets	0	**0**	0.0 pp
Fines, penalties or warnings	0	**0**	0.0 pp

Community engagement, impact assessments and development programmes			
	2020	**2021**	Change
Number of assets where social and environmental programmes were implemented		**Compty-Eng**	
Buildings that are located close to public transportation hub	70.0 %	**71.0 %**	1.0 pp

EPRA Sustainability performance measures – Governance

Composition of the highest governance body	**Gov-Board**
We provide a detailed disclosure about our Corporate Governance in our Annual Report 2021, p. 185–203	
Nominating and selecting the highest governance body	**Gov-Select**
We provide a detailed disclosure about our Corporate Governance in our Annual Report 2021, p. 185–203	
Process for managing conflicts of interest	**Gov-Col**
No conflicts of interest concerning members of the Supervisory Board or Management Board arose during 2021, Annual Report 2021, p. 177	

Performance of key GHG and energy figures over 10 years (collected consumption data)

GHG overview

		Units	2012	Base year 1 2013	2014	2015	2016	2017	Base year 2 2018	2019	2020	2021
Total Scope 1–3 emissions	location-based	tCO_2e	61,958	52,868	55,607	47,889	42,827	43,390	44,844	37,225	29,733	33,580
Change compared to base year 2013	location-based		–	–	5.2 %	–9.4 %	–19.0 %	–17.9 %	–15.2 %	–29.6 %	–43.8 %	–36.5 %
Total GHG reduction from renewable electricity		tCO_2e	–	–688	–3,630	–3,970	–5,495	–9,120	–9,260	–7,630	–7,954	–8,361
Proportion of GHG reduction in Scope 1–3			–	1.3 %	6.5 %	8.3 %	12.8 %	21.0 %	20.6 %	20.5 %	26.8 %	24.9 %
Total Scope 1–3 emissions	market-based	tCO_2e	61,958	52,180	51,977	43,919	37,332	34,271	35,584	29,594	21,779	25,220
Change compared to base year 2013	market-based		–	–	–0.4 %	–15.8 %	–28.5 %	–34.3 %	–31.8 %	–43.3 %	–58.3 %	–51.7 %
Total Scope 1 emissions		**tCO_2e**	**29.0**	**14.6**	**13.0**	**15.4**	**17.0**	**18.1**	**17.3**	**15.7**	**13.8**	**8.1**
Total Scope 2 emissions	location-based	tCO_2e	2,321	3,028	4,255	6,046	6,943	8,531	8,646	6,381	5,680	5,427
Total Scope 2 emissions	**market-based**	**tCO_2e**	**2,321**	**2,340**	**626**	**2,420**	**1,501**	**165.1**	**20.4**	**32.3**	**27.1**	**22.1**
Total Scope 3 emissions	location-based	tCO_2e	59,608	49,825	51,339	41,828	35,867	34,841	36,181	30,828	24,039	28,146
Total Scope 3 emissions	**market-based**	**tCO_2e**	**59,608**	**49,825**	**51,339**	**41,484**	**35,813**	**34,087**	**35,547**	**29,546**	**21,738**	**25,190**
Total Scope 1–3 emissions	location-based	tCO_2e	61,958	52,868	55,607	47,889	42,827	43,390	44,844	37,225	29,733	33,580
Total Scope 1–3 emissions	market-based	tCO_2e	61,958	52,180	51,977	43,919	37,331	34,271	35,584	29,594	21,779	25,220
New embodied emissions from redevelopment projects		tCO_2e									11,800	12,900
Reused embodied carbon in redevelopment projects		tCO_2e									25,637	26,820

