

## Facts and figures

## KEY FIGURES

## Corporate management

| In %   | 2018  |      | 2017  |     | 2016  |     |
|--|-------|------|-------|-----|-------|-----|
| <b>Governance</b>                                  |       |      |       |     |       |     |
| Diversity Management Board, Supervisory Board      |       |      |       |     |       |     |
| People on the Management Board by gender           | 100 ♂ | 0 ♀  | 100 ♂ | 0 ♀ | 100 ♂ | 0 ♀ |
| People on the Supervisory Board by gender          | 83 ♂  | 17 ♀ | 100 ♂ | 0 ♀ | 100 ♂ | 0 ♀ |
| Average tenure on the Supervisory Board (in years) | 9     |      | 10    |     | 10    |     |
| Management Board by age group                      |       |      |       |     |       |     |
| Under 30 years of age                              | 0     |      | 0     |     | 0     |     |
| 30–50 years of age                                 | 66    |      | 66    |     | 66    |     |
| Over 50 years of age                               | 34    |      | 34    |     | 34    |     |
| Supervisory Board by age group                     |       |      |       |     |       |     |
| Under 30 years of age                              | 0     |      | 0     |     | 0     |     |
| 30–50 years of age                                 | 16.7  |      | 0     |     | 0     |     |
| Over 50 years of age                               | 83.3  |      | 100   |     | 100   |     |

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| In EUR m                                      | 2018     |  | 2017     |  | 2016     |  |
|---|----------|--|----------|--|----------|--|
| <b>Economy</b>                                |          |  |          |  |          |  |
| Rental income                                 | 785.5    |  | 744.2    |  | 704.5    |  |
| Earnings from Residential Property Management | 656.2    |  | 612.8    |  | 586.4    |  |
| Earnings from disposals                       | 43.1     |  | 50.3     |  | 54.3     |  |
| Earnings from Nursing and Assisted Living     | 55.3     |  | 48.0     |  | 16.8     |  |
| FFO I   | 479.4    |  | 432.3    |  | 383.9    |  |
| EPRA NAV (undiluted)                          | 15,087.8 |  | 12,676.8 |  | 10,017.0 |  |
| Market capitalisation (in EUR bn)             | 14.3     |  | 12.9     |  | 10.1     |  |

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## Customers and property portfolio

|   |               | 2018               | 2017     | 2016     |
|---|---------------|--------------------|----------|----------|
| <b>Holdings and districts</b>                                     |               |                    |          |          |
| Residential and commercial units (total)                          | number        | 166,980            | 163,134  | 160,160  |
| of which residential  | number        | 164,265            | 160,668  | 157,976  |
| of which commercial   | number        | 2,715              | 2,466    | 2,184    |
| Proportion of portfolio in Core+ markets                          | %             | 88.3               | 87       | 85       |
| Proportion of portfolio in Core markets                           | %             | 11.6               | 12       | 12       |
| Proportion of portfolio in Berlin                                 | %             | 70                 | 71       | 70       |
| Market share in Berlin (residential units)                        | %             | 6                  | 6        | 6        |
| Total portfolio value   | EUR bn        | 23.8               | 19.6     | 15.7     |
| Fair value of properties  | EUR bn        | 22.2               | 18.9     | 15.5     |
| Fair value per residential and commercial area                    | EUR/sqm       | 2,157              | 1,886    | 1,580    |
| Average in-place rent   | EUR/sqm/month | 6.62               | 6.40     | 6.10     |
| Average vacancy rate  | %             | 2.1                | 2.0      | 1.8      |
| Average apartment size  | sqm           | 60.3               | 60.2     | 60.1     |
| Nursing properties  | number        | 89                 | 51       | 51       |
| Beds  | number        | 12,200             | 6,700    | 6,700    |
| Investments in refurbishment and maintenance (total) <sup>1</sup> | EUR/sqm       | 41.05              | 33.37    | 24.92    |
| of which investments in refurbishment                             | EUR/sqm       | 30.91              | 22.85    | 15.29    |
| of which investments in maintenance                               | EUR/sqm       | 10.14              | 10.52    | 9.63     |
| Average investment in the case of tenant turnover                 | EUR           | 9,698 <sup>2</sup> | 8,333    | 5,162    |
| Buildings in portfolio  | number        | ~ 17,000           | ~ 17,000 | ~ 16,600 |
| Buildings with the KIWI electronic access system                  | number        | 1,686              | n/a      | n/a      |
| Listed units  | number        | ~ 30,000           | ~ 30,000 | ~ 30,000 |
| Investments in the supply chain                                   | EUR m         | 672.9              | 543.0    | 455.3    |

<sup>1</sup> Taking account of the average floor space on a quarterly basis in the relevant period

<sup>2</sup> This year-on-year increase is due to the fact that approximately 500 more apartments were refurbished using the complex methodology in 2018.

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|  |             | 2018     | 2017     | 2016     |
|--|-------------|----------|----------|----------|
| <b>Outdoor areas</b>                             |             |          |          |          |
| Investment in outdoor areas within the portfolio | EUR m       | 18.0     | 19.5     | 13.2     |
| Green space                                      | million sqm | 6        | 6        | 6        |
| Trees within portfolio area                      | number      | ~ 63,000 | ~ 54,000 | ~ 50,000 |
| Playgrounds                                      | number      | ~ 1,500  | ~ 1,500  | ~ 1,500  |
| Playground equipment                             | number      | ~ 4,500  | ~ 4,400  | ~ 4,400  |

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## Employees

### Preliminary note on key figures for employees

Unless indicated otherwise, the figures comprise both the salaried and temporary employees (headcount) of Deutsche Wohnen SE including FACILITA and Helvetica<sup>3</sup> respectively at the reporting date, 31 December.

Deutsche Wohnen's middle management comprises team leaders and Service Point managers. Senior management comprises managers, managing directors and directors.

There is no regional breakdown of the key figures for Deutsche Wohnen as all the company sites are in Germany. There are other workers who are not employees who perform various non-material tasks within the company. The key figures for these are not reported as the work involved in collecting the data is not commensurate with the insights this would provide.

|   |        | 2018            | 2017            | 2016        |
|---|--------|-----------------|-----------------|-------------|
| <b>Overview</b>   |        |                 |                 |             |
| Total number of employees   | number | 1,280 (Ø 1,233) | 1,111 (Ø 1,040) | 992 (Ø 891) |
| of which in region around the capital city Berlin   | number | 1,075           | 919             | 813         |
|   | %      | 84.0            | 82.7            | 82.0        |
| of which permanent  | number | 551 ♂ 615 ♀     | 469 ♂ 543 ♀     | 383 ♂ 503 ♀ |
|   | %      | 91.1            | 90.2            | 89.3        |
| of which temporary  | number | 57 ♂ 57 ♀       | 40 ♂ 59 ♀       | 48 ♂ 58 ♀   |
|   | %      | 8.9             | 8.8             | 10.7        |
| of which full-time  | number | 594 ♂ 562 ♀     | 497 ♂ 512 ♀     | 416 ♂ 489 ♀ |
|   | %      | 90.3            | 90.8            | 91.2        |
| of which part-time  | number | 14 ♂ 110 ♀      | 12 ♂ 90 ♀       | 15 ♂ 72 ♀   |
|   | %      | 9.7             | 9.2             | 8.8         |
| <b>Employees by position</b>  |        |                 |                 |             |
| in residential unit management and administration, rental contract management and tenant management | number | 970             | 835             | 751         |
| in the holding company  | number | 310             | 276             | 241         |
| Employees in customer service (total)   | number | 896             | 768             | 611         |
| of which FACILITA employees   | number | 217             | 168             | 111         |
| Employees covered by collective bargaining agreements   | %      | 24.9            | 24.7            | 22.4        |
| Total number of new employees <sup>4</sup>  | number | 275             | 232             | 174         |
|   | %      | 21.5            | 20.9            | 17.5        |
| Total employee turnover <sup>5</sup>  | number | 140             | 107             | 88          |
|   | %      | 10.6            | 9.6             | 8.8         |
| of which employee-initiated terminations  | number | 67              | 57              | 43          |
|   | %      | 5.2             | 5.1             | 4.3         |
| <b>Length of service</b>  |        |                 |                 |             |
| Up to 1 year  | %      | 19.7            | 20.9            | 17.3        |
| 1 to 5 years  | %      | 44.3            | 40.7            | 37.4        |
| 6 to 15 years   | %      | 18.8            | 18.9            | 23.3        |
| 16 to 25 years  | %      | 10.7            | 13.5            | 15.6        |
| More than 25 years  | %      | 6.5             | 6.0             | 6.4         |
| Average length of service   | years  | 7.1             | 7.6             | 8.3         |
| <b>Employee satisfaction survey (every two years)</b>   |        |                 |                 |             |
| Participation rate  | %      | 71              | n/a             | 72          |
| Proportion who are "satisfied" or "very satisfied" with Deutsche Wohnen as their employer           | %      | 79              | n/a             | 77          |

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<sup>3</sup> Figures for 2016 and 2017 excluding Helvetica

<sup>4</sup> All new hires between 1 January and 31 December of each financial year were taken into account.

