

# Sustainability Performance Data 2023

alstria office REIT-AG

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## Preface

In anticipation of the Corporate Sustainability Reporting Directive (CSRD), which will be mandatory for alstria office REIT-AG from FY 2025, this year's ESG information is presented in a table-only format. This change allows us to adapt to the evolving CSRD requirements while ensuring continuity in our ESG reporting since 2010. The ESG data presented in the following tables have received a limited assurance according to ISAE 3000 (rev.) performed by Deloitte GmbH Wirtschaftsprüfungsgesellschaft.

### **Reporting period and scope**

The reporting period is the 2023 calendar year, with an effective date of December 31, 2023, for all data presented. For carbon emissions, 2013 serves as the base year, marking the start of significant reduction efforts, and 2018 is used to assess progress against science-based targets. This report covers the group of consolidated companies from the 2023 alstria Annual Report, prepared in accordance with IFRS and assured by a third party.

### **EPRA Sustainability Performance Measures**

The following tables detail our sustainability performance based on the fourth edition of the EPRA Sustainability Best Practices Recommendations. We present separate data for environmental, social, and governance measures, including absolute, like-for-like (LfL), and intensity (Int) indicators.

## EPRA-specific terminology

### **Absolute (Abs) performance measures**

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 m<sup>2</sup> of office space). All calculations using floor area as the denominator have been made on the basis of the contractual lettable area of the buildings.

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 of investment portfolio**

In 2023, our portfolio comprised 106 buildings. However, we only report the environmental performance for 81 buildings as 19 buildings were undergoing major refurbishment & construction by the end of the reporting year and six had an average annual vacancy rate of more than 30%. In the LfL measures, we disclose buildings that have been in continuous operation for the last two reporting years.

In 2023, we employed 189 people, including trainees. In line with alstria's IFRS Report, "employees" are defined as all staff including trainees but not students, employees in parental leave, apprentices, interns, board members (CEO), and temporary contract workers.

## 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 tenant was unable to provide us with electricity consumption data for its single-tenant buildings in time for this report. In this case, we decided to make an extrapolation based on the average of the last five years of tenant electricity data for these buildings. The reason for this decision is that we have measured time series data from the past ten years, during which consumption has remained very stable. This adjustment concerns approximately 1.8% of the total energy consumption in our portfolio.

For a few buildings, additional or corrected consumption data for 2022 became available after the publication of alstria's latest Sustainability Report in November 2023. These additional or corrected datasets have only been used in this year's EPRA tables to improve the comparability of the Like-for-Like (Lfl) calculations. All other EPRA consumption data for 2022 remain unchanged.

Regarding water utilities, we usually submeter water exclusively to our tenants and can therefore report this 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 92 of 106 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 2023 environmental data was the end of October 2024.

### *Social data*

For data associated with the gender pay gap, specifically the EPRA "diversity pay" indicator, we compare the total compensation of female employees to that of male employees, including fixed salaries, bonuses, employee participation incentives, and the cost of leasing company vehicles.

Additionally, 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.

Regarding data related to employees' health and safety, specifically the EPRA "employee health and safety" indicator, we calculate our employees' absent days as working days according to the Hamburg model.

# GHG emissions accounting

In line with the **operational approach** of the Greenhouse Gas 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 national grid average emissions factor data, whereas the market-based method uses electricity that companies have contracted (e.g., renewable energy procurement).

For our 2023 GHG accounting, we used the latest available conversion factors from the German Federal Environment Agency’s “Umweltbundesamt, Climate Change | 23/2024”, published in June 2024, 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  
 2023: 0.388 kg/kWh (change: -6.7%)  
 2022: 0.439 kg/kWh

Heating natural gas, Germany  
 2023: 0.202 kg/kWh (change: 0.5%)  
 2022: 0.201 kg/kWh

Heating residual fuel oil, Germany  
 2023: 0.266 kg/kWh (change: 0.0%)  
 2022: 0.266 kg/kWh

District heating, average alstria mix  
 2023: 0.087 kg/kWh (change: -18.0%)  
 2022: 0.106 kg/kWh

## alstria disclosure approach of Scope 1-3 according to the operational control approach

Operating lease: Energy, fuel and tenancy types	Operational control by	Scopes by operational control approach	
		Landlord	Tenant
Electricity tenant in multi/single-tenant buildings	Tenant	Scope 3	Scope 2
Electricity shared services in multi-tenant buildings	Landlord	Scope 2	Scope 3
Natural gas or oil heating in multi-tenant buildings	Tenant	Scope 3	Scope 1
Natural gas or oil heating in single-tenant buildings	Tenant	Scope 3	Scope 1
District or electrical heating in multi-tenant buildings	Tenant	Scope 3	Scope 2
District or electrical heating in single-tenant buildings	Tenant	Scope 3	Scope 2

Sources: ↗ [epa.gov/climateleadership/determine-organizational-boundaries](https://www.epa.gov/climateleadership/determine-organizational-boundaries)

↗ [ghgprotocol.org](https://www.ghgprotocol.org)

See also ↗ [Welcher Scope ... für wen? | LinkedIn](#)

## Overview of carbon emissions \*

			Base year 1					Base year 2					
			2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total Scope 1-3 emissions	location-based	tonnes CO2e	52.868	55.607	47.889	42.827	43.390	44.844	37.225	29.733	33.580	20.685	17.475
Change compared to base year 2013	location-based		-	5,2%	-9,4%	-19,0%	-17,9%	-15,2%	-29,6%	-43,8%	-36,5%	-60,9%	-66,9%
Total GHG reduction from renewable electricity		tonnes CO2e	-688	-3.630	-3.970	-5.495	-9.120	-9.260	-7.630	-7.954	-8.361	-6.736	-5.147
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%	32,6%	29,5%
Total Scope 1-3 emissions	market-based	tonnes CO2e	52.180	51.977	43.919	37.332	34.271	35.584	29.594	21.779	25.220	13.949	12.328
Change compared to base year 2013	market-based		-	-0,4%	-15,8%	-28,5%	-34,3%	-31,8%	-43,3%	-58,3%	-51,7%	-73,3%	-76,4%
Total Scope 1 emissions		tonnes CO2e	14,6	13,0	15,4	17,0	18,1	17,3	15,7	13,8	8,1	11,9	6,7
Total Scope 2 emissions	location-based	tonnes CO2e	3.028	4.255	6.046	6.943	8.531	8.646	6.381	5.680	5.427	3.952	3.329
Total Scope 2 emissions	market-based	tonnes CO2e	2.340	626	2.420	1.501	165,1	20,4	32,3	27,1	22,1	13,0	13,7
Total Scope 3 emissions	location-based	tonnes CO2e	49.825	51.339	41.828	35.867	34.841	36.181	30.828	24.039	28.146	16.721	14.139
Total Scope 3 emissions	market-based	tonnes CO2e	49.825	51.339	41.484	35.813	34.087	35.547	29.546	21.738	25.190	13.924	12.308
Total Scope 1-3 emissions	location-based	tonnes CO2e	52.868	55.607	47.889	42.827	43.390	44.844	37.225	29.733	33.580	20.685	17.475
Extrapolation to full coverage Scope 1-3 emissions	location-based	tonnes CO2e	-	-	-	-	-	75.310	48.267	37.931	38.785	25.744	20.962
Total Scope 1-3 emissions	market-based	tonnes CO2e	52.180	51.977	43.919	37.331	34.271	35.584	29.594	21.779	25.220	13.949	12.328
Extrapolation to full coverage Scope 1-3 emissions	market-based	tonnes CO2e	-	-	-	-	-	49.070	39.720	28.727	29.861	17.551	14.965
New embodied emissions from redevelopment projects		tonnes CO2e								11.800	12.900	8.500	8.400
Reused embodied carbon in redevelopment projects		tonnes CO2e								25.640	26.820	20.000	24.000