Energy overview

	Units	2012	Base year 1 2013	2014	2015	2016	2017	Base year 2 2018	2019	2020	2021
Total energy consumption of building portfolio	MWh	121,819	135,961	116,619	160,918	146,425	149,505	154,610	146,238	128,119	143,079
Thereof from 100 % renewable sources	MWh	–	1,559	8,954	8,999	12,155	19,067	19,444	18,883	21,291	19,443
Proportion of 100 % renewable sources		–	1.1 %	7.7 %	5.6 %	8.3 %	12.8 %	12.6 %	12.9 %	16.6 %	13.6 %
Detailed overview											
Total landlord-obtained electricity	**MWh**	**–**	**6,272**	**10,419**	**13,547**	**14,579**	**17,808**	**18,103**	**15,686**	**15,006**	**12,405**
Electricity from 100 % renewable sources	MWh	–	1,559	8,954	8,219	11,445	17,481	18,103	15,686	15,005	12,405
Proportion of electricity from 100 % renewable sources		–	24.9 %	85.9 %	60.7 %	78.5 %	98.2 %	100 %	100 %	100 %	100 %
Total tenant-obtained electricity[1]	**MWh**	**47,264**	**53,621**	**47,349**	**55,893**	**36,561**	**39,128**	**41,717**	**37,575**	**28,744**	**37,514**
Electricity from 100 % renewable sources	MWh	–	–	–	779	710	1,586	1,341	3,197	6,286	7,038
Proportion of electricity from 100 % renewable sources		–	–	–	1.4 %	1.9 %	4.1 %	3.2 %	8.5 %	21.9 %	18.8 %
Total electricity	**MWh**	**47,264**	**59,893**	**57,768**	**69,440**	**51,140**	**56,936**	**59,820**	**53,261**	**43,750**	**49,919**
Total landlord-obtained fuels	MWh	–	–	–	28,537	33,416	30,171	30,677	28,772	25,152	25,542
Total tenant-obtained fuels	MWh	–	–	–	18,318	15,737	16,573	17,525	16,527	17,576	17,625
Total heating with fuels	**MWh**	**–**	**–**	**22,194**	**46,856**	**49,153**	**46,744**	**48,202**	**45,300**	**42,726**	**43,168**
Total landlord-obtained DH&C	MWh	–	–	–	26,311	26,091	27,709	29,932	33,693	29,993	34,484
Total tenant-obtained DH&C	MWh	–	–	–	18,312	20,041	18,117	16,657	13,985	11,648	15,508
Total DH&C	**MWh**	**–**	**–**	**36,657**	**44,623**	**46,132**	**45,825**	**46,589**	**47,677**	**41,641**	**49,993**
Total heating	**MWh**	**74,555**	**76,068**	**58,851**	**91,478**	**95,285**	**92,569**	**94,790**	**92,977**	**84,368**	**93,160**
Total energy consumption of building portfolio	MWh	121,819	135,961	116,619	160,918	146,425	149,505	154,610	146,238	128,119	143,079

[1] We assume that many more of our tenants obtain their electricity exclusively from renewable sources. However, in most cases we do not have the knowledge about the type of supply. The total reported quantity of renewable sources in tenant electricity refers to the participants in our tenant electricity pool and the verification from selected single-let tenants. Approx. 19% of the tenant-obtained electricity was sourced from renewable sources under the operational control of our tenants.

E – Responding to TCFD

RECOMMENDED DISCLOSURE	
Governance	**References**
Disclose the organization's governance around climate-related risks and opportunities.	
a. Describe the board's oversight of climate-related risks and opportunities.	Pages 10–12
b. Describe management's role in assessing and managing climate-related risks and opportunities.	Pages 10–12
Strategy	**References**
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Pages 23–30
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Pages 23–30
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Pages 23–30

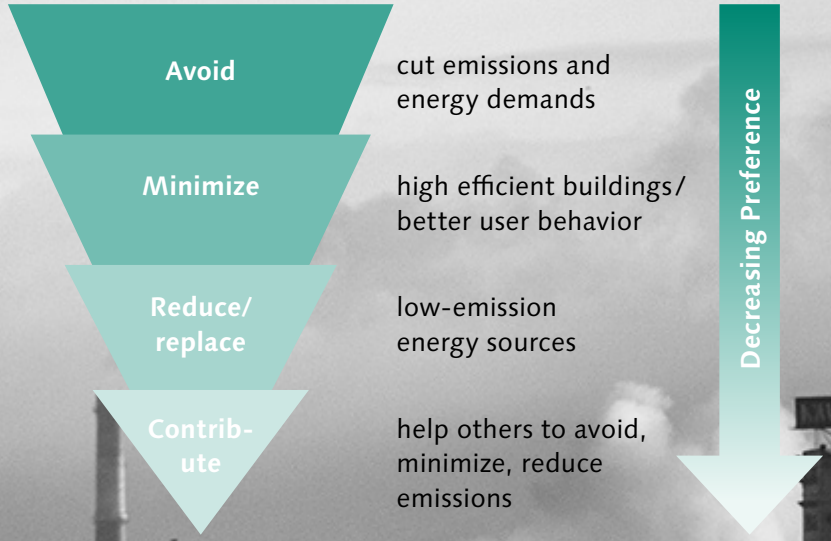
RECOMMENDED DISCLOSURE	
Risk Management	**References**
Disclose how the organization identifies, assesses, and manages climate-related risks.	
a. Describe the organization's processes for identifying and assessing climate-related risks.	Pages 10–12
b. Describe the organization's processes for managing climate-related risks.	Pages 10–12
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Pages 10–12
Metrics and Targets	**References**
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Pages 23–29, 34–50
b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Pages 98–107
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Pages 40–43

