

## Facts and figures

## KEY FIGURES

## Corporate management

In %	2019		2018		2017	
<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 ♀	83 ♂	17 ♀	100 ♂	0 ♀
Average tenure on the Supervisory Board (in years)	9		9		10	
Management Board by age group						
Under 30 years of age	0		0		0	
30–50 years of age	50		66		66	
Over 50 years of age	50		34		34	
Supervisory Board by age group						
Under 30 years of age	0		0		0	
30–50 years of age	16.7		16.7		0	
Over 50 years of age	83.3		83.3		100	

—  
GRI 102-8  
GRI 102-22  
GRI 405-1

In EUR m	2019		2018		2017	
<b>Economy</b>						
Rental income	837.3		785.5		744.2	
Earnings from Residential Property Management	729.8		656.2		612.8	
Earnings from disposals	186.1		43.1		50.3	
Earnings from Nursing and Assisted Living	88.3		55.3		48.0	
FFO I	538.1		482.5 <sup>1</sup>		435.0 <sup>1</sup>	
EPRA NAV (undiluted)	16,791.3		15,087.8		12,676.8	
Market capitalisation (in EUR bn)	13.1		14.3		12.9	

—  
GRI 102-7  
GRI 201-1

<sup>1</sup> Change in calculation method: staff, general and administration expenses for disposals are no longer included in FFO I. The previous year's figures have been restated accordingly (2018: EUR -3.1 million; 2017: EUR -2.7 million).

## Clients and property portfolio

		2019	2018	2017
<b>Holdings and districts</b>				
Residential and commercial units (total)	number	164,044	166,980	163,134
of which residential	number	161,261	164,265	160,668
of which commercial	number	2,783	2,715	2,466
Buildings in portfolio	number	~17,000	~17,000	~17,000
Buildings with the <i>K/WI</i> electronic access system	number	4,565	1,611 <sup>2</sup>	142
Listed units	number	~30,000	~30,000	~30,000
Proportion of portfolio in Core+ markets	%	91.9	88.3	87.0
Proportion of portfolio in Core markets	%	8.0	11.6	12.0
Proportion of portfolio in Berlin	%	72	70	71
Market share in Berlin (residential units)	%	6	6	6
Total portfolio value	EUR bn	25.4	23.8	19.6
Fair value of properties	EUR bn	24.2	22.2	18.9
Fair value per residential and commercial area	EUR/sqm	2,394	2,157	1,886
Average in-place rent	EUR/sqm/month	6.94	6.62	6.40
Average vacancy rate	%	1.8	2.1	2.0
Average apartment size	sqm	60.4	60.3	60.2
Nursing properties	number	89	89	51
Beds	number	12,200	12,200	6,700
Investments in refurbishment and maintenance (total) <sup>3</sup>	EUR/sqm	45.45	41.05	33.37
of which investments in refurbishment	EUR/sqm	35.53	30.91	22.85
of which investments in maintenance	EUR/sqm	9.92	10.14	10.52
Average investment per unit in the case of tenant turnover	EUR	10,853	9,698	8,333
Investments in contamination removal	EUR m	11.6	10.7	n/a
Investments in the supply chain	EUR m	545.6	672.9	543.0

<sup>2</sup> Figure corrected.

<sup>3</sup> Taking account of the average floor space on a quarterly basis in the relevant period; including investments in contamination removal.

—  
GRI 102-7  
GRI 102-9

		2019	2018	2017
<b>Customer satisfaction and service</b>				
Tenant survey (every two years)				
Participation rate	%	36	n/a	20
Satisfaction with the living situation	%	87	n/a	81
Satisfaction with Deutsche Wohnen as a landlord	%	78	n/a	71
Average length of tenancy	years	12	12	12

—  
Customer satisfaction

		2019	2018	2017
<b>Outdoor areas</b>				
Investment in outdoor areas within the portfolio	EUR m	7.1	18.0	19.5
Green space <sup>4</sup>	million sqm	7.7	6.0	6.0
of which tenants' gardens	million sqm	0.87	n/a	n/a
of which high-biodiversity areas	million sqm	1.16	n/a	n/a
Trees within portfolio area	number	~64,000	~63,000	~54,000
Playgrounds	number	~1,700	~1,500	~1,500
Proportion of sealed land on plots	%	26	n/a	n/a

<sup>4</sup> More precise data available from 2019 due to the geographic information system.