\* The information contained in the overview table for the financial years 2009 to 2021 has not been subject to the most recent external audit.

## Overview of renewable energy procurement \*

		2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
<b>Total energy consumption of building portfolio</b>	<b>MWh</b>	<b>135.961</b>	<b>116.619</b>	<b>160.918</b>	<b>146.425</b>	<b>149.505</b>	<b>154.610</b>	<b>146.238</b>	<b>128.119</b>	<b>143.079</b>	<b>87.879</b>	<b>82.888</b>
Thereof from 100% renewable sources	MWh	1.559	8.954	8.999	12.155	19.067	19.444	18.883	21.291	19.443	15.346	13.117
Proportion of 100% renewable sources	%	1,1%	7,7%	5,6%	8,3%	12,8%	12,6%	12,9%	16,6%	13,6%	17,5%	15,8%
<b>Detailed overview</b>												
<b>Total landlord-obtained electricity</b>	<b>MWh</b>	<b>6.272</b>	<b>10.419</b>	<b>13.547</b>	<b>14.579</b>	<b>17.808</b>	<b>18.103</b>	<b>15.686</b>	<b>15.006</b>	<b>12.405</b>	<b>8.900</b>	<b>8.397</b>
Electricity from 100% renewable sources	MWh	1.559	8.954	8.219	11.445	17.481	18.103	15.686	15.005	12.405	8.900	8.397
Proportion of electricity from 100% renewable sources	%	24,9%	85,9%	60,7%	78,5%	98,2%	100%	100%	100%	100%	100%	100%
<b>Total tenant-obtained electricity **</b>	<b>MWh</b>	<b>53.621</b>	<b>47.349</b>	<b>55.893</b>	<b>36.561</b>	<b>39.128</b>	<b>41.717</b>	<b>37.575</b>	<b>28.744</b>	<b>37.514</b>	<b>19.741</b>	<b>17.308</b>
Electricity from 100% renewable sources	MWh	-	-	779	710	1.586	1.341	3.197	6.286	7.038	6.446	4.720
Proportion of electricity from 100% renewable sources	%	-	-	1,4%	1,9%	4,1%	3,2%	8,5%	21,9%	18,8%	32,7%	27,3%
<b>Total electricity</b>	<b>MWh</b>	<b>59.893</b>	<b>57.768</b>	<b>69.440</b>	<b>51.140</b>	<b>56.936</b>	<b>59.820</b>	<b>53.261</b>	<b>43.750</b>	<b>49.919</b>	<b>28.642</b>	<b>25.705</b>
<i>Carbon emissions from electricity</i>	<i>market-based</i> <i>tCO2e</i>						19.098	13.786	8.220	12.800	5.770	4.884
<b>Total landlord-obtained fuels</b>	<b>MWh</b>	<b>-</b>	<b>-</b>	<b>28.537</b>	<b>33.416</b>	<b>30.171</b>	<b>30.677</b>	<b>28.772</b>	<b>25.152</b>	<b>25.542</b>	<b>14.207</b>	<b>15.074</b>
<b>Total tenant-obtained fuels</b>	<b>MWh</b>	<b>-</b>	<b>-</b>	<b>18.318</b>	<b>15.737</b>	<b>16.573</b>	<b>17.525</b>	<b>16.527</b>	<b>17.576</b>	<b>17.625</b>	<b>3.687</b>	<b>4.629</b>
<b>Total heating with fuels</b>	<b>MWh</b>	<b>-</b>	<b>22.194</b>	<b>46.856</b>	<b>49.153</b>	<b>46.744</b>	<b>48.202</b>	<b>45.300</b>	<b>42.727</b>	<b>43.168</b>	<b>17.894</b>	<b>19.703</b>
<i>Carbon emissions from fuels</i>	<i>tCO2e</i>						9.763	9.105	8.588	8.677	3.603	3.986
<b>Total landlord-obtained DH&amp;C</b>	<b>MWh</b>	<b>-</b>	<b>-</b>	<b>26.311</b>	<b>26.091</b>	<b>27.709</b>	<b>29.932</b>	<b>33.693</b>	<b>29.993</b>	<b>34.484</b>	<b>25.291</b>	<b>24.960</b>
<b>Total tenant-obtained DH&amp;C</b>	<b>MWh</b>	<b>-</b>	<b>-</b>	<b>18.312</b>	<b>20.041</b>	<b>18.117</b>	<b>16.657</b>	<b>13.985</b>	<b>11.648</b>	<b>15.508</b>	<b>16.052</b>	<b>12.521</b>
<b>Total DH&amp;C</b>	<b>MWh</b>	<b>-</b>	<b>36.657</b>	<b>44.623</b>	<b>46.132</b>	<b>45.825</b>	<b>46.589</b>	<b>47.677</b>	<b>41.641</b>	<b>49.993</b>	<b>41.343</b>	<b>37.480</b>
<i>Carbon emissions from DH&amp;C</i>	<i>tCO2e</i>						6.380	6.588	4.559	3.831	3.872	3.222
<b>Total heating</b>	<b>MWh</b>	<b>76.068</b>	<b>58.851</b>	<b>91.478</b>	<b>95.285</b>	<b>92.569</b>	<b>94.790</b>	<b>92.977</b>	<b>84.368</b>	<b>93.160</b>	<b>59.237</b>	<b>57.183</b>
<i>Carbon emissions from heating</i>	<i>tCO2e</i>						16.143	15.693	13.147	12.507	7.475	7.208
<b>Total energy consumption of building portfolio</b>	<b>MWh</b>	<b>135.961</b>	<b>116.619</b>	<b>160.918</b>	<b>146.425</b>	<b>149.505</b>	<b>154.610</b>	<b>146.238</b>	<b>128.119</b>	<b>143.079</b>	<b>87.879</b>	<b>82.888</b>
<i>Carbon emissions from energy consumption</i>	<i>tCO2e</i>						35.241	29.479	21.368	25.307	13.246	12.092

\* The information contained in the overview table for the financial years 2009 to 2021 has not been subject to the most recent external audit.