<sup>5</sup> The figures comprise permanent and temporary employees (headcount) who left between 1 January and 31 December.

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|   |         | 2018   |        | 2017             |        | 2016             |        |
|---|---------|--------|--------|------------------|--------|------------------|--------|
| <b>Diversity</b>  |         |        |        |                  |        |                  |        |
| Workforce by gender <sup>6</sup>  | %       | 47.5 ♂ | 52.5 ♀ | 45.8 ♂           | 54.2 ♀ | 43.4 ♂           | 56.6 ♀ |
| <b>Management by gender</b>   |         |        |        |                  |        |                  |        |
| Management Board  | number  | 3 ♂    | 0 ♀    | 3 ♂              | 0 ♀    | 3 ♂              | 0 ♀    |
|   | %       | 100 ♂  | 0 ♀    | 100 ♂            | 0 ♀    | 100 ♂            | 0 ♀    |
| Senior management   | number  | 25 ♂   | 15 ♀   | 21 ♂             | 13 ♀   | 18 ♂             | 13 ♀   |
|   | %       | 62.5 ♂ | 37.5 ♀ | 61.8 ♂           | 38.2 ♀ | 58.1 ♂           | 41.9 ♀ |
| Middle management   | number  | 30 ♂   | 34 ♀   | 23 ♂             | 23 ♀   | 22 ♂             | 21 ♀   |
|   | %       | 46.9 ♂ | 53.1 ♀ | 50 ♂             | 50 ♀   | 51.2 ♂           | 18.8 ♀ |
| <b>Workforce by age group</b>   |         |        |        |                  |        |                  |        |
| Up to 35 years of age   | number  | 463    |        | 417              |        | 369              |        |
|   | %       | 36.2   |        | 37.5             |        | 37.2             |        |
| 36-45 years of age  | number  | 326    |        | 265              |        | 208              |        |
|   | %       | 25.5   |        | 23.9             |        | 21.0             |        |
| 46-55 years of age  | number  | 313    |        | 278              |        | 279              |        |
|   | %       | 24.4   |        | 25.0             |        | 28.1             |        |
| More than 55 years  | number  | 178    |        | 151              |        | 136              |        |
|   | %       | 13.9   |        | 13.6             |        | 13.7             |        |
| Average workforce age   | years   | 41.2   |        | 41.0             |        | 41.2             |        |
| <b>Management by age group</b>  |         |        |        |                  |        |                  |        |
| <b>Senior management</b>  |         |        |        |                  |        |                  |        |
| Up to 35 years of age   | number  | 1      |        | 1                |        | 1                |        |
|   | %       | 2.5    |        | 2.9              |        | 3.2              |        |
| 36-45 years of age  | number  | 27     |        | 25               |        | 21               |        |
|   | %       | 67.5   |        | 73.5             |        | 67.7             |        |
| 46-55 years of age  | number  | 9      |        | 6                |        | 7                |        |
|   | %       | 22.5   |        | 17.7             |        | 22.6             |        |
| More than 55 years  | number  | 3      |        | 2                |        | 2                |        |
|   | %       | 7.5    |        | 5.9              |        | 6.5              |        |
| <b>Middle management</b>  |         |        |        |                  |        |                  |        |
| Up to 35 years of age   | number  | 14     |        | 8                |        | 10               |        |
|   | %       | 21.9   |        | 17.4             |        | 23.3             |        |
| 36-45 years of age  | number  | 25     |        | 22               |        | 14               |        |
|   | %       | 39.1   |        | 47.8             |        | 32.6             |        |
| 46-55 years of age  | number  | 17     |        | 11               |        | 13               |        |
|   | %       | 26.5   |        | 23.9             |        | 30.2             |        |
| More than 55 years  | number  | 8      |        | 5                |        | 6                |        |
|   | %       | 12.5   |        | 10.9             |        | 13.9             |        |
| Total employees post-WWII generation                                      | number  | 27     |        | 35               |        | 45               |        |
|   | %       | 2.1    |        | 3.1              |        | 4.5              |        |
| Total employees baby boomer generation                                    | number  | 257    |        | 233              |        | 229              |        |
|   | %       | 20.1   |        | 21.0             |        | 23.1             |        |
| Total employees Generation X  | number  | 463    |        | 399              |        | 349              |        |
|   | %       | 36.2   |        | 35.9             |        | 35.2             |        |
| Total employees Generation Y  | number  | 477    |        | 410              |        | 350              |        |
|   | %       | 37.3   |        | 36.9             |        | 35.3             |        |
| Total employees Generation Z  | number  | 56     |        | 34               |        | 19               |        |
|   | %       | 4.3    |        | 3.1              |        | 1.9              |        |
| Proportion of disabled employees  | %       | 3.1    |        | 3.2 <sup>7</sup> |        | 3.0 <sup>7</sup> |        |
| Ratio of CEO's remuneration to average employee remuneration <sup>8</sup> | x times | 39     |        | 42               |        | n/a              |        |

6 Including trainees

7 Value corrected

8 Ratio of average remuneration of employees on permanent contracts (excl. middle and senior management, trainees, interns and students) to that of the CEO (excl. LTI) for the respective reporting year.

|   |        | 2018 | 2017 | 2016 |
|---|--------|------|------|------|
| <b>Training</b>   |        |      |      |      |
| Trainees  | number | 57   | 46   | 44   |
| Training ratio  | %      | 4.5  | 4.1  | 4.5  |
| Trainees who received offer for a position at the company following completion of qualification | number | 14   | 13   | 19   |
|   | %      | 100  | 100  | 100  |
| Trainees who stayed with the company upon qualifying  | number | 13   | 10   | 16   |
|   | %      | 92   | 77   | 84   |

|   |       | 2018              | 2017               | 2016               |
|---|-------|-------------------|--------------------|--------------------|
| <b>Staff development</b>  |       |                   |                    |                    |
| Average hours for training, total   | hours | 25.6              | 18.1               | 19.6               |
| Senior management, total  | hours | 9.7               | 23.4               | 45.6               |
| by gender   | hours | 12.1 ♂ 6.3 ♀      | 25.3 ♂ 21.3 ♀      | 40.7 ♂ 51.6 ♀      |
| Middle management, total  | hours | 40.7              | 39.6               | 45.2               |
| by gender   | hours | 39.5 ♂ 41.7 ♀     | 36.6 ♂ 41.9 ♀      | 48.0 ♂ 42.2 ♀      |
| Rest of workforce, total  | hours | 24.9              | 16.2               | 16.5               |
| by gender   | hours | 29.5 ♂ 18.0 ♀     | 17.6 ♂ 15.4 ♀      | 17.8 ♂ 15.5 ♀      |
| Hours of training, total  | hours | 20,974            | 17,833             | 14,000             |
| Days of training, total   | days  | 2,640             | 2,247              | 1,769              |
| Proportion of training hours dealing with topic of sustainability   | %     | 5.5               | 5.0                | 4.6                |
| Investment in employee training   | EUR k | 858               | 740                | 614                |
| Employees who received a regular performance and career development review in the reporting period, total | %     | 91.5              | 94.1               | 92.5               |
| by gender   | %     | 95.4 ♂ 87.5 ♀     | 95.9 ♂ 93.0 ♀      | 96.3 ♂ 90.1 ♀      |
| Managers (senior and middle management)   | %     | 100.0             | 98.7               | 93.9               |
| Trainees  | %     | 100.0             | 100.0              | 100.0              |
| Rest of workforce   | %     | 90.3 <sup>9</sup> | 93.8 <sup>10</sup> | 92.5 <sup>11</sup> |

<sup>9</sup> Excluding Management Board, temporary staff, those in service less than six months as at 31 October 2018, employees of DW excl. FACILITA, Helvetica, leave of absence

<sup>10</sup> Excluding Management Board, temporary staff, those in service less than six months as at 31 October 2017, GSW, leave of absence

<sup>11</sup> Excluding Management Board, temporary staff, those in service less than six months as at 31 October 2016, DWKS, GSW, leave of absence

|   |        | 2018   |        | 2017  |       | 2016  |       |
|---|--------|--------|--------|-------|-------|-------|-------|
| <b>Career and family</b>  |        |        |        |       |       |       |       |
| Total number of employees entitled to parental leave by gender  | number | 608 ♂  | 672 ♀  | 509 ♂ | 602 ♀ | 431 ♂ | 561 ♀ |
| Total number of employees who took parental leave by gender <sup>12</sup>   | number | 15 ♂   | 45 ♀   | 7 ♂   | 36 ♀  | 9 ♂   | 41 ♀  |
|   | %      | 2.5 ♂  | 6.7 ♀  | 1.4 ♂ | 6.0 ♀ | 2.1 ♂ | 7.3 ♀ |
| Total number of employees returning to work during the reporting period at the end of their parental leave, by gender | number | 13 ♂   | 22 ♀   | 7 ♂   | 14 ♀  | 7 ♂   | 18 ♀  |
|   | %      | 2.1 ♂  | 3.3 ♀  | 1.4 ♂ | 2.3 ♀ | 1.6 ♂ | 3.2 ♀ |
| Proportion of employees who returned to work following parental leave, by gender                                      | %      | 92 ♂   | 86 ♀   | 100 ♂ | 39 ♀  |       | n/a   |
| Total number of employees who made use of option to work from home, by gender   | number | 75 ♂   | 129 ♀  |       | n/a   |       | n/a   |
| Proportion of employees who made use of option to work from home, by gender   | %      | 12.4 ♂ | 19.2 ♀ |       | n/a   |       | n/a   |
| Average number of days staff worked from home (per year), by gender   | number | 8 ♂    | 12 ♀   |       | n/a   |       | n/a   |

12 All employees who took parental leave between 1 January and 31 December of each financial year were taken into account.