F – Carbon dashboard

When defining GHG mitigation programs, we have several options. However, they differ in terms of various parameters e.g., the level of operational control of alstria or the current and potential mitigation impact. The following carbon dashboard aims to give an overview of this landscape. With the carbon dashboard, we would also like to emphasize that we see a hierarchy when it comes to prioritizing GHG mitigation measures (see graphic).

Consequently, GHG avoidance has the greatest potential, as it prevents emissions from occurring in the first place. If emissions cannot be avoided, they can at least be minimized using efficient technology and smart management. A fuel switch is often the first and simplest solution to reduce/replace emissions, but it often only changes the energy medium without saving energy. The last option in the GHG impact hierarchy is to make additional contributions to offsetting and compensating via 'high hanging fruits' projects. This can at least help others to reduce their emissions even if it is not suitable to balance out your own emissions.

Stages in GHG impact hierarchy



Reducing alstria's greenhouse gas (GHG) emissions

	Induced emissions	Measures	Impact hierarchy	Annual reduction (tCO_2e)	Annual potential (tCO_2e)	
Under alstria's operational control	**Company vehicles**	Internal policy on electrifying company's fleet from 2020	reduce/ replace	2	10	
	Energy for alstria's own offices	Lowering energy demands, increasing efficiency, procuring renewable energy, and ISO 50001 energy management system	reduce/ replace	5	25	
	Energy procurement for shared services in alstria's portfolio	Framework contract for 100% renewable electricity procurement	reduce/ replace	50	50	alstria portfolio
Outside alstria's operational control	**Submetered energy for tenant areas**	Framework contract for 100% renewable electricity and procurement of climate compensated natural gas	reduce/ replace	6,000	6,000	
	Low-carbon projects	Pilot projects on low carbon heating systems, renewable energy generation, and energy flexibility in alstria's portfolio	reduce/ replace and minimize	500	10,000	
	Low-carbon design principles	Incorporate carbon strategy in the design and planing of construstion to minimize embodied carbon	avoid	25,000	38,000	
	Business travel and employee commuting	Recommendations and incentives for the use of public transport and bicycles; Investement in better IT and com-tech systems to promote online meetings and home office regulations	avoid and minimize	100	300	
Outside alstria's value chain	**Buying non energy-efficient assets**	Refurbishing buildings to increase energy efficiency	avoid and minimize	150 per building	–	

Reducing others' emissions

	Avoided emissions	Measures	Impact hierarchy	Annual reduction (tCO_2e)	Annual potential (tCO_2e)	
Under alstria's operational control	**Refurbishing and reusing existing buildings**	Saving more than 60% of a building's embedded carbon by reusing foundations, slabs, columns and facades	avoid	see LCDP	see LCDP	alstria portfolio
Outside alstria's operational control	**Refurbishing buildings**	Reducing more than 25% of energy consumption for tenants by lowering energy demands, increasing efficiency and electrifying buildings	minimize	730	3,000	
	Tenant and employee electricity procurement	Offering affordable electricity from 100% renewable sources via 'Mieterstrompool' service	reduce/ replace	200	20,000	
	Green Dividend	Engaging with alstria's share-holders and enabling renewable energy generation projects (PV) that are financially not viable otherwise.	avoid and minimize	350	–	
	Coworking business – beehive.work	Helping start-ups and alstria's tenants to avoid emissions by offering energy-efficient office space close to public transport	minimize	100	–	
Outside alstria's value chain	**Buying assets with good access to public tansport**	Reducing GHG emissions for tenants' commmuting and business travel	minimize	100 per building	–	
	Selling refurbished assets	Selling well-performing properties and thus lowering operational emissions for future owners	minimize	150 per building	–	
	Contribution to GHG reduction projects	Carbon offsetting for unavoidable procurement of fossil fuels (e.g. tenant heating)	contribute	7,500	–	
	Pilot projects	Contributions to decarbonize energy grids and mobility sector	contribute	1,000	–	