\*\* 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.

**EPRA Sustainability Performance Measures - Environment Portfolio**

Portfolio data	Units	Total portfolio		Office portfolio		Other*	
		2022	2023	2022	2023	2022	2023
Number of applicable properties		82	81	77	77	5	4
Open market value of applicable properties	EUR m	3.593	3.007	3.357	2.813	235	194
Lettable area of applicable properties	m <sup>2</sup>	1.032.933	991.964	945.747	906.263	87.186	85.701
Therof covered single-let properties		26	25	25	24	1	1
Open market value of single-let properties	EUR m	1.258	1.054	1.164	970	94	85
Lettable area of single-let properties	m <sup>2</sup>	324.109	319.206	296.647	291.744	27.462	27.462
Therof covered multi-let properties		56	56	52	53	4	3
Open market value of multi-let properties	EUR m	2.334	1.953	2.193	1.843	141	109
Lettable area of multi-let properties	m <sup>2</sup>	708.824	672.758	649.100	614.519	59.724	58.239

\*Other refers to asset categories: nursing home (1), hotel (1), parking (1), and retail (1)

Environmental performance	Units	Total portfolio					Office portfolio					Other		
		2022	2023	2022	2023	Change	2022	2023	2022	2023	Change	2022	2023	Change
<b>Total electricity consumption</b>		<b>Elec-Abs</b>		<b>Elec-LfL</b>			<b>Elec-Abs</b>		<b>Elec-LfL</b>			<b>Elec-Abs / -LfL</b>		
For landlord shared services	MWh	8.900	8.397	7.923	7.194	-9,2%	8.655	8.194	7.740	7.035	-9,1%	245	203	
Thereof from renewable sources	MWh	8.900	8.397	7.923	7.194		8.655	8.194	7.740	7.035		245	203	
Proportion of renewable sources		100%	100%	100%	100%		100%	100%	100%	100%		100%	100%	
Number of applicable properties		56 of 56	56 of 56	50			52 of 52	53 of 53	48			4 of 4	3 of 3	
Lettable area of applicable properties (multi-let)	m <sup>2</sup>	708.824	672.758	587.014			649.100	614.519	540.143			59.724	58.239	
Overview of renewable energy procurement		100%	100%	87,3%			100%	100%	72,6%			100%	100%	
Intensity	kWh/m <sup>2</sup> /year	12,6	12,5			-0,6%	13,3	13,3			0,0%	4,1	3,5	
GHG Emission	location-based	tCO <sub>2</sub> e	3.863	3.258			3.756	3.179				107	79	
GHG Emission	market-based	tCO <sub>2</sub> e	0	0			0	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	
Total landlord-obtained electricity	MWh	8.900	8.397	7.923	7.194	-9,2%	8.655	8.194	7.740	7.035	-9,1%	245	203	
Total tenant-obtained electricity *	MWh	19.741	17.308	9.979	9.781	-2,0%	17.736	16.649	9.979	9.781	-2,0%	2.005	659	
Thereof from renewable sources	MWh	6.446	4.720	6.242	4.714		6.446	4.720	6.242	4.714		0	0	
Proportion of renewable sources		32,7%	27,3%	62,6%	48,2%		36,3%	28,4%	62,6%	48,2%		0%	0%	
Number of applicable properties		53 of 82	55 of 81	29			51 of 77	53 of 77	29			2 of 5	2 of 4	
Lettable area of applicable properties	m <sup>2</sup>	667.279	663.294	330.998			651.189	638.986	330.998			16.090	24.308	
Coverage of lettable area		64,6%	66,9%	33,4%			68,9%	70,5%	28,3%			18,5%	28,4%	
Intensity	kWh/m <sup>2</sup> /year	29,6	26,1			-11,8%	27,2	26,1			-4,3%	124,6	27,1	
GHG Emission	location-based	tCO <sub>2</sub> e	8.568	6.715			7.698	6.460				870	256	
GHG Emission	market-based	tCO <sub>2</sub> e	5.770	4.884			4.900	4.628				870	256	