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|   |        | 2018  |  | 2017  |  | 2016  |  |
|---|--------|-------|--|-------|--|-------|--|
| <b>Occupational health and safety</b>   |        |       |  |       |  |       |  |
| Workplace accidents recorded  | number | 47    |  | 46    |  | 37    |  |
| Lost days <sup>13</sup> due to workplace accidents  | number | 139   |  | 131   |  | 105   |  |
| Absenteeism rate <sup>14</sup>  | %      | 5.9   |  | 5.6   |  | 5.9   |  |
| Work-related fatalities, total workforce  | number | 0     |  | 0     |  | 0     |  |
| Workplace accident rate (workplace accidents in relation to total working hours of all the employees) | %      | 0.02  |  | 0.02  |  | 0.02  |  |
| Number of employees who made use of the <i>machfit</i> platform                                       | number | 336   |  | n/a   |  | n/a   |  |
| Proportion of employees who made use of the <i>machfit</i> platform                                   | %      | 32.7  |  | n/a   |  | n/a   |  |
| Number of workstations reviewed for health and work safety aspects                                    | %      | 95.0  |  | 95.0  |  | 95.0  |  |
| Coverage of entire workforce by occupational health and safety committees                             | %      | 100.0 |  | 100.0 |  | 100.0 |  |

13 Cumulative number of lost work days due to employees not being able to perform their usual duties as a result of a workplace accident

14 Lost days based on calculation of actual absenteeism (as a percentage) of the total number of work days designated for the employees over the same period

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GRI 403-2

## The environment and climate

### Preliminary note on key figures for the environment

To manage the key environmental issues, we gauge our sustainability performance on the basis of specific key indicators. These are presented in the tables below for the administrative occupations and locations and for the portfolio of residential and commercial units. Unless indicated otherwise, the key figures relate to the financial year in question and the entire Group (i.e. all the fully consolidated companies and equity-accounted companies based on the shareholdings as per the consolidated annual financial statements).

The recognition of the energy production of G+D Gesellschaft für Energiemanagement mbH, Magdeburg, a joint venture in which Deutsche Wohnen holds a 49% stake, constitutes an exception. The energy that G+D supplies to the Deutsche Wohnen portfolio, which is provided with heating centrally, is recorded in the energy footprint consumption figures and is taken into account in all the key figures derived. The energy which is sold and fed into the grid (combined heat and power [CHP] plants and the energy produced by Stadtwerke Thale GmbH, which was acquired by G+D in the year under review) is not included in Deutsche Wohnen's energy and environmental footprint.

The figures presented here have had their decimal places rounded. As such, there may be minor totalling deviations. The intensity key figures are an exception here as these are stated with decimal places in order to evidence any changes.

### Environmental data, administrative locations

#### Energy consumption and energy intensity of electricity and heating supply<sup>15</sup>

| In MWh  | 2018         | 2017         | 2016         |
|---|--------------|--------------|--------------|
| Heating energy  |              |              |              |
| Natural gas   | 1,118        | 1,102        | 909          |
| Heating oil   | 1.5          | 1.5          | 24.0         |
| Pellets   | 3.8          | 3.8          | 3.2          |
| District heating  | 3,201        | 2,678        | 2,576        |
| Electricity   | 1,143        | 1,035        | 1,028        |
| <b>Total</b>  | <b>5,467</b> | <b>4,820</b> | <b>4,540</b> |
| Energy consumption per sqm of gross internal floor area | 0.169        | 0.175        | 0.161        |

<sup>15</sup> The electricity and heating consumption values for the administrative locations (comprising a total of 99 offices) have been adjusted to reflect weather conditions. The forecast values for 2017 were adjusted on the basis of actual consumption. A forecast was made for 2018 based on actual consumption in the previous year. The total figures for reporting years 2016 and 2017 are not comparable with the figures in last year's report as the fleet's fuel consumption is presented separately. The intensity figures for 2016 relate to 28,268 sqm of floor area, for 2017 to 27,681 sqm and for 2018 to 31,635 sqm.

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#### Energy intensity per employee<sup>16</sup>

| In MWh                  | 2018 | 2017 | 2016 |
|-------------------------|------|------|------|
| Heating consumption     | 3.62 | 3.69 | 3.72 |
| Electricity consumption | 0.96 | 1.01 | 1.09 |

<sup>16</sup> The average electricity and heat requirements per employee relate to 944 employees in 2016, 1,025 employees in 2017 and 1,196 employees in 2018. Only those employees actively employed at the sites were taken into account.

GRI 302-3



**Climate emissions from electricity and heating supply<sup>17</sup>**

| In t CO <sub>2</sub> e                                 | 2018         | 2017         | 2016         |
|--|--------------|--------------|--------------|
| Scope 1: direct emissions                              |              |              |              |
| Fossil and biogenic sources from stationary combustion | 270          | 266          | 227          |
| Scope 2: energy indirect emissions                     |              |              |              |
| Location-based value                                   | 1,450        | 1,336        | 1,290        |
| Market-based value                                     | 970          | 817          | 787          |
| <b>Total (location-based)</b>                          | <b>1,720</b> | <b>1,602</b> | <b>1,528</b> |
| Energy intensity per sqm of gross internal floor area  | 0.040        | 0.039        | 0.036        |

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GRI 305-5

<sup>17</sup> The values represent the material climate emissions relating to the administrative locations' electricity and heating supply. The Scope 1 value represents direct emissions from stationary combustion incl. 0.07 t CO<sub>2</sub>e from biogenic sources (pellets). The emissions from the fleet's mobile combustion are presented separately. The energy indirect emissions (Scope 2) relate to electricity and district heating generation. The values were calculated using the emission factors of the Institute for Living and the Environment (Institut Wohnen und Umwelt - IWU) with GEMIS 4.93 and the year-specific emission factor for the German electricity mix of the German Environment Agency (UBA). The market-based Scope 2 value is also presented in order to illustrate the positive effects on the climate of sourcing certified green electricity. This value is made up as follows: emissions from district heating; 5% electricity emissions based on the German electricity mix factor for each reporting year and 95% emissions based on the green electricity factor (0 g CO<sub>2</sub>e/kWh). The intensity figures for 2016 relate to 28,268 sqm of floor area, for 2017 to 27,681 sqm and for 2018 to 31,635 sqm. The climate emissions per sqm of floor area were calculated on the basis of the market-based Scope 2 value.

**Air pollutant emissions from electricity and heating supply<sup>18</sup>**

| In kg                              | 2018         | 2017         | 2016         |
|------------------------------------|--------------|--------------|--------------|
| Sulphur dioxide (SO <sub>2</sub> ) | 448          | 378          | 366          |
| Nitrogen oxides (NO <sub>x</sub> ) | 1,496        | 1,283        | 1,210        |
| Particulate matter (PM)            | 71           | 61           | 58           |
| <b>Total</b>                       | <b>2,015</b> | <b>1,721</b> | <b>1,634</b> |

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GRI 305-7

<sup>18</sup> Air pollutant emissions were calculated using the GEMIS 4.9.4 factors. The values show the direct and indirect air pollutant emissions from electricity and heating supply. The prior-year figures (2016/17) were adjusted due to the separate presentation of the fleet's fuel consumption.

**Forecast reductions due to efficiency measures<sup>19</sup>**

| Measures  | Energy reduction per annum (forecast) in MWh | Climate emissions reduction per annum (forecast) in t CO <sub>2</sub> e |
|---|--|---|
| Outdoor lighting replaced with LED lighting in Schützenallee, Hanover         | 3.5  | 1.9   |
| Heating boiler and heating circuit control replaced in Schützenallee, Hanover | 8.0  | 1.7   |
| Windows replaced in Mecklenburgische Straße, Berlin                           | 229.0  | 64.0  |
| Heating boiler replaced in Hindenburgstraße, Mainz                            | 4.0  | 0.8   |
| <b>Total reduction</b>  | <b>244.5</b>                                 | <b>68.4</b>   |

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GRI 302-4  
GRI 305-5

<sup>19</sup> The measures were implemented or initiated between 2016 and 2018. The forecast energy reduction was calculated on the basis of the location's energy consumption in the relevant reference year.