## Employees

### Preliminary note on key figures for employees

As at 31 December 2019, the total headcount at our company was 3,549 (31 December 2018: 1,280). The higher number of employees is primarily attributable to PFLEGEN & WOHNEN HAMBURG GmbH, which has been a wholly owned subsidiary of Deutsche Wohnen since January 2019 and has 2,005 employees and 94 trainees.

Due to data protection guidelines regarding personal data, the staff figures which follow do not include the SYN VIA Group or PFLEGEN & WOHNEN HAMBURG GmbH.

At year-end, KATHARINENHOF Seniorenwohn- und Pflegeanlage Betriebs-GmbH – in which Deutsche Wohnen SE holds a 49% stake – had 1,965 employees and 112 trainees/interns (31 December 2018: 1,946 employees and 98 trainees/interns).

Unless indicated otherwise, the figures comprise both salaried and temporary employees (headcount – including trainees, temporary workers, students, interns) of Deutsche Wohnen SE including FACILITA and Helvetica<sup>5</sup> respectively on 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.

		2019		2018		2017	
<b>Overview</b>							
Total number of employees	number	1,409 (Ø 1,370)		1,280 (Ø 1,233)		1,111 (Ø 1,040)	
of which in region around the capital city Berlin	number	1,196		1,075		919	
	%	84.9		84.0		82.7	
of which permanent	number	637 ♂	660 ♀	551 ♂	615 ♀	469 ♂	543 ♀
	%	92.1		91.1		91.1 <sup>5</sup>	
of which temporary	number	55 ♂	57 ♀	57 ♂	57 ♀	40 ♂	59 ♀
	%	7.9		8.9		8.9 <sup>6</sup>	
of which full-time	number	675 ♂	590 ♀	594 ♂	562 ♀	497 ♂	512 ♀
	%	89.8		90.3		90.8	
of which part-time	number	17 ♂	127 ♀	14 ♂	110 ♀	12 ♂	90 ♀
	%	10.2		9.7		9.2	
<b>Employees by position</b>							
in residential unit management and administration, rental contract management and tenant management	number	1,063		970		835	
in the holding company	number	346		310		276	
Employees in customer service (total)	number	969		896		768	
of which FACILITA employees	number	304		217		168	
Employees covered by collective bargaining agreements	%	28.1		24.9		24.7	
Total number of new employees <sup>7</sup>	number	315		275		232	
	%	22.4		21.5		20.9	
Total employee turnover <sup>8</sup>	number	178		140		107	
	%	12.2		10.6		9.6	
of which employee-initiated terminations	number	84		67		57	
	%	5.8		5.2		5.1	
<b>Length of service</b>							
Up to 1 year	%	19.9		19.7		20.9	
1 to 5 years	%	45.0		44.3		40.7	
6 to 15 years	%	18.2		18.8		18.9	
16 to 25 years	%	10.0		10.7		13.5	
More than 25 years	%	6.9		6.5		6.0	
Average length of service	years	6.8		7.1		7.6	
<b>Employee satisfaction survey</b>							
Participation rate	%	71		71		n/a	
Proportion who are "satisfied" or "very satisfied" with Deutsche Wohnen as their employer	%	77		79		n/a	

—  
GRI 102-8  
GRI 102-41  
GRI 102-43  
GRI 401-1

5 2017 figures exclude Helvetica.

6 Figures corrected.

7 All new hires between 1 January and 31 December of each financial year were taken into account.

8 The figures comprise permanent and temporary employees (headcount) who left between 1 January and 31 December – this key figure does not include trainees, temporary staff, students or interns.

