

**EPRA Sustainability Performance Measures - Social**

Employee gender diversity	All employees			Non-Management			Management (Level 1+2)			Management Board		
	2021	2022	Change	2021	2022	Change	2021	2022	Change	2021	2022	Change
<b>Employees by gender</b>	<b>Diversity-Emp</b>			<b>Diversity-Emp</b>			<b>Diversity-Emp</b>			<b>Diversity-Emp</b>		
Male	39,8%	39,8%	0 pp	36,6%	36,4%	-0,2 pp	66,7%	68,4%	1,8 pp	100%	100%	0 pp
Female	60,2%	60,2%	0 pp	63,4%	63,6%	0,2 pp	33,3%	31,6%	-1,8 pp	0,0%	0,0%	0 pp
<b>Employees by age group</b>	<b>Diversity-Emp</b>			<b>Diversity-Emp</b>			<b>Diversity-Emp</b>			<b>Diversity-Emp</b>		
<30 years	16,4%	18,8%	2,4 pp	18,3%	21,0%	2,7 pp	0,0%	0,0%	0 pp	0,0%	0,0%	0 pp
30-50 years	70,8%	66,9%	-3,9 pp	68,6%	64,8%	-3,8 pp	88,9%	84,2%	-4,7 pp	50,0%	50,0%	0 pp
>50 years	12,9%	14,4%	1,5 pp	13,1%	14,2%	1,1 pp	11,1%	15,8%	4,7 pp	50,0%	50,0%	0 pp

Gender pay ratio	All employees			Non-Management			Management (Level 1+2)		
	2021	2022	Change	2021	2022	Change	2021	2022	Change
<b>Pay gap women to men</b>	<b>Diversity-Pay</b>			<b>Diversity-Pay</b>			<b>Diversity-Pay</b>		
Average remuneration	-39,3%	-35,4%	4 pp	-25,6%	-19,0%	6,6 pp	-21,5%	-22,1%	-0,6 pp
Average remuneration by same function	-0,3%	-7,0%	-7 pp						

Employee training and development	All employees			Non-Management			Management (Level 1+2)		
	2021	2022	Change	2021	2022	Change	2021	2022	Change
<b>Average hours of training per year *</b>	<b>Emp-Training</b>			<b>Emp-Training</b>			<b>Emp-Training</b>		
All employees	16,1 h	21,1 h	30,9%	15,8 h	20,1 h	27,2%	18,3 h	29,2 h	59,6%
Male employees	14,3 h	20,1 h	40,5%						
Female employees	17,2 h	21,7 h	26,3%						

\* We only included cost-bearing training in our statistics, excluding free online training in the post-COVID era.

New employee hires and employee turnover by gender	All employees			Male employees			Female employees		
	2021	2022	Change	2021	2022	Change	2021	2022	Change
<b>New employees</b>	<b>Emp-Turnover</b>			<b>Emp-Turnover</b>			<b>Emp-Turnover</b>		
Total number of new employee hires	23	29	26,1%	5	11	120%	18	18	0%
– in head office	14	21	50,0%						
– in other local offices	9	8	-11,1%						
Rate of new employee hires	13,5%	16,0%	2,5 pp	2,9%	6,1%	3,2 pp	10,5%	9,9%	-0,6 pp
<b>Leaving employees</b>	<b>Emp-Turnover</b>			<b>Emp-Turnover</b>			<b>Emp-Turnover</b>		
Total number of leaving employees	17	19	11,8%	7	9	28,6%	10	10	0%
– in head office	17	14	-17,6%						
– in other local offices	0	5	undefined						
Rate of employee turnover	9,9%	10,5%	6,0%	4,1%	5,0%	0,9 pp	5,8%	5,5%	-0,3 pp

New employee hires and employee turnover by age group	<30 years old			30-50 years old			>50 years old		
	2021	2022	Change	2021	2022	Change	2021	2022	Change
<b>New employees</b>	<b>Emp-Turnover</b>			<b>Emp-Turnover</b>			<b>Emp-Turnover</b>		
Total number of new employee hires	10	20	100%	11	7	-36,4%	2	2	0%
Rate of new employee hires	5,8%	11,0%	5,2 pp	6,4%	3,9%	-2,6 pp	1,2%	1,1%	-0,1 pp
<b>Leaving employees</b>	<b>Emp-Turnover</b>			<b>Emp-Turnover</b>			<b>Emp-Turnover</b>		
Total number of leaving employees	5	5	0%	12	11	-8,3%	0	3	undefined
Rate of employee turnover	2,9%	2,8%	-0,2 pp	7,0%	6,1%	-0,9 pp	0,0%	1,7%	1,7 pp

Employee health and safety			
	2021	2022	Change
<b>Absentee rate</b>			
<b>H &amp; S - Emp</b>			
All employees	3,1%	5,3%	2,2 pp
Male employees	2,6%	4,1%	1,5 pp
Female employees	3,4%	6,1%	2,7 pp
Employees in head office	2,7%	6,1%	3,4 pp
Employees in other local offices	4,0%	3,8%	-0,2 pp
Injury Rate, Lost Day Rate & Accident Severity Rate *	0,0%	0,0%	0 pp
Work-related fatalities	0%	0%	0 pp

\* Number of recorded injuries happened at work: 3 in 2022 and 2 in 2021.