**Vehicle fleet and transport**

|   | 2018      | 2017      | 2016      |
|---|-----------|-----------|-----------|
| Number of conventional vehicles                                 | 169       | 170       | 115       |
| Average CO <sub>2</sub> emissions according to the manufacturer | 117       | 124       | 123       |
| Number of electric vehicles                                     | 32        | 16        | 11        |
| Number of e-bikes   | 22        | 17        | 11        |
| Number of bicycles  | 70        | 52        | 41        |
| Kilometres travelled  | 1,400,321 | 1,261,655 | 1,007,565 |

**Fuel consumption and climate emissions of fleet<sup>20</sup>**

| In MWh   | 2018       | 2017       | 2016       |
|--|------------|------------|------------|
| Petrol   | 618        | 584        | 536        |
| Diesel   | 187        | 231        | 127        |
| Natural gas  | 3          | 7          | 13         |
| <b>Climate emissions of fleet (in t CO<sub>2</sub>e)</b> | <b>262</b> | <b>265</b> | <b>219</b> |

<sup>20</sup> The vehicle fleet fuel consumption levels represent actual consumption. The climate emissions were calculated using the emission factors of the Institute for Living and the Environment (Institut Wohnen und Umwelt – IWU) with GEMIS 4.94.

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GRI 302-1  
GRI 305-1

**Materials used by weight**

| In t  | 2018 | 2017 | 2016 |
|-------|------|------|------|
| Paper | 45.5 | 53.0 | 51.0 |

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GRI 301-1

**Non-hazardous waste by disposal method<sup>21</sup>**

| In t              | 2018 | 2017 | 2016 |
|-------------------|------|------|------|
| Paper (recycling) | 69.3 | 77.0 | 85.0 |

<sup>21</sup> Paper waste levels are recorded for the administrative locations. Further data relating to other types of household waste is not relevant in view of the administrative activities and can also not be reliably quantified for the reporting year.

## Environmental data, portfolio

### Energy consumption, portfolio

| In MWh             | Absolute <sup>22</sup> |                  | Like-for-like <sup>23</sup> |                  |
|--------------------|------------------------|------------------|-----------------------------|------------------|
|                    | 2018                   | 2017             | 2018                        | 2017             |
| Heating energy     |                        |                  |                             |                  |
| Natural gas        | 564,650                | 566,127          | 491,872                     | 491,431          |
| Heating oil        | 38,237                 | 38,814           | 28,286                      | 29,121           |
| Pellets            | 8,581                  | 8,612            | 2,982                       | 2,938            |
| District heating   | 663,174                | 629,158          | 559,891                     | 535,644          |
| Electricity        | 33,896                 | 32,948           | 32,726                      | 31,792           |
| On-site generation | -1,005                 | -688             | -1,005                      | -688             |
| <b>Total</b>       | <b>1,307,534</b>       | <b>1,274,971</b> | <b>1,114,752</b>            | <b>1,090,238</b> |

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GRI 302-1  
GRI 302-2

22 The values for heating energy and district heating represent the consumption of the centrally supplied holdings, which, comprising an area of 8,835,160 sqm (143,276 units), account for approximately 85% of the total portfolio. The consumption of decentrally supplied units (e.g. units managed by third parties or with direct billing to the tenants) is not included due to a lack of data. For the most part, the tenants' actual heating energy and district heating consumption levels are presented, these being calculated on the basis of bills. An estimate based on prior-year figures or attested energy efficiency classes was made for approximately 20% of the values due to lacking or implausible data. The forecast values for 2017 were adjusted on the basis of actual consumption. The consumption figures were adjusted to reflect weather conditions using the climate factors of Germany's National Meteorological Service (Deutscher Wetterdienst – DWD).

Electricity consumption for communal areas relates to an area of 8,876,923 sqm (145,156 residential units) for 2017 and an area of 9,006,297 sqm (149,645 units) for 2018. 100% of the electricity generated by the photovoltaic systems is fed into the grid and is accordingly deducted from total energy consumption.

23 The like-for-like comparison relates to a segment of the absolute reference framework which was in Deutsche Wohnen's possession uninterrupted for the two-year period and which only represents actual consumption without any estimates. The like-for-like reference framework for heating supply comprises 7,559,113 sqm and 124,061 units, and for electricity supply 8,708,648 sqm and 143,097 units.

### Air pollutant emissions of portfolio<sup>24</sup>

| In t                               | Absolute   |            | Like-for-like |            |
|------------------------------------|------------|------------|---------------|------------|
|                                    | 2018       | 2017       | 2018          | 2017       |
| Sulphur dioxide (SO <sub>2</sub> ) | 108        | 104        | 90            | 87         |
| Nitrogen oxides (NO <sub>x</sub> ) | 381        | 368        | 323           | 313        |
| Particulate matter (PM)            | 18         | 18         | 15            | 15         |
| <b>Total</b>                       | <b>508</b> | <b>489</b> | <b>428</b>    | <b>415</b> |

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GRI 305-7

24 The emissions from the combustion of natural gas, heating oil and pellets as well as district heating emissions were calculated using the GEMIS 4.9.4 factors. For the reference values for the absolute and like-for-like values, see the explanations in footnotes (22) and (23) under the table "Energy consumption, portfolio".

**Climate emissions, portfolio<sup>25</sup>**

| In t CO <sub>2</sub> e  | Absolute       |                | Like-for-like  |                |
|---|----------------|----------------|----------------|----------------|
|   | 2018           | 2017           | 2018           | 2017           |
| <b>Scope 1:<br/>direct emissions</b>                                |                |                |                |                |
| Emissions from fossil fuels<br>(natural gas, heating oil)           | 148,049        | 148,585        | 127,395        | 127,550        |
| Emissions from biogenic sources<br>(pellets)                        | 154            | 155            | 54             | 53             |
| <b>Scope 2:<br/>energy indirect emissions</b>                       |                |                |                |                |
| Emissions from electricity and<br>district heating (location-based) | 212,211        | 202,965        | 181,171        | 174,769        |
| Emissions from electricity and<br>district heating (market-based)   | 197,294        | 187,338        | 166,768        | 159,690        |
| <b>Total (location-based)</b>                                       | <b>360,415</b> | <b>351,706</b> | <b>308,619</b> | <b>302,372</b> |

25 The values represent the climate emissions from electricity and heating supply based on the portfolio's energy consumption. The Scope 1 value represents direct emissions from stationary combustion broken down into fossil and biogenic sources. The energy indirect emissions (Scope 2) relate to electricity and district heating generation. The values were calculated using the emission factors of the Institute for Living and the Environment (Institut Wohnen und Umwelt – IWU) with GEMIS 4.93 and the year-specific emission factor for the German electricity mix of the German Environment Agency (Umweltbundesamt – UBA). The market-based Scope 2 value is also presented in order to illustrate the positive effects on the climate of sourcing certified green electricity. This value is made up as follows: emissions from district heating; 10% electricity emissions based on the German electricity mix factor for each reporting year and 90% emissions based on the green electricity factor. For the reference values for the absolute and like-for-like values, see the explanations in footnotes (22) and (23) under the table "Energy consumption, portfolio".

GRI 305-1  
GRI 305-2

**Energy and climate emissions intensity of the portfolio<sup>26</sup>**

|  | Absolute |       | Like-for-like |       |
|--|----------|-------|---------------|-------|
|  | 2018     | 2017  | 2018          | 2017  |
| Heating energy consumption per sqm<br>of gross internal floor area (in MWh)        | 0.144    | 0.141 | 0.143         | 0.140 |
| Climate emissions per sqm of<br>gross internal floor area (in t CO <sub>2</sub> e) | 0.039    | 0.038 | 0.039         | 0.038 |

26 The energy and climate emissions intensity per sqm of floor area are based on the buildings' consumption of heating supply from natural gas, heating oil, pellets and district heating. At just 1% of heating energy consumption, electricity consumption is negligible. Certified green electricity is sourced for 90% of the letting portfolio. For the floor area taken into account for the absolute and like-for-like values, see the explanations in footnotes (22) and (23) under the table "Energy consumption, portfolio".

GRI 302-3  
CRE 1  
CRE 3

**Reductions in energy requirement and climate emissions due to refurbishment<sup>27</sup>**

|                                 |     | 2018  | 2017  | 2016  |
|---------------------------------|-----|-------|-------|-------|
| Reduction in energy requirement | MWh | 4,248 | 3,797 | 3,830 |
| Reduction in climate emissions  | t   | 1,024 | 915   | 923   |

27 Reduction in final energy requirement due to refurbishment compared with the previous year on the basis of energy performance certificate data. The climate emissions reduction potential was calculated using the emission factors of the Institute for Living and the Environment (Institut Wohnen und Umwelt – IWU) with GEMIS 4.93.