		2019		2018		2017	
<b>Diversity</b>							
Workforce by gender	%	49.1 ♂	50.9 ♀	47.5 ♂	52.5 ♀	45.8 ♂	54.2 ♀
Management by gender							
Management Board	number	4 ♂	0 ♀	3 ♂	0 ♀	3 ♂	0 ♀
	%	100 ♂	0 ♀	100 ♂	0 ♀	100 ♂	0 ♀
Senior management	number	30 ♂	17 ♀	25 ♂	15 ♀	21 ♂	13 ♀
	%	63.8 ♂	36.2 ♀	62.5 ♂	37.5 ♀	61.8 ♂	38.2 ♀
Middle management	number	28 ♂	40 ♀	30 ♂	34 ♀	23 ♂	23 ♀
	%	41.2 ♂	58.8 ♀	46.9 ♂	53.1 ♀	50 ♂	50 ♀
Proportion of women in management positions	%	47.9		45.8		43.4	
Workforce by age group							
Up to 35 years of age	number	514		463		417	
	%	36.5		36.2		37.5	
36-45 years of age	number	370		326		265	
	%	26.3		25.5		23.9	
46-55 years of age	number	330		313		278	
	%	23.4		24.4		25.0	
Over 55 years of age	number	195		178		151	
	%	13.8		13.9		13.6	
Average workforce age	years	41.0		41.0		41.0	
Management by age group							
Senior management							
Up to 35 years of age	number	2		1		1	
	%	4.3		2.5		2.9	
36-45 years of age	number	27		27		25	
	%	57.4		67.5		73.5	
46-55 years of age	number	13		9		6	
	%	27.7		22.5		17.7	
Over 55 years of age	number	5		3		2	
	%	10.6		7.5		5.9	
Middle management							
Up to 35 years of age	number	14		14		8	
	%	20.6		21.9		17.4	
36-45 years of age	number	29		25		22	
	%	42.6		39.1		47.8	
46-55 years of age	number	17		17		11	
	%	25.0		26.5		23.9	
Over 55 years of age	number	8		8		5	
	%	11.8		12.5		10.9	
Total employees post-WWII generation (1946-1955)	number	18		27		35	
	%	1.3		2.1		3.1	
Total employees baby boomer generation (1956-1964)	number	219		257		233	
	%	15.5		20.1		21.0	
Total employees Generation X (1965-1979)	number	491		463		399	
	%	34.8		36.2		35.9	
Total employees Generation Y (1980-1993)	number	552		477		410	
	%	39.2		37.3		36.9	
Total employees Generation Z (1994-today)	number	129		56		34	
	%	9.2		4.3		3.1	
Proportion of disabled employees	%	3.2		3.1		3.2	

		2019	2018	2017
<b>Staff remuneration<sup>9</sup></b>				
Investments in the staff bonus programme	EUR m	3.6	3.5	n/a
Average pay rise p.a.	%	6.0	5.0	n/a
Ratio of CEO's remuneration to average employee remuneration <sup>10</sup>	x times	36	39	42

<sup>9</sup> Figures exclude FACILITA, managing directors and directors.

<sup>10</sup> Ratio of average remuneration of employees on permanent contracts (excl. middle and senior management, trainees, interns and students) to that of the CEO (excl. long-term incentive) for the respective reporting year.