<b>Total district heating consumption</b>		<b>DH&amp;C-Abs</b>				<b>DH&amp;C-LfL</b>				<b>DH&amp;C-Abs / -LfL</b>				
		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
For landlord shared services	MWh													
(Sub)metered exclusively to tenants	MWh	25.291	24.960	25.963	24.225	-6,7%	21.847	21.975	22.710	21.241	-6,5%	3.444	2.984	
Number of applicable properties		35 of 37	34 of 36	33			32 of 34	32 of 34	31			3 of 3	2 of 2	
Lettable area of applicable properties	m <sup>2</sup>	409.289	427.105	419.429			359.268	380.234	372.559			50.021	46.871	
Coverage of lettable area		87,8%	88,2%	86,7%			86%	87,0%	85,2%			100%	100%	
Intensity	kWh/m <sup>2</sup> /year	61,8	58,4			-5,4%	60,8	57,8			-5,0%	68,9	63,7	
GHG Emission	location-based tCO <sub>2</sub> e	2.175	2.137				1.847	1.874				286	225	
Total landlord-obtained DH&C	MWh	25.291	24.960	25.963	24.225	-6,7%	21.847	21.975	22.710	21.241	-6,5%	3.444	2.984	
Total tenant-obtained DH&C	MWh	16.052	12.521	11.183	10.291	-8,0%	16.052	12.521	11.183	10.291	-8,0%	-	-	
Number of applicable properties		9 of 12	10 of 11	9			9 of 11	10 of 10	9			0 of 1	0 of 1	
Lettable area of applicable properties	m <sup>2</sup>	217.299	177.212	162.325			217.299	177.212	162.325			-	-	
Coverage of lettable area		81,9%	86,6%	79,3%			91,4%	100%	91,6%			-	-	
Intensity	kWh/m <sup>2</sup> /year	73,9	70,7			-4,4%	73,9	70,7			-4,4%	-	-	
GHG Emission	location-based tCO <sub>2</sub> e	1.697	1.085				1.697	1.085				-	-	
Total district heating consumption	MWh	41.343	37.480	37.146	34.516	-7,1%	37.899	34.496	33.892	31.531	-7,0%	3.444	2.984	
Coverage of total district heating		85,7%	87,7%				78,8%	80,9%				6,8%	6,8%	
Intensity total district heating	kWh/m <sup>2</sup> /year	66,0	62,0				65,7	61,9				68,9	63,7	
<b>Total fuel consumption</b>		<b>Fuels-Abs</b>				<b>Fuels-LfL</b>				<b>Fuels-Abs / -LfL</b>				
		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
For landlord shared services	MWh													
(Sub)metered exclusively to tenants	MWh	14.207	15.074	13.675	13.189	-3,6%	14.115	14.116	13.675	13.189	-3,6%	92	958	
Number of applicable properties		21 of 21	23 of 23	19			20 of 20	22 of 22	19			1 of 1	1 of 1	
Floor area of applicable properties	m <sup>2</sup>	212.857	219.934	194.589			203.154	208.566	194.589			9.703	11.369	
Coverage of lettable area		100%	100%	88,5%			100%	100%	93,3%			100%	100%	
Intensity	kWh/m <sup>2</sup> /year	66,7	68,5			2,7%	69,5	67,7			-2,6%	9,5	84,2	
GHG Emission	location-based tCO <sub>2</sub> e	2.862	3.051				2.837	2.851				18	193	
Total landlord-obtained fuels	MWh	14.207	15.074	13.675	13.189	-3,6%	14.115	14.116	13.675	13.189	-3,6%	92	958	
Total tenant-obtained fuels	MWh	3.687	4.629	4.942	4.593	-7,1%	3.687	4.629	4.942	4.593	-7,1%	-	-	
Number of applicable properties		10 of 11	10 of 10	9			10 of 11	10 of 10	9			-	-	
Lettable area of applicable properties	m <sup>2</sup>	48.230	73.333	67.777			48.230	73.333	67.777			-	-	
Coverage of lettable area		61,4%	100%	92,4%			61,4%	100%	92,4%			-	-	
Intensity	kWh/m <sup>2</sup> /year	76,5	63,1			-17,4%	76,5	63,1			-17,4%	-	-	
GHG Emission	location-based tCO <sub>2</sub> e	741	935				741	935				-	-	
Total fuel consumption	MWh	17.894	19.703	18.617	17.782	-4,5%	17.802	18.745	18.617	17.782	-4,5%	92	958	
Coverage of total fuel consumption		89,6%	100%				89,2%	100%				1	100%	
Intensity total fuel consumption	kWh/m <sup>2</sup> /year	68,5	67,2				70,8	66,5				9	84,2	
Total heating consumption	MWh	59.237	57.183	55.763	52.298	-6,2%	55.701	53.241	52.510	49.314	-6,1%	3.536	3.942	
Total energy consumption of building portfolio	MWh	87.879	82.888	73.666	69.273	-6,0%	82.092	78.084	70.229	66.129	-5,8%	5.787	4.804	-44,0%
Thereof from renewable sources	MWh	15.346	13.117				15.100	12.914				245	203	
Proportion of renewable sources		17,5%	15,8%				18,4%	16,5%				4,2%	4,2%	
Number of applicable properties		78 of 82	80 of 81				74 of 77	77 of 77				4 of 5	3 of 4	
Lettable area of applicable properties	m <sup>2</sup>	954.593	964.502				894.869	906.263				59.724	58.239	
Coverage of lettable area		92,4%	97,2%				94,6%	100%				68,5%	68,0%	

\* 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.



Environmental performance			Total portfolio			Office portfolio			Other		
	Units		2022	2023	Change	2022	2023	Change	2022	2023	Change
<b>Building energy intensity</b>	<b>Denominator</b>		<b>Energy-Int</b>			<b>Energy-Int</b>			<b>Energy-Int</b>		
For landlord shared services	lettable area	kWh/m <sup>2</sup> /year	12,6	12,5	-0,6%	13,3	13,3	0,0%	4,1	3,5	-15,0%
	workstation	kWh/ws/year	314	312		333	333		103	87	
(Sub)metered exclusively to tenants	lettable area	kWh/m <sup>2</sup> /year	57,3	56,1	-2,2%	63,9	61,3	-4,1%	57,7	51,2	-11,1%
	workstation	kWh/ws/year	1.433	1.402		1.599	1.532		1.442	1.281	
<b>Total landlord-obtained energy</b>	lettable area	kWh/m <sup>2</sup> /year	64,1	68,1	6,2%	64,2	67,8	5,6%	61,8	54,7	-11,4%
	workstation	kWh/ws/year	1.603	1.702		1.604	1.695		1.545	1.368	
<b>Total tenant-obtained energy</b>	lettable area	kWh/m <sup>2</sup> /year	59,2	47,1	-20,4%	57,5	47,8	-17,0%	124,6	27,1	-78,3%
	workstation	kWh/ws/year	1.479	1.177		1.439	1.195		3.115	677	
<b>Specific building energy intensity</b>											
Electricity intensity of building portfolio	lettable area	kWh/m <sup>2</sup> /year	30,6	28,7	-6,3%	30,1	29,7	-1,6%	37,7	14,8	-60,7%
	workstation	kWh/ws/year	766	717		754	742		942	370	
Heating intensity of building portfolio	lettable area	kWh/m <sup>2</sup> /year	67,0	63,7	-4,9%	67,5	63,4	-6,1%	59,2	67,7	14,3%
	workstation	kWh/ws/year	1.675	1.593		1.689	1.586		1.480	1.692	
Energy intensity of building portfolio	lettable area	kWh/m <sup>2</sup> /year	101,7	85,9	-15,5%	101,7	86,2	-15,3%	101,0	82,5	-18,3%
	workstation	kWh/ws/year	2.542	2.148		2.544	2.154		2.525	2.062	
<b>Environmental performance</b>			<b>Total portfolio</b>			<b>Office portfolio</b>			<b>Other</b>		
	<b>Units</b>		<b>2022</b>	<b>2023</b>	<b>Change</b>	<b>2022</b>	<b>2023</b>	<b>Change</b>	<b>2022</b>	<b>2023</b>	<b>Change</b>
<b>Total greenhouse gas emissions</b>	<b>Method</b>		<b>GHG-Abs</b>			<b>GHG-Abs</b>			<b>GHG-Abs</b>		
Direct - Scope 1 (GHG-Dir-Abs)	location-based	tonnes CO2e	0	0	-	0	0	-	0	0	
Indirect - Scope 2 (GHG-Indir-Abs)	location-based	tonnes CO2e	3.881	3.258	-16,0%	3.774	3.179	-15,8%	107	79	
	CO2 reductions market-based	tonnes CO2e	-3.881	-3.258	-16,0%	-3.774	-3.179	-15,8%	-107	-79	
	market-based	tonnes CO2e	0	0	-	0	0	-	0	0	
Other indirect - Scope 3 (GHG-Indir-Abs)	location-based	tonnes CO2e	16.540	13.938	-15,7%	15.365	13.265	-13,7%	1.174	673	
	CO2 reductions market-based	tonnes CO2e	-2.797	-1.831	-34,5%	-2.797	-1.831	-34,5%	0	0	
	market-based	tonnes CO2e	13.742	12.107	-11,9%	12.568	11.433	-9,0%	1.174	673	
<b>Total Scope 1 + 2</b>	location-based	tonnes CO2e	3.881	3.258	-16,0%	3.774	3.179	-15,8%	107	79	
	market-based	tonnes CO2e	0	0	-	0	0	-	0	0	
<b>Total Scope 1 + 2 + 3</b>	location-based	tonnes CO2e	20.420	17.196	-15,8%	19.139	16.444	-14,1%	1.281	752	
	market-based	tonnes CO2e	13.742	12.107	-11,9%	12.568	11.433	-9,0%	1.174	673	
<b>Ratio Scope 1+2 to Scope 3</b>	location-based		23,5%	23,4%	-0,4%	24,6%	24,0%	-2,4%	9,1%	11,7%	
	market-based		0%	0%	-	0%	0%	-	0%	0%	
<b>GHG intensity from building energy consumption</b>	<b>Denominator</b>		<b>GHG-Int</b>			<b>GHG-Int</b>			<b>GHG-Int</b>		
For landlord shared services	lettable area	kgCO2e/m <sup>2</sup> /year	5,4	4,8	-11,1%	6,1	5,0	-18,9%	1,8	1,4	-24,0%
	workstation	kgCO2e/ws/year	136	121		154	125		45	34	
(Sub)metered exclusively to tenants	lettable area	kgCO2e/m <sup>2</sup> /year	10,5	8,8	-16,0%	11,0	9,0	-18,6%	4,8	3,9	-19,1%
	workstation	kgCO2e/ws/year	262	220		275	224		120	97	
<b>Total landlord-obtained energy</b>	lettable area	kgCO2e/m <sup>2</sup> /year	11,8	11,9	0,7%	12,2	12,2	-0,4%	6,6	5,2	-20,5%
	workstation	kgCO2e/ws/year	294	297		305	304		164	131	
<b>Total tenant-obtained energy</b>	lettable area	kgCO2e/m <sup>2</sup> /year	14,0	10,5	-25,0%	13,0	10,5	-19,3%	54,1	10,5	-80,6%
	workstation	kgCO2e/ws/year	349	261		324	261		1.352	263	
<b>Specific building GHG intensity</b>											
GHG intensity from electricity of building portfolio	location-based	kgCO2e/m <sup>2</sup> /year	13,4	11,1	-17,2%	13,1	11,5	-12,0%	19,2	3,8	-80,2%
	market-based	kgCO2e/m <sup>2</sup> /year	6,2	5,4	-13,8%	5,6	5,5	-1,1%	17,4	2,5	-85,7%
GHG intensity from heating of building portfolio	location-based	kgCO2e/m <sup>2</sup> /year	9,0	8,0	-10,4%	9,3	8,1	-12,5%	5,1	7,2	40,8%
GHG intensity of building portfolio	location-based	kgCO2e/m <sup>2</sup> /year	21,4	17,7	-17,3%	21,4	18,1	-15,2%	21,2	10,2	-51,6%
	market-based	kgCO2e/m <sup>2</sup> /year	14,4	12,4	-13,8%	14,0	12,6	-10,2%	19,7	9,2	-53,3%