GRI 302-4  
GRI 302-5  
GRI 305-5

**Water consumption and water intensity, portfolio**

| In m <sup>3</sup> | Absolute <sup>28</sup> |           | Like-for-like <sup>29</sup> |           |
|-------------------|------------------------|-----------|-----------------------------|-----------|
|                   | 2018                   | 2017      | 2018                        | 2017      |
| Water consumption | 8,497,993              | 7,929,615 | 8,118,905                   | 7,893,641 |
| Water per sqm     | 1.26                   | 1.24      | 1.28                        | 1.24      |

GRI 303-1  
CRE 2

28 The data here relates to our Berlin portfolio, which accounted for around 70% of our portfolio as a whole in 2018. The data is taken from our main water meters. These record both the individual tenants' consumption levels, which account for the majority of total consumption, and general water consumption in the communal areas as well as for sprinkler systems. There are no sub-meters for the individual spaces in part of our portfolio. It is therefore not currently possible to provide separate data for water consumption in the communal areas, which account for only a very small proportion – less than 1% – of the total area.

29 The like-for-like comparison relates to a segment of the absolute reference framework which was in Deutsche Wohnen's possession uninterrupted for the two-year period. The like-for-like reference framework comprises 6,352,151 sqm and 105,868 units.

**Materials used in maintenance and refurbishment projects by weight or volume**

| In m <sup>3</sup>             | 2018   | 2017  | 2016   |
|-------------------------------|--------|-------|--------|
| Screed (in t)                 | 709    | 209   | 178    |
| Wood fibres (in t)            | 625    | 0     | 0      |
| Mineral wool                  | 17,200 | 8,250 | 13,600 |
| Polystyrene <sup>30</sup>     | 1,900  | 700   | 1,000  |
| Cellulose blown-in insulation | 1,400  | 5,800 | 21,200 |

GRI 301-1

30 Polystyrene was predominantly used for perimeter insulation (in the ground) and for roof insulation. Facade insulation was performed exclusively using mineral wool.

**Waste from maintenance and refurbishment projects which is subject to monitoring**

| In t   |   | 2018  | 2017  | 2016 |
|--|---|-------|-------|------|
| Method of disposal                             | Waste category  |       |       |      |
| Thermal utilisation                            | Wood and wood-based materials, polystyrene insulating materials and tar-based materials <sup>31</sup>         | 1,028 | 1,079 | 863  |
| Treatment (if possible), otherwise landfilling | Contaminated soil <sup>32</sup>   | 2,533 | 0     | 0    |
| Landfilling                                    | Waste containing asbestos, old MMVFs and contaminated construction waste <sup>33</sup>                        | 1,099 | 1,425 | 647  |
| Landfilling (underground)                      | Waste containing asbestos, tar-based materials and polyurethane insulating and filler materials <sup>34</sup> | 359   | 160   | 0    |

GRI 306-2

31 Wood and wood-based materials impregnated with wood preservative or with coatings containing heavy metals; polystyrene insulating materials containing the flame retardant hexabromocyclododecane (HBCD); tar-based sealants, adhesives and insulating materials containing polycyclic aromatic hydrocarbons (PAH)

32 Flooring, cladding and moulded parts with strongly bound asbestos fibres

33 Insulating materials made of man-made vitreous fibres; sprayed asbestos products and asbestos board or rope containing weakly bound fibres

34 Tar-based sealants containing asbestos fibres; insulating and filler materials made of polyurethane hard foam containing the propellant chlorofluorocarbon (CFC)

**Waste from tenants by disposal method and type**

| In I                                |                                   | 2018               | 2017               | 2016               |
|-------------------------------------|-----------------------------------|--------------------|--------------------|--------------------|
| Recycling                           | Paper, cardboard, cardboard boxes | 185,249,584        | 178,316,372        | 185,032,692        |
|                                     | Glass                             | 16,775,720         | 16,515,720         | 16,936,140         |
| Composting                          | Organic waste                     | 48,293,960         | 47,404,760         | 48,618,960         |
| Recovery, including energy recovery | Household waste                   | 554,273,564        | 553,721,584        | 551,794,748        |
|                                     | Recycling container               | 126,497,800        | 121,494,880        | 127,314,720        |
| <b>Total</b>                        |                                   | <b>931,090,628</b> | <b>917,453,316</b> | <b>929,697,260</b> |

GRI 306-2

**Society****Districts**

|   | 2018    | 2017    | 2016  |
|---|---------|---------|-------|
| Involvement of local communities  |         |         |       |
| Personal visits to customers at their premises regarding complex refurbishment projects   | 800     | 600     | 520   |
| Support for non-profit initiatives and people in difficult social circumstances   |         |         |       |
| New lettings of sponsored residential units <sup>35</sup>   | ~ 1,000 | ~ 1,000 | ~ 900 |
| Proportion of new lettings (residential units) to people in difficult social circumstances in relation to total new lettings (in %) | 4.5     | 4.5     | 3.4   |
| Proportion of commercial units used by small businesses (in %)  | 60      | 60      | 60    |
| Proportion of commercial space used for social/non-profit purposes (in %)   | 11      | 16      | 13    |
| Support for non-profit initiatives, donations and sponsorship (in EUR m)  | 2.2     | 1.0     | 0.9   |

GRI 413-1

<sup>35</sup> Sponsored residential units refer here to so-called "social housing" in the subsidised market segment.

# GRI CONTENT INDEX

GRI 102-55

GRI 102-54

This report has been prepared in line with the GRI Standards: Core option. Certain indicators were additionally supplemented with the Construction and Real Estate Sector Disclosures (CRESD).

| GRI Standard                            | Disclosure | Reference  | Page  | Reason for omission/comment     |
|---|------------|--|---|---------------------------------|
| GRI 101:<br>Foundation 2016             |            |  |   |                                 |
| <b>UNIVERSAL<br/>STANDARDS</b>          |            |  |   |                                 |
| <b>Organisational profile</b>           |            |  |   |                                 |
| GRI 102: General<br>Disclosures 2016    |            |  |   |                                 |
|   | 102-1      | Name of the organisation                                     | > Company portrait  | p. 6                            |
|   | 102-2      | Activities, brands, products and services                    | > Company portrait  | p. 6                            |
|   | 102-3      | Location of headquarters                                     | > Company portrait  | p. 6                            |
|   | 102-4      | Location of operations                                       | > Company portrait  | p. 6                            |
|   | 102-5      | Ownership and legal form                                     | > Company portrait  | p. 6                            |
|   | 102-6      | Markets served   | > Company portrait  | p. 6                            |
|   | 102-7      | Scale of the organisation                                    | > Company portrait<br>> Key figures – Corporate management<br>> Key figures – Customers and property portfolio  | p. 6<br>p. 98<br>p. 99          |
|   | 102-8      | Information on employees and other workers                   | > Responsibility for our employees – A modern, responsible employer<br>> Key figures – Corporate management<br>> Key figures – Employees  | p. 58<br>p. 98<br>p. 100        |
|   | 102-9      | Supply chain   | > Responsibility for our customers and properties – Structuring the supply chain responsibly  | p. 53                           |
|   | 102-10     | Significant changes to the organisation and its supply chain | > Company portrait<br>> Responsible corporate management – Sustainability strategy  | p. 6<br>p. 11                   |
|   | 102-11     | Precautionary Principle or approach                          | > Responsible corporate management – Compliance   | p. 29                           |
|   | 102-12     | External initiatives   | > Responsibility for the environment and the climate  | p. 75                           |
|   | 102-13     | Membership of industry and business associations             | > Memberships   | p. 124                          |
| <b>Strategy</b>                         |            |  |   |                                 |
| GRI 102:<br>General<br>Disclosures 2016 |            |  |   |                                 |
|   | 102-14     | Statement from senior decision-maker                         | > Editorial   | p. 2                            |
|   | 102-15     | Key impacts, risks and opportunities                         | > Editorial<br>> Responsible corporate management – Sustainability strategy<br>> Responsible corporate management – Compliance<br>> Responsible corporate management – Materiality and stakeholder dialogue | p. 2<br>p. 10<br>p. 24<br>p. 30 |