		2019	2018	2017
<b>Training</b>				
Trainees	number	59	57	46
Training ratio	%	4.2	4.5	4.1
Trainees who received offer for a position at the company following completion of qualification	number	16	14	13
	%	100	100	100
Trainees who stayed with the company upon qualifying	number	15	13	10
	%	94	92	77

		2019	2018	2017
<b>Staff development</b>				
Number of employees who took part in training	number	796	820	766
Senior management, total	number	35	29	22
by gender	number	23 ♂ 12 ♀	17 ♂ 12 ♀	12 ♂ 10 ♀
Middle management, total	number	60	62	51
by gender	number	28 ♂ 32 ♀	30 ♂ 32 ♀	24 ♂ 27 ♀
Rest of the workforce, total	number	701	729	693
by gender	number	454 ♂ 247 ♀	437 ♂ 292 ♀	308 ♂ 385 ♀
Average hours for training, total	hours	21.1	25.6	23.3 <sup>11</sup>
Senior management, total	hours	21.0	9.7	24.6 <sup>11</sup>
by gender	hours	24.2 ♂ 15.0 ♀	12.1 ♂ 6.3 ♀	27.4 <sup>11</sup> ♂ 21.3 ♀
Middle management, total	hours	30.5	40.7	43.2 <sup>11</sup>
by gender	hours	34.1 ♂ 27.3 ♀	39.5 ♂ 41.7 ♀	40.4 <sup>11</sup> ♂ 45.7 <sup>11</sup> ♀
Rest of the workforce, total	hours	20.3	24.9	21.8 <sup>11</sup>
by gender	hours	22.7 ♂ 15.7 ♀	29.5 ♂ 18.0 ♀	49.0 <sup>11</sup> ♂ 16.3 <sup>11</sup> ♀
Hours of training, total	hours	16,774	20,974	17,833
Days of training, total	days	2,107	2,640	2,247
Proportion of training hours dealing with topic of sustainability	%	7.8	5.5	5.0
Investment in employee training	EUR k	696	858	740
Employees who received a regular performance and career development review in the reporting period, total <sup>12</sup>	%		91.5	94.1
by gender	%		95.4 ♂ 87.5 ♀	95.9 ♂ 93.0 ♀
Managers (senior and middle management)	%		100.0	98.7
Trainees	%		100.0	100.0
Rest of company	%		90.3 <sup>13</sup>	93.8 <sup>14</sup>

GRI 404-1  
GRI 404-3

<sup>11</sup> Figures corrected.

<sup>12</sup> The central assessment format for annual appraisals was overhauled in 2019 so none took place.

<sup>13</sup> Excluding Management Board, temporary staff, those in service for less than six months as at 31 October 2018, employees of DW excl. FACILITA, Helvetica, leaves of absence.

<sup>14</sup> Excluding Management Board, temporary staff, those in service for less than six months as at 31 October 2017, GSW, leaves of absence.

		2019		2018		2017	
<b>Career and family</b>							
Total number of employees entitled to parental leave by gender	number	692 ♂	717 ♀	608 ♂	672 ♀	509 ♂	602 ♀
Total number of employees who took parental leave by gender <sup>15</sup>	number	15 ♂	48 ♀	15 ♂	45 ♀	7 ♂	36 ♀
	%	2.2 ♂	6.7 ♀	2.5 ♂	6.7 ♀	1.4 ♂	6.0 ♀
Total number of employees returning to work during the reporting period at the end of their parental leave, by gender	number	14 ♂	23 ♀	13 ♂	22 ♀	7 ♂	14 ♀
	%	2.0 ♂	3.2 ♀	2.1 ♂	3.3 ♀	1.4 ♂	2.3 ♀
Proportion of employees who returned to work following parental leave, by gender	%	93 ♂	48 ♀	87 <sup>16</sup> ♂	49 <sup>16</sup> ♀	100 ♂	39 ♀
Proportion of employees who made use of option to work from home <sup>17</sup>	%		48		22		n/a

<sup>15</sup> All employees who took parental leave between 1 January and 31 December of each financial year were taken into account.

<sup>16</sup> Figures corrected.

<sup>17</sup> Excl. FACILITA.