Developing carbon sinks

	Negative emissions	Measures	Impact hierarchy	Annual reduction (tCO_2e)	Annual potential (tCO_2e)	
Under alstria's operational control	**Carbonation process of concrete**	Concrete absorbs CO_2 from the atmosphere over its lifespan; it can absorb up to 25–50% of its initial CO_2 from production	contribute	–	–	alstria portfolio
Outside alstria's operational control	**Joshua Tree Project**	R&D and pilot projects related to forest management and circular economy	contribute	–	–	
Outside alstria's value chain	**GHG capture projects**	Contribution to project Vesta via the Green Dividend to develop carbon sinks. Other methods are carbon capture & storage (CCS) projects via other products/services.	contribute	–	–	

Principal adverse sustainability impacts statement[1)]

Indicators applicable to investments in investee companies				
	Adverse sustainability indicator	Metric		Page
Climate and other Environment-related indicators				
Greenhouse gas emissions	**GHG emissions**	Scope 1 GHG emissions		38–40, 101, 105–106, 111–112
		Scope 2 GHG emissions		
		Scope 3 GHG emissions		
		Total GHG emissions		38–40, 101, 106, 111
	Carbon footprint	Carbon footprint		101, 105–106, 111–112
	GHG intensity of investee companies	GHG intensity of investee companies		102, 106
	Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector		–
	Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources		98–107
	Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector		–
Biodiversity	**Activities negatively affecting biodiversity-sensitive areas**	Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	*	
		*Our portfolio mainly consists of office buildings in major German cities, biodiversity is usually only slightly affected. Our main contribution to biodiversity protection lies in the fact that alstria never takes part in greenfield developments for commercial properties.		
Water	**Emissions to water**	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average		103, 105
Waste	**Hazardous waste and radioactive waste ratio**	Tonnes of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average		104, 105, 107

[1)] Based on ANNEX I of the COMMISSION DELEGATED REGULATION (EU) 2022/1288 of 6 April 2022 supplementing Regulation (EU) 2019/2088 of the European Parliament and of the Council with regard to regulatory technical standards specifying the details of the content and presentation of the information in relation to the principle of 'do no significant harm', specifying the content,methodologies and presentation of information in relation to sustainability indicators and adverse sustainability impacts, and the content and presentation of the information in relation to the promotion of environmental or social characteristics and sustainable investment objectives in precontractual documents, on websites and in periodic reports.

Indicators for social and employee, respect for human rights, anti-corruption and anti-bribery matters

	Adverse sustainability indicator	Metric	Page
Social and employee matters	**Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises**	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	–
	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	–
	Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	60, 108
	Board gender diversity	Average ratio of female to male board members in investee companies, expressed as a percentage of all board members	Management board: two males; Supervisory board: two females and four males.
	Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	0
Environmental	**GHG intensity**	GHG intensity of investee countries	102, 106
Social	**Investee countries subject to social violations**	Number of investee countries subject to social violations (absolute number and relative number divided by all investee countries), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law	0; 65–67 85–92
Fossil fuels	**Exposure to fossil fuels through real estate assets**	Share of investments in real estate assets involved in the extraction, storage, transport or manufacture of fossil fuels	0
Energy efficiency	**Exposure to energy-inefficient real estate assets**	Share of investments in energy-inefficient real estate assets	40–42

Indicators applicable to investments in real estate assets

	Adverse sustainability indicator	Metric	Page
Energy consumption	**Energy consumption intensity**	Energy consumption in GWh of owned real estate assets per square meter	100–102 105–106
Waste	**Waste production in operations**	Share of real estate assets not equipped with facilities for waste sorting and not covered by a waste recovery or recycling contract	0
Resource consumption	**Raw materials consumption for new construction and major renovations**	Share of raw building materials (excluding recovered, recycled and biosourced) compared to the total weight of building materials used in new construction and major renovations	–
Biodiversity	**Land artificialisation**	Share of non-vegetated surface area (surfaces that have not been vegetated in ground, as well as on roofs, terraces and walls) compared to the total surface area of the plots of all assets	50

Glossary

Bloomberg GEI
The Gender Equality Index is a modified market capitalization weighted index aimed at tracking the performance of public companies committed to transparency in gender data reporting.