| GRI Standard                      | Disclosure | Reference   | Page   | Reason for omission/comment                 |   |
|-----------------------------------|------------|---|--|---|---|
| <b>Ethics and integrity</b>       |            |   |  |   |   |
| GRI 102: General Disclosures 2016 |            |   |  |   |   |
|                                   | 102-16     | Values, principles, standards and norms of behaviour          | <ul style="list-style-type: none"> <li>&gt; Responsible corporate management – Sustainability strategy</li> <li>&gt; Responsible corporate management – Doing business fairly</li> <li>&gt; Responsible corporate management – Compliance</li> </ul> | <p>pp. 10, 14</p> <p>p. 28</p> <p>p. 29</p> |   |
|                                   | 102-17     | Mechanisms for advice and concerns about ethics               | <ul style="list-style-type: none"> <li>&gt; Responsible corporate management – Compliance</li> </ul>   | p. 29                                       |   |
| <b>Governance</b>                 |            |   |  |   |   |
| GRI 102: General Disclosures 2016 |            |   |  |   |   |
|                                   | 102-18     | Governance structure  | <ul style="list-style-type: none"> <li>&gt; Company portrait</li> </ul>  | p. 6  |   |
|                                   | 102-22     | Composition of the highest governance body and its committees | <ul style="list-style-type: none"> <li>&gt; Key figures – Corporate management</li> </ul>  | p. 98                                       | Annual Report 2018, Letter to our shareholders Management Board: 4 members (since 1.4.2019) Supervisory Board (independent body): 6 members   |
|                                   | 102-24     | Nominating and selecting the highest governance body          |  |   | The members of the Supervisory Board are elected during the Annual General Meeting of Deutsche Wohnen SE. The election proposals are made by the Supervisory Board, which itself is presented with proposals by its Executive and Nomination Committee. The Supervisory Board forms committees from among its members. The Executive and Nomination Committee comprises the Chair of the Supervisory Board, their deputy and an additional Supervisory Board member. The Capital Market, Acquisition and Audit Committees likewise each comprise three members of the Supervisory Board, although neither the Chair of the Supervisory Board nor former members of the Management Board should Chair the Audit Committee, and nor do they. When making proposals to the Annual General Meeting regarding the election of Supervisory Board members, paying particular attention to the company-specific situation, the Supervisory Board considers the company's international activities, potential conflicts of interest, the age limit stipulated for Supervisory Board members and an appropriate number of women. The aim is further that the Supervisory Board always consist of members who have the diverse array of knowledge, skills and specialist experience needed in order to execute the duties properly and who are sufficiently independent. Only persons who have not yet turned 73 at the time of their appointment should be nominated for election as a member of the company's Supervisory Board. Additionally, at least one member of the Supervisory Board must have expertise in the areas of accounting or auditing and all the members must be familiar with the sector in which the company is active. The members of the Supervisory Board must overall possess the knowledge, skills and specialist experience needed to execute their duties successfully, in particular regarding the capital market and the German real estate market. |
|                                   | 102-25     | Conflicts of interest   |  |   | Every member of the Supervisory Board must disclose conflicts of interest to the Supervisory Board. Material and ongoing conflicts of interest on the part of a Supervisory Board member shall result in termination of the member's mandate. The board members are additionally asked to disclose any conflicts of interest annually as part of annual financial reporting. The board members' mandates and voting rights notifications pursuant to the German Securities Trading Act (WpHG) shall be published and any critical shareholdings shall be disclosed.   |



| GRI Standard                      | Disclosure | Reference  | Page  | Reason for omission/comment   |
|-----------------------------------|------------|--|---|---|
| <b>Stakeholder engagement</b>     |            |  |   |   |
| GRI 102: General Disclosures 2016 |            |  |   |   |
|                                   | 102-40     | List of stakeholder groups                                 | > Responsible corporate management – Materiality and stakeholder dialogue   | p. 25   |
|                                   | 102-41     | Collective bargaining agreements                           | > Responsibility for our employees – A modern, responsible employer<br>> Key figures – Employees  | p. 63<br>p. 100   |
|                                   | 102-42     | Identifying and selecting stakeholders                     | > Responsible corporate management – Materiality and stakeholder dialogue   | p. 21   |
|                                   | 102-43     | Approach to stakeholder engagement                         | > Responsible corporate management – Materiality and stakeholder dialogue<br>> Key figures – Employees                                    | p. 21<br>p. 100   |
|                                   | 102-44     | Key topics and concerns raised                             | > Responsible corporate management – Sustainability strategy<br>> Responsible corporate management – Materiality and stakeholder dialogue | p. 25<br>p. 26  |
| <b>Reporting practice</b>         |            |  |   |   |
| GRI 102: General Disclosures 2016 |            |  |   |   |
|                                   | 102-45     | Entities included in the consolidated financial statements | > About this report   | p. 1  |
|                                   | 102-46     | Defining report content and topic boundaries               | > About this report<br>> Responsible corporate management – Materiality and stakeholder dialogue  | p. 1<br>p. 21   |
|                                   | 102-47     | List of material topics                                    | > Responsible corporate management – Materiality and stakeholder dialogue   | p. 22   |
|                                   | 102-48     | Restatements of information                                |   | Insofar as information previously published needed updating, the changes have been explained in the appropriate places. |
|                                   | 102-49     | Changes in reporting                                       | > Responsible corporate management – Materiality and stakeholder dialogue   | p. 21   |
|                                   | 102-50     | Reporting period   | > About this report   | p. 1  |
|                                   | 102-51     | Date of most recent report                                 |   | The most recent report was published in May 2018.   |
|                                   | 102-52     | Reporting cycle  | > About this report   | p. 1  |
|                                   | 102-53     | Contact point for questions regarding the report           | > Contact and publishing details  | p. 125  |
|                                   | 102-54     | Claims of reporting in accordance with the GRI Standards   | > About this report<br>> GRI content index  | p. 1<br>p. 111  |
|                                   | 102-55     | GRI content index  | > GRI content index   | p. 111  |
|                                   | 102-56     | External assurance   |   | The report was not audited externally.  |

| GRI Standard                            | Disclosure | Reference  | Page  | Reason for omission/comment |
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| <b>MATERIAL TOPICS</b>                  |            |  |   |                             |
| <b>Economic performance</b>             |            |  |   |                             |
| GRI 103: Management Approach 2016       |            |  |   |                             |
|   | 103-1      | Explanation of the material topic and its boundary                             | > Company portrait<br>> Annual Report 2018, Combined management report, p. 25                   | p. 6                        |
|   | 103-2      | The management approach and its components                                     |   |                             |
|   | 103-3      | Evaluation of the management approach  |   |                             |
| GRI 201: Economic Performance 2016      |            |  |   |                             |
|   | 201-1      | Direct economic value generated and distributed                                | > Annual Report 2018, Combined management report, p. 44<br>> Key figures – Corporate management | p. 98                       |
|   | 201-2      | Financial implications and other risks and opportunities due to climate change | > Responsibility for the environment and the climate  | p. 74                       |
| <b>Indirect economic impacts</b>        |            |  |   |                             |
| GRI 103: Management Approach 2016       |            |  |   |                             |
|   | 103-1      | Explanation of the material topic and its boundary                             | > Responsibility for our customers and properties<br>> Responsibility towards society           | p. 34<br>p. 86              |
|   | 103-2      | The management approach and its components                                     |   |                             |
|   | 103-3      | Evaluation of the management approach  |   |                             |
| GRI 203: Indirect Economic Impacts 2016 |            |  |   |                             |
|   | 203-1      | Infrastructure investments and services supported                              | > Responsibility towards society – Helping to create liveable towns and cities                  | p. 87                       |
|   | 203-2      | Significant indirect economic impacts  | > Responsibility for our customers and properties – Structuring the supply chain responsibly    | p. 54                       |
| <b>Procurement practices</b>            |            |  |   |                             |
| GRI 103: Management Approach 2016       |            |  |   |                             |
|   | 103-1      | Explanation of the material topic and its boundary                             | > Responsibility for our customers and properties   | p. 34                       |
|   | 103-2      | The management approach and its components                                     |   |                             |
|   | 103-3      | Evaluation of the management approach  |   |                             |

| GRI Standard                                   | Disclosure  | Reference   | Page  | Reason for omission/comment  |
|--|---|---|-------|--|
| GRI 204:<br>Procurement<br>Practices 2016      | 204-1 Proportion of spending on local suppliers                                       | > Responsible corporate management – Sustainability mission statement and targets | p. 18 |  |
| <b>Anti-corruption</b>                         |   |   |       |  |
| GRI 103:<br>Management<br>Approach 2016        | 103-1 Explanation of the material topic and its boundary                              | > Responsible corporate management – Compliance                                   | p. 29 |  |
|  | 103-2 The management approach and its components                                      |   |       |  |
|  | 103-3 Evaluation of the management approach   |   |       |  |
| GRI 205:<br>Anti-corruption 2016               | 205-2 Communication and training about anti-corruption policies and procedures        | > Responsible corporate management – Compliance                                   | p. 29 | Employees who received the code of conduct and anti-corruption guidelines: 100%<br>Employees who have undergone training on compliance and anti-corruption: >80%<br><br>The code of conduct for business partners of Deutsche Wohnen SE came into force on 1 May 2019 and will henceforth serve as the basis for informing our business partners about Deutsche Wohnen's anti-corruption strategies and measures. We do not currently conduct compliance training above and beyond this. |
|  | 205-3 Confirmed incidents of corruption and actions taken                             | > Responsible corporate management – Compliance                                   | p. 29 |  |
| <b>Anti-competitive behaviour</b>              |   |   |       |  |
| GRI 103:<br>Management<br>Approach 2016        | 103-1 Explanation of the material topic and its boundary                              | > Responsible corporate management – Compliance                                   | p. 29 |  |
|  | 103-2 The management approach and its components                                      |   |       |  |
|  | 103-3 Evaluation of the management approach   |   |       |  |
| GRI 206:<br>Anti-competitive<br>Behaviour 2016 | 206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices |   |       | No legal actions pending during the reporting period regarding anti-competitive behaviour and violations of antitrust and monopoly legislation in which the organisation was identified as a participant.  |