GRI 401-3

		2019		2018		2017	
<b>Occupational health and safety</b>							
Workplace accidents recorded	number	37		47		46	
Lost days due to workplace accidents <sup>18</sup>	number	578		139		131	
Work-related fatalities, total workforce	number	0		0		0	
Workplace accident rate (workplace accidents in relation to total working hours of all the employees)	%	0.01		0.02		0.02	
Employees who made use of the <i>machtfit</i> platform <sup>19</sup>	number	414		336		n/a	
Proportion of employees who made use of the <i>machtfit</i> platform <sup>19</sup>	%	38.3		32.7		n/a	
Proportion 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	
Total illness rate <sup>20</sup>	%	5.6		5.9		5.6	

<sup>18</sup> Cumulative number of lost work days due to employees not being able to perform their usual duties as a result of a workplace accident.

<sup>19</sup> Figures excl. FACILITA.

<sup>20</sup> Lost days based on calculation of actual absenteeism expressed as a percentage of the total number of work days designated for the employees over the same period.

GRI 403-1  
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

<b>Energy consumption of electricity and heating supply<sup>21</sup></b>			
In MWh	2019	2018	2017
Heating energy			
Natural gas	1,205	1,195	1,102
Heating oil	0.0	0.0	1.5
Pellets	5.8	5.8	3.8
District heating	5,563	3,602	2,678
Electricity	1,378	1,296	1,035
<b>Total</b>	<b>8,152</b>	<b>6,099</b>	<b>4,820</b>

—  
GRI 302-1  
CRE 1

<sup>21</sup> The electricity and heating consumption values for the administrative locations (comprising a total of 117 offices) have been adjusted to reflect weather conditions. The values are not comparable with those in the previous year's report as the forecast values for 2018 were adjusted on the basis of actual consumption and, unlike the subsequent years in the time series, had space which was no longer in use deducted. The increase in consumption, above all that of district heating, is due to the greater number of administrative locations. Additionally, some locations which were already partially used in 2018 were in use all year long in 2019. A forecast was made for 2019 based on actual consumption in the previous year.

### Energy and emission intensity

In MWh	2019	2018	2017
Energy intensity per gross internal floor area <sup>22</sup>			
Energy consumption per sqm of gross internal floor area	0.253	0.188	0.171
Energy intensity per employee <sup>23</sup>			
Heating consumption per employee	5.52	3.92	3.78
Electricity consumption per employee	1.12	1.06	1.03
Emission intensity <sup>24</sup>			
Climate emissions per sqm of gross internal floor area (in t CO <sub>2</sub> e)	0.051	0.035	0.032

- 22 The intensity figures for 2017 relate to 28,217 sqm of floor area, for 2018 to 32,439 sqm and for 2019 to 32,221 sqm. The values are not comparable with those in the previous year's report as the forecast values for 2018 were adjusted on the basis of actual consumption and, unlike the subsequent years in the time series, had space which was no longer in use deducted.
- 23 The average electricity and heating requirements per employee relate to 1,002 employees in 2017 and 1,227 employees in 2018 and 2019. The staff actively employed at the sites were taken into account, resulting in the figures deviating from Deutsche Wohnen's total employee headcount.
- 24 Emission intensity is calculated on the basis of the administrative locations' Scope 1 and Scope 2 emissions (see Deutsche Wohnen environmental footprint, p. 126).

GRI 302-3  
GRI 305-4  
GRI 305-5

### Air pollutant emissions from electricity and heating supply<sup>25</sup>

In kg	2019	2018	2017
Sulphur dioxide (SO <sub>2</sub> )	766	503	359
Nitrogen oxides (NO <sub>x</sub> )	2,461	1,671	1,283
Particulate matter (PM)	118	80	61
<b>Total</b>	<b>3,346</b>	<b>2,254</b>	<b>1,703</b>

- 25 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.

GRI 305-7

### Vehicle fleet and transport

	2019	2018	2017
Number of conventional vehicles	178	169	170
Average CO <sub>2</sub> emissions according to the manufacturer (in g/km)	114	117	124
Number of electric vehicles	33	32	16
Number of e-bikes	23	22	17
Number of bicycles	107	70	52
Kilometres travelled	1,397,143	1,400,321	1,261,655

### Fuel consumption of the fleet<sup>26</sup>

In MWh	2019	2018	2017
Petrol	623	618	584
Diesel	151	187	231
Natural gas	0	3	7

- 26 Consumption was translated into litres using the fuels' calorific values.  
For this, average values of 8.4 kWh/l and 9.8 kWh/l were applied for premium-grade petrol and diesel respectively.