Environmental performance			Total portfolio					Office portfolio					Other		
	Units		2022	2023	2022	2023	Change	2022	2023	2022	2023	Change	2022	2023	Change
<b>Total water consumption</b>			<b>Water-Abs</b>		<b>Water-LfL</b>			<b>Water-Abs</b>		<b>Water-LfL</b>			<b>Water-Abs / -Lfl</b>		
Total landlord-obtained & (sub)metered water	m <sup>3</sup>		193.044	196.185	183.446	191.887	4,6%	134.497	137.564	125.741	133.266	6,0%	58.547	58.620	
Number of applicable properties			70 of 71	68 of 70	67			66 of 67	65 of 67	64			4 of 4	3 of 3	
Lettable area of applicable properties	m <sup>2</sup>		812.376	738.217	732.531			752.652	679.978	674.291			59.724	58.239	
Coverage of lettable area			99,7%	95,4%	94,7%			99,7%	95,0%	94,2%			100%	100%	
Total tenant-obtained water	m <sup>3</sup>		12.918	12.658	8.853	11.460	29,4%	12.918	12.658	8.853	11.460	29,4%	-	-	
Number of applicable properties			4 of 11	3 of 11	2			4 of 10	3 of 10	2			-	-	
Lettable area of applicable properties	m <sup>2</sup>		60.449	53.289	49.012			60.449	53.289	49.012			-	-	
Coverage of lettable area			27,7%	24,4%	22,5%			31,7%	27,9%	25,7%			-	-	
Rainwater collected	m <sup>3</sup>		0	0				0	0				-	-	
<b>Total water consumption</b>	<b>m<sup>3</sup></b>		<b>205.962</b>	<b>208.843</b>	<b>192.299</b>	<b>203.347</b>	<b>5,7%</b>	<b>147.415</b>	<b>150.222</b>	<b>134.594</b>	<b>144.726</b>	<b>7,5%</b>	<b>58.547</b>	<b>58.620</b>	<b>0,1%</b>
Number of applicable properties			74 of 82	71 of 81	69			70 of 77	68 of 77	66			4 of 5	3 of 4	
Lettable area of applicable properties	m <sup>2</sup>		872.825	791.507	781.542			813.102	733.268	723.303			59.724	58.239	
Coverage of lettable area			84,5%	79,8%	78,8%			86,0%	80,9%	79,8%			68,5%	68,0%	
<b>Building water intensity</b>			<b>Water-Int</b>			<b>Water-Int</b>			<b>Water-Int</b>			<b>Water-Int</b>			
Landlord-obtained & (sub)metered water	lettable area	m <sup>3</sup> /m <sup>2</sup> /year	0,238	0,266				0,179	0,202				0,980	1,007	
	workstation	litres/ws/day	16,3	18,2				12,2	13,9				67,1	68,9	
Tenant-obtained water	lettable area	m <sup>3</sup> /m <sup>2</sup> /year	0,214	0,238				0,214	0,238				-	-	
	workstation	litres/ws/day	14,6	16,3				14,6	16,3				-	-	
Water intensity of total building portfolio	lettable area	m <sup>3</sup> /m <sup>2</sup> /year	0,236	0,264				0,181	0,205				0,980	1,007	
	workstation	litres/ws/day	16,2	18,1				12,4	14,0				67,1	68,9	
<b>Environmental performance</b>			<b>Total portfolio</b>					<b>Office portfolio</b>					<b>Other</b>		
	Units		2022	2023	2022	2023	Change	2022	2023	2022	2023	Change	2022	2023	Change
<b>Total weight of waste by type</b>			<b>Waste-Abs</b>		<b>Waste-LfL</b>			<b>Waste-Abs</b>		<b>Waste-LfL</b>			<b>Waste-Abs</b>		
Waste for recovery	metric tonnes		1.087,3	1.232,1	1.083,1	1.154,5	6,6%	970,6	1.019,8	967,6	1.019,5	5,4%	116,7	212,3	
Organic waste	metric tonnes		27,2	78,6	34,0	78,6	131,3%	27,2	32,2	34,0	32,2	-5,1%	0,0	46,3	
Paper/ Cardbord waste	metric tonnes		1.032,5	1.165,0	1.031,3	1.139,6	10,5%	976,6	1.093,8	988,7	1.093,3	10,6%	56,0	71,2	
Residual waste	metric tonnes		518,4	580,3	465,9	580,1	24,5%	502,0	575,1	460,7	575,0	24,8%	16,4	5,1	
<b>Total waste created in operations</b>	<b>metric tonnes</b>		<b>2.666</b>	<b>3.056</b>	<b>2.614</b>	<b>2.953</b>	<b>12,9%</b>	<b>2.476</b>	<b>2.721</b>	<b>2.451</b>	<b>2.720</b>	<b>11,0%</b>	<b>189</b>	<b>335</b>	<b>77,1%</b>
Number of applicable properties			72 of 82	72 of 81	70			69 of 77	69 of 77	68			3 of 5	3 of 4	
Lettable area of applicable properties	m <sup>2</sup>		875.822	855.815	820.438			825.801	797.575	773.568			50.021	58.239	
Coverage of lettable area			84,8%	86,3%	82,7%			87,3%	88,0%	85,4%			57,4%	68,0%	
<b>Total weight of waste by disposal route</b>			<b>Waste-Abs / -LfL</b>			<b>Waste-Abs / -LfL</b>			<b>Waste-Abs / -LfL</b>			<b>Waste-Abs / -LfL</b>			
Recycling	metric tonnes		2.011,2	2.273,9				1.850,1	2.011,6				161,0	262,3	
Incineration with energy recovery	metric tonnes		627,1	703,5				599,1	677,1				28,1	26,4	
Composting & Biogas	metric tonnes		27,2	78,6				27,2	32,2				0,0	46,3	
<b>Proportion of waste by disposal route</b>			<b>Waste-Abs / -LfL</b>			<b>Waste-Abs / -LfL</b>			<b>Waste-Abs / -LfL</b>			<b>Waste-Abs / -LfL</b>			
Recycling			75,5%	74,4%				74,7%	73,9%				85,2%	78,3%	
Incineration with energy recovery			23,5%	23,0%				24,2%	24,9%				14,8%	7,9%	
Composting & Biogas			1,0%	2,6%				1,1%	1,2%				0,0%	13,8%	
Waste intensity of building portfolio (Waste-Int)	lettable area	kg/m <sup>2</sup> /year	2,294	2,528				2,227	2,439				3,780	3,599	-4,8%