BREEAM
BREEAM is a sustainability assessment method for the master planning of projects, infrastructure, and buildings. It recognizes and reflects the value of higher performing assets across the built environment life cycle from new construction to use and refurbishment.

Capital expenditure (capex)
A development capex is an investment related to the substantial modernization and renovation of a building.

CDP
The Carbon Disclosure Project is a nonprofit organization working to reduce greenhouse gas emissions and promote sustainable water use among businesses and cities. It aims to establish a global carbon emissions database.

CO_2
Carbon dioxide is a gas that is primarily produced through the combustion of fossil fuels and is believed to be the main cause of climate change.

CO_2e
Carbon dioxide equivalent, or 'CO_2e,' is a term that describes various greenhouse gases using a common unit. For any quantity and type of greenhouse gas, CO_2e signifies the amount of CO_2 that would have the equivalent global warming impact.

Code of conduct
A code of conduct is a formal corporate statement that includes a company's values and business practices and its pledge to observe said values and practices.

Common areas
Common areas include corridors, hallways, lobbies, and toilets provided for the comfort and use of all occupants in multi-let buildings.

CSR
Corporate social responsibility is a management concept whereby companies integrate social and environmental concerns into their business operations and interactions with their stakeholders.

Development pipeline
A development pipeline is the part of a real estate portfolio in which modernization or renovation work occurred during a reporting period.

DGNB
The DGNB Certification System is an international assessment system for the sustainability of buildings and urban districts.

Dividend
A dividend is a share of the distributed net profit of a company to which a shareholder is entitled in line with the number of shares they hold.

Due diligence
Due diligence entails the investigation or audit of a potential investment to confirm all material facts regarding a sale.

Embodied carbon emissions ($kgCO_2e$)
Carbon emissions associated with the following:
- extraction and manufacturing of materials and products
- in-use maintenance and replacement
- end of life demolition, disassembly and disposal
- including transportation relating to all three

EPRA
The European Public Real Estate Association is an organization that promotes, develops, and represents the European public real estate sector.

EPRA sBPR
The EPRA Sustainability Best Practices Recommendations provide a consistent way of measuring the sustainability performance of listed real estate companies in Europe.

ESG
Environmental, social, and governance criteria comprise a set of standards for a company's operations that is used to screen potential investments. Environmental criteria consider how a company performs in stewarding the natural environment. Social criteria examine how it manages relationships with employees, customers, and the communities where it operates. Governance deals with a company's leadership, executive pay, and shareholder rights.

Fair value (open market value [OMV])
Fair value is the estimated amount for which a property should be exchanged between a willing buyer and a willing seller on the valuation date in an arm's-length transaction after proper marketing, assuming the parties each acted knowledgeably, prudently, and without compulsion. External appraisers regularly review the fair value of alstria's investment properties.

GHG Protocol
The Greenhouse Gas Protocol establishes comprehensive, standardized global frameworks with which to measure and manage greenhouse gas emissions from private- and public-sector operations, value chains, and mitigation actions.

GRESB
The Global Real Estate Sustainability Benchmark is a for-profit organization that assesses real estate portfolios based on ESG criteria.

GRI
The Global Reporting Initiative is a network-based organization that releases widely used sustainability-reporting guidelines.

ISO 50001
The ISO 50001 standard facilitates the more efficient use of energy by organizations in all sectors through the development of an energy-management system. ISO 50001 certification is possible but not obligatory.

ISS-oekom
ISS-oekom is a rating system for assessing companies' ESG performance.

kgCO_2e
Carbon dioxide equivalent emissions, or 'carbon' for short,can also be referred to as global warming potential (GWP).

kWh/MWh
A kilowatt/megawatt hour is a unit of energy.

Like-for-like (LfL)
Like-for-like measures allow consumption to be compared for portfolios of the same size over the two most recent reporting years. Disclosure on a like-for-like basis better demonstrates performance changes that are not affected by fluctuations in a portfolio's size (through acquisitions, disposals, or refurbishments).