| GRI Standard                      | Disclosure | Reference  | Page   | Reason for omission/comment   |
|-----------------------------------|------------|--|--|-------------------------------|
| <b>Materials</b>                  |            |  |  |                               |
| GRI 103: Management Approach 2016 |            |  |  |                               |
|                                   | 103-1      | Explanation of the material topic and its boundary   | > Responsibility for our customers and properties  | p. 34                         |
|                                   | 103-2      | The management approach and its components   |  |                               |
|                                   | 103-3      | Evaluation of the management approach  |  |                               |
| GRI 301: Materials 2016           |            |  |  |                               |
|                                   | 301-1      | Materials used by weight or volume   | > Key figures – The environment and climate  | pp. 106, 109                  |
| <b>Energy</b>                     |            |  |  |                               |
| GRI 103: Management Approach 2016 |            |  |  |                               |
|                                   | 103-1      | Explanation of the material topic and its boundary   | > Responsibility for the environment and the climate   | p. 74                         |
|                                   | 103-2      | The management approach and its components   |  |                               |
|                                   | 103-3      | Evaluation of the management approach  |  |                               |
| GRI 302: Energy 2016              |            |  |  |                               |
|                                   | 302-1      | Energy consumption within the organisation   | > Key figures – The environment and climate  | pp. 104, 106 et seq.          |
|                                   | 302-2      | Energy consumption outside of the organisation   | > Key figures – The environment and climate  | p. 107                        |
|                                   | 302-3      | Energy intensity   | > Responsibility for the environment and the climate – Energy management for climate-friendly solutions<br>> Key figures – The environment and climate | p. 77<br>pp. 104, 108         |
|                                   | 302-4      | Reduction of energy consumption  | > Responsibility for the environment and the climate – Energy management for climate-friendly solutions<br>> Key figures – The environment and climate | p. 77 et seq.<br>pp. 104, 108 |
|                                   | 302-5      | Reductions in energy requirements of products and services   | > Key figures – The environment and climate  | p. 108                        |
|                                   | CRE 1      | Building energy intensity  | > Responsibility for the environment and the climate – Energy management for climate-friendly solutions<br>> Key figures – The environment and climate | p. 78<br>pp. 104, 108         |
|                                   | CRE 8      | Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment | > Responsibility for the environment and the climate – Energy management for climate-friendly solutions  | p. 77                         |

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|---|---|--|----------------------|--|
| <b>Water</b>                              |   |  |                      |  |
| GRI 303:<br>Water 2016                    |   |  |                      |  |
|   | 303-1 Water withdrawal by source  | > Key figures – The environment and climate  | p. 109               |  |
|   | CRE 2 Building water intensity  | > Key figures – The environment and climate  | p. 109               |  |
| <b>Emissions</b>                          |   |  |                      |  |
| GRI 103:<br>Management Approach 2016      |   |  |                      |  |
|   | 103-1 Explanation of the material topic and its boundary                              | > Responsibility for the environment and the climate   | p. 74                |  |
|   | 103-2 The management approach and its components                                      |  |                      |  |
|   | 103-3 Evaluation of the management approach   |  |                      |  |
| GRI 305:<br>Emissions 2016                |   |  |                      |  |
|   | 305-1 Direct (Scope 1) GHG emissions  | > Key figures – The environment and climate  | pp. 105 et seq., 108 |  |
|   | 305-2 Energy indirect (Scope 2) GHG emissions   | > Key figures – The environment and climate  | pp. 105, 108         |  |
|   | 305-4 GHG emissions intensity   | > Responsibility for the environment and the climate – Energy management for climate-friendly solutions<br>> Key figures – The environment and climate | p. 78<br>p. 105      |  |
|   | 305-5 Reduction of GHG emissions  | > Key figures – The environment and climate  | pp. 105, 108         |  |
|   | 305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions | > Key figures – The environment and climate  | pp. 105, 107         |  |
|   | CRE 3 Greenhouse gas emissions intensity from buildings                               | > Responsibility for the environment and the climate – Energy management for climate-friendly solutions<br>> Key figures – The environment and climate | p. 78<br>p. 108      |  |
| <b>Effluents and waste</b>                |   |  |                      |  |
| GRI 306:<br>Effluents and Waste 2016      |   |  |                      |  |
|   | 306-2 Waste by type and disposal method   | > Key figures – The environment and climate  | p. 109 et seq.       |  |
| <b>Environmental compliance</b>           |   |  |                      |  |
| GRI 103:<br>Management Approach 2016      |   |  |                      |  |
|   | 103-1 Explanation of the material topic and its boundary                              | > Responsible corporate management – Compliance<br>> Responsibility for our customers and properties   | p. 29<br>p. 34       |  |
|   | 103-2 The management approach and its components                                      |  |                      |  |
|   | 103-3 Evaluation of the management approach   |  |                      |  |
| GRI 307:<br>Environmental Compliance 2016 |   |  |                      |  |
|   | 307-1 Non-compliance with environmental laws and regulations                          |  |                      | There were no incidences of non-compliance with environmental laws and/or regulations in the reporting period. |

| GRI Standard   | Disclosure | Reference  | Page   | Reason for omission/comment |
|--|------------|--|--|-----------------------------|
| Supplier environmental assessment  |            |  |  |                             |
| GRI 103: Management Approach 2016  |            |  |  |                             |
|  | 103-1      | Explanation of the material topic and its boundary   | > Responsibility for our customers and properties  | p. 34                       |
|  | 103-2      | The management approach and its components   |  |                             |
|  | 103-3      | Evaluation of the management approach  |  |                             |
| GRI 308: Supplier Environmental Assessment 2016                              |            |  |  |                             |
|  | 308-2      | Negative environmental impacts in the supply chain and actions taken                               | > Responsibility for our customers and properties – Structuring the supply chain responsibly   | p. 53                       |
| Employment   |            |  |  |                             |
| GRI 103: Management Approach 2016  |            |  |  |                             |
|  | 103-1      | Explanation of the material topic and its boundary   | > Responsibility for our employees – A modern, responsible employer  | p. 58                       |
|  | 103-2      | The management approach and its components   |  |                             |
|  | 103-3      | Evaluation of the management approach  |  |                             |
| GRI 401: Employment 2016   |            |  |  |                             |
|  | 401-1      | New employee hires and employee turnover   | > Responsibility for our employees – Enhancing attractiveness for new talent<br>> Key figures – Employees  | p. 66<br>p. 100             |
|  | 401-2      | Benefits provided to full-time employees that are not provided to temporary or part-time employees | > Responsibility for our employees – A modern, responsible employer<br>> Responsibility for our employees – Balancing professional and personal life | p. 63<br>p. 71              |
|  | 401-3      | Parental leave   | > Key figures – Employees  | p. 103                      |
| Modern corporate structure and culture (no specific GRI Standard applicable) |            |  |  |                             |
| GRI 103: Management Approach 2016  |            |  |  |                             |
|  | 103-1      | Explanation of the material topic and its boundary   | > Responsibility for our employees – A modern, responsible employer  | p. 58                       |
|  | 103-2      | The management approach and its components   |  |                             |
|  | 103-3      | Evaluation of the management approach  |  |                             |