## EPRA Sustainability Performance Measures - Environment Company

alstria's corporate offices data				
	Units	2022	2023	Change
Hamburg (Head office)	m <sup>2</sup>	2.640	2.640	0%
	employees	123	125	1,6%
Düsseldorf	m <sup>2</sup>	448	448	0%
	employees	19	19	0%
Frankfurt	m <sup>2</sup>	522	522	0%
	employees	15	16	6,7%
Stuttgart	m <sup>2</sup>	457	457	0,0%
	employees	15	14	-6,7%
Berlin	m <sup>2</sup>	360	415	15%
	employees	9	10	11%
Total alstria's corporate offices	m <sup>2</sup>	4.427	4.482	1,2%
	employees	181	184	1,7%
Office area per employee	m <sup>2</sup> /empl	24,5	24,4	-0,4%

Environmental performance - alstria's corporate offices				
	Units	2022	2023	Change
<b>Total corporate electricity consumption</b>		<b>Elec-Abs</b>		
In alstria's corporate offices	kWh	133.890	146.482	9,4%
Number of applicable offices		5 of 5	5 of 5	
<a href="#">Solar generation onsite and sold to the grid</a>	kWh	2.686	2.398	-10,7%
<a href="#">Overview of renewable energy procurement</a>		2,0%	1,6%	-0,4 pp
<b>Total corporate district heating &amp; cooling consumption</b>		<b>DH&amp;C-Abs</b>		
In alstria's corporate offices *	kWh	174.259	148.980	-14,5%
Number of applicable offices		5 of 5	5 of 5	
Total heating consumption	kWh	174.259	148.980	-14,5%
<b>Total corporate energy consumption</b>	kWh	308.148	295.462	-4,1%
<b>Total GHG emissions in alstria's corporate offices</b>		<b>GHG-Abs</b>		
Direct - Scope 1	tonnes CO <sub>2</sub> e	0,0	0,0	0%
Indirect - Scope 2	tonnes CO <sub>2</sub> e	13,0	13,7	5,0%
Total Scope 1+2	tonnes CO <sub>2</sub> e	13,0	13,7	5,0%
<b>Total corporate water consumption</b>		<b>Water-Abs</b>		
In alstria's corporate offices	m <sup>3</sup>	668	709	6,1%
Number of applicable offices		5 of 5	5 of 5	
<b>Corporate waste from office activities</b>		<b>Waste-Abs</b>		
Total waste in corporate offices	metric tonnes	7,8	10,5	34,2%
Total waste recycled in corporate offices	metric tonnes	5,9	7,3	23,3%

Mobility data - alstria				
	Units	2022	2023	Change
Cumulative distance of company vehicles	km	58.480	53.804	-8,0%
Cumulative distance of business travels	km	799.773	1.106.240	38,3%
Number of all business trips		1.172	1.780	51,9%
Cumulative distance of employee commuting	km	796.814	810.021	1,7%

Return on carbon emissions (ROCE) - alstria				
	Units	2022	2023	Change
Scope 1+2 Emissions, location-based	tCO <sub>2</sub> e	3.964	3.335	-15,8%
Earnings before taxes (EBT)	kEUR	182.819	192.026	5,0%
ROCE	tCO <sub>2</sub> e/mEUR	21,68	17,37	-19,9%