Employee performance appraisals			
	2021	2022	Change
<b>Percentage of employees who received annual appraisals</b>			
<b>Emp-Dev</b>			
All employees	100%	100%	0 pp
Male employees	100%	100%	0 pp
Female employees	100%	100%	0 pp
Employees with non-managerial positions	100%	100%	0 pp
Managers Level 1 (reporting to the Board)	100%	100%	0 pp

Asset health and safety assessments			
	2021	2022	Change
<b>Percentage of assets screened against health and safety issues</b>			
<b>H&amp;S-Asset</b>			
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 pp
Portfolio under development examined for hazardous substances and contaminants.	23,9%	27,0%	3,1 pp

Asset health and safety compliance			
	2021	2022	Change
<b>Number of incidents</b>			
<b>H&amp;S-Comp</b>			
Incidents of non-compliance with regulations and/or voluntary codes concerning health and safety of our assets	0	0	0 pp
Fines, penalties or warnings	0	0	0 pp

Community engagement, impact assessments and development programs			
	2021	2022	Change
<b>Number of assets</b>			
<b>Compty-Eng</b>			
Number of assets where social and environmental programmes were implemented			
Buildings that are located close to public transportation hub	71,0%	73,0%	2,0 pp

## EPRA Sustainability Performance Measures - Governance

### Performance Measure

#### Composition of the highest governance body (Gov-Board)

We provide a detailed disclosure about our Corporate Governance in our Annual Report 2022, p. 177

#### Nominating and selecting the highest governance body (Gov-Select)

We provide a detailed disclosure about our Corporate Governance in our Annual Report 2022, p. 177

#### Process for managing conflicts of interest (Gov-Col)

No conflicts of interest concerning members of the Supervisory Board or Management Board arose during 2022, Annual Report 2022, p. 182

## Bloomberg GEI-related data

Managers by gender	2021	2022	Change
Level 1 female Managers reporting to the Board	4	4	0%
Level 1 male Managers reporting to the Board	7	8	14,3%
Level 2 female Managers	2	2	0%
Level 2 male Managers	5	5	0%
Ratio female Level 1/ total Level 1 Managers	36,4%	33,3%	-3,1 pp
Ratio female Level 2/ total Level 2 Managers	28,6%	28,6%	0 pp
Ratio female Level 1+2/ total Level 1+2 Managers	33,3%	31,6%	-1,7 pp

Part-time Managers by gender	2021	2022	Change
Level 1 female Managers part-time	3	2	-33,3%
Level 1 male Managers part-time	0	0	0%
Level 2 female Managers part-time	0	0	0%
Level 2 male Managers part-time	0	0	0%
Ratio Level 1 part-time/ total Level 1 Managers	27,3%	16,7%	-10,6 pp
Ratio part-time female Level 1/ total female Level 1 Managers	75,0%	50,0%	-25,0 pp
Ratio part-time male Level 1 / total male Level 1 Managers	0%	0%	0 pp
Team members (Non-Management)	153	162	5,9%

Women in revenue-generating positions	2021	2022	Change
Total number of women working in revenue departments	62	67	8,1%
Total number of employees in revenue departments	108	115	6,5%
Ratio of women working in revenue departments to total employees in revenue departments	57,4%	58,3%	0,9 pp
<b>Supervisory Board members</b>	<b>6</b>	<b>6</b>	<b>0%</b>
Male members	4	4	0%
Female members	2	2	0%
Percent of female SB members	33,3%	33,3%	0 pp

By operation:	2021	2022	Change
<b>IT workforce</b>	11	18	63,6%
Male employees	8	12	50,0%
Female employees	3	6	100%
Percent of female IT workforce	27,0%	33,0%	6,0 pp
<b>Engineering workforce</b>	34	37	8,8%
Male employees	27	28	3,7%
Female employees	7	9	28,6%
Percent of female Engineering workforce	21,0%	24,0%	3,0 pp
<b>Promoted employees</b>	3	4	33,3%
Male employees	2	2	0%
Female employees	1	2	100%
Percent of female employees to total promoted employees	33,0%	50,0%	17,0 pp
<b>Pay ratios</b>	2021	2022	Change
Percent of women of top pay quantile	26,0%	37,0%	11,0 pp
Percent of women of upper middle pay quantile	47,0%	58,0%	11,0 pp
Percent of women of lower middle pay quantile	84,0%	67,0%	-17,0 pp
Percent of women of lower pay quantile	86,0%	80,0%	-6,0 pp
Provision of back-up child care service or child care subsidies	no	no	-
<b>Parental leave</b>	2021	2022	Change
<b>Employees that took parental leave, by gender</b>			
Female employees	8	13	62,5%
Male employees	2	3	50,0%
Total number of employees on parental leave	10	16	60,0%
<b>Retention rate, by gender</b>			
Retention rate of female employees	100%	100%	0 pp
Retention rate of male employees	100%	100%	0 pp
Retention rate total workforce	100%	100%	0 pp

We include additional staff-related figures and social indicators in our annual sustainability report, which was published on November 7, 2023, covering the financial year 2022.

[www.alstria.com/sr](http://www.alstria.com/sr)

For information on our employee policies and ethical business conduct, please see our Code of Conduct for Employees on our website:

[https://alstria.de/wp-content/uploads/2023/01/2023-01-20\\_Verhaltenskodex\\_website\\_englisch.pdf](https://alstria.de/wp-content/uploads/2023/01/2023-01-20_Verhaltenskodex_website_englisch.pdf)