MSCI ESG
MSCI ESG is a provider of sustainability analyses and ratings in the area of environment, social affairs, and corporate governance.

Multi-let building
A multi-let building or group of buildings has a mixed tenant-structure. These buildings consist of common areas and exclusively leased areas. Utilities necessary for operation are usually obtained by the landlord and are then either allocated to the common areas or sub-metered to tenants. Tenants obtain electricity directly due to legal requirements.

Office building
An office building is a property in which at least 75 % of the lettable area is destined for office use (disregarding potential ground-floor retail).

Operating expenditure (Opex)
An operational expenditure is a building maintenance cost that is not capitalized but is immediately recognized in the income statement.

Operational carbon (kgCO_2e)
Operational carbon is the carbon dioxide associated with the in-use operation of the building. This usually includes carbon emissions associated with heating and electricity consumption of the whole building.

RE100
RE100 is a global corporate leadership initiative that brings together influential businesses committed to using 100 % renewable electricity.

REIT
A real estate investment trust is a publicly listed, fully tax-transparent company that invests solely in properties.

Roadshows
Roadshows are corporate presentations to institutional investors.

RobecoSAM CSA/DJSI
The Dow Jones Sustainability Indices track the stock performance of the world's leading companies in terms of economic, environmental, and social criteria.

SDGs
The sustainable development goals were adopted by all United Nations member states in 2015 as a universal call to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030.

Single-let building
A single-let building or group of buildings is leased to only one tenant. In most cases, these buildings are leased from large companies as head offices or by the public sector. Tenants usually obtain the associated utilities required for operation.

Stakeholder
A stakeholder is an individual, community, or organization that affects or is affected by some aspect of an organization's products, operations, markets, industries, and outcomes.

Supervisory board
A supervisory board is one of the three executive bodies of a joint stock company, along with the annual general meeting and the management board. It appoints, advises, and oversees the management board in its duties.

Sustainalytics
Sustainalytics is one of the largest providers of ESG and corporate governance research and ratings.

Transparency
The principle of transparency allows those affected by administrative decisions, business transactions, or charitable work to know the relevant basic facts and figures, as well as the relevant mechanisms and processes. It is the duty of civil servants, managers, and trustees to act visibly, predictably, and understandably.

UNESCO
The United Nations Educational, Scientific, and Cultural Organization contributes to peace and security by promoting international collaboration through education, science, and culture to further universal respect for justice, the rule of law, human rights, and the fundamental freedoms proclaimed in the UN Charter.

UNICEF
The United Nations Children's Fund is an agency created by the United Nations General Assembly in 1946; it is concerned with improving the health and nutrition of children and mothers worldwide.

Whole life carbon ($kgCO_2e$)
Carbon emissions associated with the four life cycle stages A–D.
Life cycle stage A1–3: Product stage (also known as 'cradle to gate'), $kgCO_2e$ released during extraction, processing, manufacture (including prefabrication of components or elements) and transportation of materials between these processes, until the product leaves the factory gates to be taken to site.
Life cycle stage A4–5: Construction process stage, $kgCO_2e$ released during the transport of materials/products to the site, energy usage due to activities on site (site huts, machinery use, etc.), and the $kgCO_2e$ associated with the production, transportation and end of life processing of materials wasted on site.
Life cycle stage B: Use stage, $kgCO_2e$ released due to use, maintenance, repair, replacement, refurbishment and operational energy and water use while the building is in use. Module B4 (replacement) is often the focus of the use stage when embodied carbon is being considered.
Life cycle stage C: End of life stage, $kgCO_2e$ released during decommissioning, stripping out, demolition, deconstruction, transportation of materials away from the site, waste processing, and disposal of materials.
Life cycle stage D: Benefits and loads beyond the system boundary. This estimates any net $kgCO_2e$ benefits or loads beyond the project's life cycle associated with the following: recycling of materials, energy recovered from materials and the associated release of carbon (i.e. by incinerating timber products), and full reuse of materials/products.

ZIA
The Zentraler Immobilien Ausschuss e.V. (German Property Federation) is a regulatory and economic lobby group for policy in the property sector.

BUILDING YOUR FUTURE

» The most sustainable building is the one that is never built. «

alstria

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