	Units	2022	2023	Change
<b>Corporate electricity intensity</b>		<b>Elec-Int</b>		
Per employee	kWh/empl	740	796	7,6%
Per office area	kWh/m <sup>2</sup>	30,2	32,7	8,1%
<b>Corporate heating intensity</b>		<b>Heating-Int</b>		
Per employee	kWh/empl	1.095	903	-17,6%
Per office area	kWh/m <sup>2</sup>	44,6	36,9	-17,2%
<b>Corporate energy intensity</b>		<b>Energy-Int</b>		
Per employee	kWh/empl	1.720	1.606	-6,6%
Per office area	kWh/m <sup>2</sup>	70,3	65,9	-6,3%
<b>GHG intensity in alstria's corporate offices</b>		<b>GHG-Int</b>		
Per employee	kg CO <sub>2</sub> e/empl/year	72,1	74,5	3,3%
Per office area	kg CO <sub>2</sub> e/m <sup>2</sup> /year	2,9	3,1	3,7%
<b>Corporate water intensity</b>		<b>Water-Int</b>		
Per employee	m <sup>3</sup> /empl	3,691	3,853	4,4%
Per office area	m <sup>3</sup> /m <sup>2</sup>	0,151	0,158	4,8%
Per employee per day	l/empl/day	14,5	15,2	4,4%
<b>Corporate waste intensity</b>		<b>Water-Int</b>		
Paper consumption per employee	sheets/empl/day	6,3	2,9	-53,4%

Carbon emissions - alstria

	Units	2022	2023	Change
<b>Total direct GHG emissions - Scope 1</b>		<b>GHG-Dir-Abs</b>		
Company vehicles	tonnes CO2e	11,9	6,7	-43,8%
<b>Total Scope 1 emissions</b>	tonnes CO2e	11,9	6,7	-43,8%
<b>Total indirect GHG emissions - Scope 2</b>		<b>GHG-Indir-Abs</b>		
alstria's indirect energy consumption	tonnes CO2e	71,2	70,5	-0,9%
Energy consumption of landlord shared services	tonnes CO2e	3.881	3.258	-16,0%
<b>Total Scope 2 emissions</b>	location-based tonnes CO2e	3.952	3.329	-15,8%
GHG reduction from renewable sources	tonnes CO2e	-3.939	-3.315	-15,8%
Proportion of renewable sources in Scope 2		99,7%	99,6%	-0,1 pp
<b>Total Scope 2 emissions</b>	market-based tonnes CO2e	13,0	13,7	5,0%
<b>Total Scope 1+2 emissions</b>	location-based tonnes CO2e	3.964	3.335	-15,8%
<b>Total Scope 1+2 emissions</b>	market-based tonnes CO2e	25,0	20,4	-18,3%
<b>GHG intensities - Scope 1+2</b>		<b>GHG-Int</b>		
Scope 1 per employee	tCO2e/empl/year	0,07	0,04	-44,7%
Scope 2 per employee	location-based tCO2e/empl/year	21,8	18,1	-17,1%
	market-based tCO2e/empl/year	0,07	0,07	3,3%
Scope 1+2 per employee	location-based tCO2e/empl/year	21,9	18,1	-17,2%
	market-based tCO2e/empl/year	0,14	0,11	-19,6%
Scope 1+2 per total lettable area	location-based kgCO2e/m2/year	2,8	2,4	-15,6%
	market-based kgCO2e/m2/year	0,02	0,01	-18,0%
Scope 1+2 per total OMV	location-based gCO2e/EUR/year	1,1	1,1	0,5%
	market-based gCO2e/EUR/year	0,01	0,01	-2,3%

Construction waste - alstria

	Units	2022	2023	Change
<b>Total weight of waste by disposal route*</b>		<b>Waste-Abs</b>		
Construction waste, mixed	m³	52	0	-100%
Demolition waste, concrete, bricks	m³	48	39	-19%
Demolition waste contaminated (asbestos)	m³	39	0	-100%
Gypsum-based building materials	m³	26	27	4%
Insulating materials	m³	148	37	-75%
Wood	m³	8	11	38%
Bituminous mixtures	m³	0	0	0%
<b>Total volume of construction waste</b>	m³	321	114	-64%
Construction waste, mixed	metric tonnes	1.193	228	-81%
Demolition waste, concrete, bricks	metric tonnes	3.271	3.049	-7%
Demolition waste contaminated (asbestos)	metric tonnes	89	9	-90%
Gypsum-based building materials	metric tonnes	1.955	630	-68%
Insulating materials	metric tonnes	75	63	-17%
Wood	metric tonnes	1.027	548	-47%
Mixed metals	metric tonnes	1.054	585	-44%
Bituminous mixtures	metric tonnes	13	2	-82%
<b>Total weight of construction waste</b>	metric tonnes	8.678	5.114	-41%

	Units	2022	2023	Change
<b>Total indirect other GHG emissions - Scope 3</b>		<b>GHG-Indir-Abs</b>		
Business travel	tonnes CO2e	61	78	28,9%
Employee commuting	tonnes CO2e	121	123	1,7%
Tenant energy consumption - landlord obtained	tonnes CO2e	5.034	5.181	2,9%
Tenant energy consumption - tenant obtained	tonnes CO2e	11.506	8.758	-23,9%
New embodied emissions from redevelopment projects	tonnes CO2e	8.500	8.400	-1,2%
<b>Total Scope 3 emissions</b>	location-based tonnes CO2e	25.221	22.539	-10,6%
GHG reduction from tenant renewable electricity	tonnes CO2e	-2.797	-1.831	-34,5%
Proportion of GHG reductions in Scope 3		11,1%	8,1%	-3,0 pp
<b>Total Scope 3 emissions</b>	market-based tonnes CO2e	22.424	20.708	-7,7%
<b>Total Scope 1-3 emissions</b>	location-based tonnes CO2e	29.185	25.875	-11,3%
<b>Total GHG reductions in Scope 1-3</b>	tonnes CO2e	-6.736	-5.147	-23,6%
Proportion of GHG reductions in Scope 1-3		23,1%	19,9%	-3,2 pp
<b>Total Scope 1-3 emissions</b>	market-based tonnes CO2e	22.449	20.728	-7,7%
Ratio of Scope 1+2 in relation to Scope 3	location-based	15,7%	14,8%	-0,9 pp
	market-based	0,1%	0,1%	0,0 pp

GHG intensity - Scope 3

			GHG-Int		
Scope 3 per employee	location-based	tCO2e/empl/year	139,3	122,5	-12,1%
	market-based	tCO2e/empl/year	123,9	112,5	-9,2%
Scope 3 per total lettable area	location-based	kgCO2e/m2/year	24,4	22,7	-6,9%
	market-based	kgCO2e/m2/year	21,7	20,9	-3,8%
Scope 3 per total OMV	location-based	gCO2e/EUR/year	7,0	7,5	6,8%
	market-based	gCO2e/EUR/year	6,2	6,9	10,3%