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| <b>Occupational health and safety</b>        |            |   |   |                             |  |
| GRI 103: Management Approach 2016            |            |   |   |                             |  |
|  | 103-1      | Explanation of the material topic and its boundary  | <ul style="list-style-type: none"> <li>&gt; Responsibility for our employees – A modern, responsible employer</li> </ul>          |                             |  |
|  | 103-2      | The management approach and its components  |   |                             |  |
|  | 103-3      | Evaluation of the management approach   |   |                             |  |
| GRI 403: Occupational Health and Safety 2016 |            |   |   |                             |  |
|  | 403-1      | Workers representation in formal joint management-worker health and safety committees   | > Key figures – Employees   | p. 103                      |  |
|  | 403-2      | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | > Key figures – Employees   | p. 103                      | We are not aware of any work-related fatalities within the supply chain of the Deutsche Wohnen Group (incl. Helvetica and FACILITA). |
|  | 403-3      | Workers with high incidence or high risk of diseases related to their occupation  |   |                             | No employees within the Deutsche Wohnen Group are exposed to a high incidence or risk of illness as a result of their work.          |
| <b>Training and education</b>                |            |   |   |                             |  |
| GRI 103: Management Approach 2016            |            |   |   |                             |  |
|  | 103-1      | Explanation of the material topic and its boundary  | <ul style="list-style-type: none"> <li>&gt; Responsibility for our employees – A modern, responsible employer</li> </ul>          |                             |  |
|  | 103-2      | The management approach and its components  |   |                             |  |
|  | 103-3      | Evaluation of the management approach   |   |                             |  |
| GRI 404: Training and Education 2016         |            |   |   |                             |  |
|  | 404-1      | Average hours of training per year per employee   | <ul style="list-style-type: none"> <li>&gt; Responsibility for our employees – Equipping staff for future challenges</li> </ul>   | p. 68                       |  |
|  | 404-2      | Programs for upgrading employee skills and transition assistance programs   | <ul style="list-style-type: none"> <li>&gt; Key figures – Employees</li> </ul>  | p. 102                      |  |
|  |            |   | <ul style="list-style-type: none"> <li>&gt; Responsibility for our employees – Enhancing attractiveness for new talent</li> </ul> | p. 66                       |  |
|  |            |   | <ul style="list-style-type: none"> <li>&gt; Responsibility for our employees – Equipping staff for future challenges</li> </ul>   | p. 69                       |  |
|  | 404-3      | Percentage of employees receiving regular performance and career development reviews  | <ul style="list-style-type: none"> <li>&gt; Responsibility for our employees – Equipping staff for future challenges</li> </ul>   | p. 68                       |  |
|  |            |   | <ul style="list-style-type: none"> <li>&gt; Key figures – Employees</li> </ul>  | p. 102                      |  |

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| <b>Diversity and equal opportunity</b>        |            |  |  |                             |
| GRI 103: Management Approach 2016             |            |  |  |                             |
|   | 103-1      | Explanation of the material topic and its boundary       | > Responsibility for our employees – A modern, responsible employer            | p. 58                       |
|   | 103-2      | The management approach and its components               |  |                             |
|   | 103-3      | Evaluation of the management approach                    |  |                             |
| GRI 405: Diversity and Equal Opportunity 2016 |            |  |  |                             |
|   | 405-1      | Diversity of governance bodies and employees             | > Key figures – Corporate management   | p. 98                       |
|   |            |  | > Key figures – Employees  | p. 101                      |
| <b>Non-discrimination</b>                     |            |  |  |                             |
| GRI 103: Management Approach 2016             |            |  |  |                             |
|   | 103-1      | Explanation of the material topic and its boundary       | > Responsibility for our employees – A modern, responsible employer            | p. 58                       |
|   | 103-2      | The management approach and its components               |  |                             |
|   | 103-3      | Evaluation of the management approach                    |  |                             |
| GRI 406: Non-discrimination 2016              |            |  |  |                             |
|   | 406-1      | Incidents of discrimination and corrective actions taken | > Responsibility for our employees – Modern corporate culture                  | p. 61                       |
| <b>Local communities</b>                      |            |  |  |                             |
| GRI 103: Management Approach 2016             |            |  |  |                             |
|   | 103-1      | Explanation of the material topic and its boundary       | > Responsibility for our customers and properties                              | p. 34                       |
|   | 103-2      | The management approach and its components               | > Responsibility towards society – Helping to create liveable towns and cities | p. 86                       |
|   | 103-3      | Evaluation of the management approach                    |  |                             |



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| GRI 413:<br>Local Communities<br>2016          | 413-1      | Operations with local community engagement, impact assessments and development programmes | <ul style="list-style-type: none"> <li>&gt; Responsibility for our customers and properties – Customers p. 40</li> <li>&gt; Responsibility towards society – Helping to create liveable towns and cities p. 86</li> <li>&gt; Key figures – Customers and property portfolio p. 99</li> <li>&gt; Key figures – Society p. 110</li> </ul> |   |
|  | CRE 7      |   |   | The CRE7 standard does not directly apply to Deutsche Wohnen as our business activities are subject to strict social acceptability requirements within the German legal system. As a general rule, the inconvenience caused by the construction work involved in larger refurbishment measures may in some cases be so severe as to require particular groups of tenants (the elderly, the disabled, the sick, families with young children) to leave their homes for a number of days or even weeks. In such cases, Deutsche Wohnen handles and assumes the costs involved in their relocation to temporary alternative accommodation. Deutsche Wohnen additionally engages in socially ethical refurbishment and applies a hardship rule which ensures that the total rent does not exceed 30% of a household's net income. |
| <b>Supplier social assessment</b>              |            |   |   |   |
| GRI 103:<br>Management<br>Approach 2016        | 103-1      | Explanation of the material topic and its boundary  | > Responsibility for our customers and properties   | p. 34   |
|  | 103-2      | The management approach and its components  |   |   |
|  | 103-3      | Evaluation of the management approach   |   |   |
| GRI 414:<br>Supplier Social<br>Assessment 2016 | 414-2      | Negative social impacts in the supply chain and actions taken                             | > Responsibility for our customers and properties – Structuring the supply chain responsibly  | p. 53   |
| <b>Public policy</b>                           |            |   |   |   |
| GRI 103:<br>Management<br>Approach 2016        | 103-1      | Explanation of the material topic and its boundary  | > Responsible corporate management – Materiality and stakeholder dialogue   | p. 27   |
|  | 103-2      | The management approach and its components  |   |   |
|  | 103-3      | Evaluation of the management approach   |   |   |
| GRI 415:<br>Public Policy 2016                 | 415-1      | Political contributions   | > Responsible corporate management – Materiality and stakeholder dialogue   | p. 27   |

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| Customer health and safety                                  |            |   |   |   |
| GRI 103: Management Approach 2016                           |            |   |   |   |
|   | 103-1      | Explanation of the material topic and its boundary  | > Responsibility for our customers and properties   | p. 34   |
|   | 103-2      | The management approach and its components  |   |   |
|   | 103-3      | Evaluation of the management approach   |   |   |
| GRI 416: Customer Health and Safety 2016                    |            |   |   |   |
|   | 416-1      | Assessment of the health and safety impacts of product and service categories                 | > Responsibility for our customers and properties   | pp. 38, 45, 48<br>All of the buildings and outdoor facilities are inspected on a weekly basis, and any defects which are discovered are notified to the responsible service providers for rectification. In the event of any malfunctions or defects which pose a threat of imminent danger, for example burst water pipes or the complete breakdown of the electricity supply, our service providers are required to send an employee to the location in question immediately or at most within 90 minutes of them receiving notification. |
|   | 416-2      | Incidents of non-compliance concerning the health and safety impacts of products and services |   | We were not made aware of any material incidents of non-compliance with the applicable regulations regarding customer health which were not remedied immediately in 2018.   |
| Dialogue with tenants (no specific GRI Standard applicable) |            |   |   |   |
| GRI 103: Management Approach 2016                           |            |   |   |   |
|   | 103-1      | Explanation of the material topic and its boundary  | > Responsibility for our customers and properties   | p. 34   |
|   | 103-2      | The management approach and its components  |   |   |
|   | 103-3      | Evaluation of the management approach   |   |   |
| Customer satisfaction (no specific GRI Standard applicable) |            |   |   |   |
|   | 103-1      | Explanation of the material topic and its boundary  | > Responsibility for our customers and properties<br>> Key figures – Customers and property portfolio | p. 34<br>p. 99  |
|   | 103-2      | The management approach and its components  |   |   |
|   | 103-3      | Evaluation of the management approach   |   |   |

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| Residential/nursing offering in light of demographic change (no specific GRI Standard applicable) | 103-1 Explanation of the material topic and its boundary   | › Responsibility for our customers and properties – Expanded nursing property and assisted living offering | p. 43 |  |
|   | 103-2 The management approach and its components   |  |       |  |
|   | 103-3 Evaluation of the management approach  |  |       |  |
| Customer privacy  |  |  |       |  |
| GRI 418: Customer Privacy 2016  | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | › Responsible corporate management – Compliance  | p. 30 |  |
| Socioeconomic Compliance  |  |  |       |  |
| GRI 103: Management Approach 2016   | 103-1 Explanation of the material topic and its boundary   | › Responsible corporate management – Compliance  | p. 29 |  |
|   | 103-2 The management approach and its components   |  |       |  |
|   | 103-3 Evaluation of the management approach  |  |       |  |
| GRI 419: Socioeconomic Compliance 2016  | 419-1 Non-compliance with laws and regulations in the social and economic area                     |  |       | No significant fines and/or non-monetary sanctions as a result of non-compliance with laws and/or regulations in the social and economic area in the reporting period. |