Green building certificates - alstria Portfolio

	Units	2022	2023	Change
<b>Type and number of certified assets</b>		<b>Cert-Tot</b>		
BREEAM - good		1	1	
Coverage of total lettable area		0,5%	0,6%	0,0 pp
Leed O&M - gold		1	1	
Coverage of total lettable area		2,9%	3,1%	0,1 pp
DGNB Redevelopment - gold		1	6	
Coverage of total lettable area		0,9%	9,5%	8,6 pp
BREEAM In-Use		0	1	
Coverage of total lettable area		0%	0,8%	0,8 pp
Total number of assets with sustainability certifications		3	9	
Coverage of total lettable area		4,4%	13,2%	8,8 pp

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

## EPRA Sustainability Performance Measures - Social

Performance Measure	All employees			Non-Management			Management (Level 1+2)			Management Board		
Employee gender diversity	2022	2023	Change	2022	2023	Change	2022	2023	Change	2022	2023	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%	38,6%	-1,2 pp	36,4%	35,7%	-0,7 pp	68,4%	61,9%	-6,5 pp	100%	100%	0 pp
Female	60,2%	61,4%	1,2 pp	63,6%	64,3%	0,7 pp	31,6%	38,1%	6,5 pp	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	18,8%	19,6%	0,8 pp	21,0%	22,0%	1,0 pp	0%	0%	0 pp	0%	0%	0 pp
30-50 years	66,9%	64,6%	-2,3 pp	64,8%	64,3%	-0,5 pp	84,2%	66,7%	-17,5 pp	50,0%	0%	-50,0 pp
>50 years	14,4%	15,9%	1,5 pp	14,2%	13,7%	-0,5 pp	15,8%	33,3%	17,5 pp	50,0%	100%	50,0 pp
<b>Gender pay ratio</b>	<b>All employees</b>			<b>Non-Management</b>			<b>Management (Level 1+2)</b>					
	2022	2023	Change	2022	2023	Change	2022	2023	Change			
<b>Pay gap women to men</b>	<b>Diversity-Pay</b>			<b>Diversity-Pay</b>			<b>Diversity-Pay</b>					
Average remuneration	-35,4%	-34,6%	0,9 pp	-19,0%	-20,3%	-1,4 pp	-22,1%	-23,0%	-1,0 pp			
Average remuneration by same function	-7,0%	-10,0%	-3,0 pp									
<b>Employee training and development</b>	<b>All employees</b>			<b>Non-Management</b>			<b>Management (Level 1+2)</b>					
	2022	2023	Change	2022	2023	Change	2022	2023	Change			
<b>Average hours of training per year *</b>	<b>Emp-Training</b>			<b>Emp-Training</b>			<b>Emp-Training</b>					
All employees	21,1 h	22,9 h	8,5%	20,1 h	22,5 h	11,9%	29,2 h	26,1 h	-10,6%			
Male employees	20,1 h	23,0 h	14,6%									
Overview of renewable energy procurement	21,7 h	22,8 h	4,8%									
* We only included cost-bearing training in our statistics, excluding free online training.												
<b>New employee hires and employee turnover by gender</b>	<b>All employees</b>			<b>Male employees</b>			<b>Female employees</b>					
	2022	2023	Change	2022	2023	Change	2022	2023	Change			
<b>New employees</b>	<b>Emp-Turnover</b>			<b>Emp-Turnover</b>			<b>Emp-Turnover</b>					
Total number of new employee hires	29	27	-6,9%	11	9	-18,2%	18	18	0%			
– in head office	21	20	-4,8%									
– in other local offices	8	7	-12,5%									
Rate of new employee hires	16,0%	14,3%	-1,7 pp	6,1%	4,8%	-1,3 pp	9,9%	9,5%	-0,4 pp			
<b>Leaving employees</b>	<b>Emp-Turnover</b>			<b>Emp-Turnover</b>			<b>Emp-Turnover</b>					
Total number of leaving employees	19	25	31,6%	9	12	33,3%	10	13	30,0%			
– in head office	14	16	14,3%									
– in other local offices	5	9	80,0%									
Rate of employee turnover	10,5%	13,2%	2,7 pp	5,0%	6,3%	1,4 pp	5,5%	6,9%	1,4 pp			
<b>New employee hires and employee turnover by age group</b>	<b>&lt;30 years old</b>			<b>30-50 years old</b>			<b>&gt;50 years old</b>					
	2022	2023	Change	2022	2023	Change	2022	2023	Change			
<b>New employees</b>	<b>Emp -Turnover</b>			<b>Emp-Turnover</b>			<b>Emp-Turnover</b>					
Total number of new employee hires	20	9	-55,0%	7	14	100%	2	4	100%			
Rate of new employee hires	11,0%	4,8%	-6,3 pp	3,9%	7,4%	3,5 pp	1,1%	2,1%	1,0 pp			
<b>Leaving employees</b>	<b>Emp-Turnover</b>			<b>Emp-Turnover</b>			<b>Emp-Turnover</b>					
Total number of leaving employees	5	4	-20,0%	11	16	45,5%	3	5	66,7%			
Rate of employee turnover	2,8%	2,1%	-0,6 pp	6,1%	8,5%	2,4 pp	1,7%	2,6%	1,0 pp			

Employee health and safety	2022	2023	Change
<b>Absentee rate</b>	<b>H &amp; S - Emp</b>		
All employees	5,3%	5,2%	-0,1 pp
Male employees	4,1%	5,2%	1,0 pp
Female employees	6,1%	5,3%	-0,8 pp
Employees in head office	6,1%	6,0%	-0,1 pp
Employees in other local offices	3,8%	3,6%	-0,1 pp
Injury Rate, Lost Day Rate & Accident Severity Rate*	0%	0%	0 pp
Work-related fatalities	0%	0%	0 pp

\* Number of recorded injuries happened at work: 7 in 2023 and 3 in 2022.

Employee performance appraisals	2022	2023	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 reporting to the Board (Level 1)	100%	100%	0 pp

Asset health and safety assessments	2022	2023	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%	0pp
Portfolio under development examined for hazardous substances and contaminants.	27,0%	11,1%	-15,9 pp

Asset health and safety compliance	2022	2023	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	2022	2023	Change
<b>Number of assets where social and environmental programmes were implemented</b>	<b>Comty-Eng</b>		
Buildings that are located close to public transportation hub	73,0%	74,0%	1,0 pp

## EPRA Sustainability Performance Measures - Governance

Performance Measure
<b>Composition of the highest governance body</b>
We provide a detailed disclosure about our Corporate Governance in our Annual Report 2023, p. 177
<b>Nominating and selecting the highest governance body</b>
We provide a detailed disclosure about our Corporate Governance in our Annual Report 2023, p. 177
<b>Process for managing conflicts of interest</b>
No conflicts of interest concerning members of the Supervisory Board or Management Board arose during 2023, Annual Report 2023, p.172