GRI 302-1

### Materials used by weight

In t	2019	2018	2017
Printing and photocopying paper	36.1	45.5	53.0
Tenant post	25.4	n/a	n/a

GRI 301-1

## Environmental data, portfolio

### Portfolio energy efficiency upgrading

	2019	2018	2017
Refurbished residential units <sup>27</sup> (number)	3,097	2,356	2,855
Annual refurbishment quota <sup>27</sup> (in %)	1.9	1.4 <sup>28</sup>	1.8
Reduction in energy requirement <sup>29</sup> (in MWh)	13,224	4,248	3,797
Reduction in climate emissions <sup>29</sup> (in t CO <sub>2</sub> e)	3,187	1,024	915
Investments in energy efficiency upgrading (in EUR m)	41.2	17.0	10.0

GRI 302-4

GRI 302-5

GRI 305-5

<sup>27</sup> Including large-scale programmes.

<sup>28</sup> Figure corrected.

<sup>29</sup> Not including large-scale programmes; 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 Housing and the Environment (Institut Wohnen und Umwelt - IWU) with GEMIS 4.93.

### Energy consumption, portfolio

In MWh	Absolute <sup>30</sup>		Like-for-like <sup>31</sup>	
	2019	2018	2019	2018
Heating energy				
Natural gas	772,253	746,725	691,315	660,463
Heating oil	10,220	34,899	7,031	32,273
Pellets	8,318	8,988	6,722	7,392
District heating	660,759	644,175	640,730	632,994
Electricity for communal areas	39,171	38,761	36,522	35,294
Proportion of which from renewable power generation	89	87	93	93
<b>Total</b>	<b>1,490,720</b>	<b>1,473,548</b>	<b>1,382,319</b>	<b>1,368,416</b>

GRI 302-1

GRI 302-2

<sup>30</sup> The values for heating energy, district heating and general electricity represent the consumption of Deutsche Wohnen's total portfolio (see figures on p. 115). Decentrally supplied units (e.g. units managed by third parties or with direct billing to the tenants) were included in the calculations for the first time on the basis of derivations and estimates. 86% of energy consumption in 2018 and 36% in 2019 relate to the tenants' actual heating energy and district heating consumption levels, these being calculated on the basis of bills. Where data was lacking, an estimate was made on the basis of prior-year figures or attested energy efficiency classes. It was assumed that decentrally supplied units are supplied with natural gas. An average value per square metre was also used for calculation. The values for 2018 forecast in the 2018 Sustainability Report were modified to reflect the actual consumption levels and are therefore not identical. The consumption figures were adjusted to reflect weather conditions using the climate factors of Germany's National Meteorological Service (Deutscher Wetterdienst - DWD). 100% of the electricity generated by own photovoltaic systems is fed into the grid (2018: 1,005 MWh; 2019: 1,048 MWh).

<sup>31</sup> 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. 91% of energy consumption in 2018 and 38% in 2019 relate to the tenants' actual heating energy and district heating consumption levels, these being calculated on the basis of bills. Where data was lacking, an estimate was made on the basis of prior-year figures or attested energy efficiency classes. The like-for-like reference framework for heating and general electricity supplies comprises 9,392,059 sqm and 153,316 units.

**Energy efficiency classes\* based on final energy needs<sup>32</sup>**

lm kWh/sqm/year, in %	2019	2018	2017
A+ < 30 kWh and A 30 to < 50 kWh	0.28	0.10	0.10
B 50 to < 75 kWh	6.37	6.00	5.60
C 75 to < 100 kWh	22.76	20.70	21.30
D 100 to < 130 kWh	30.19	27.60	25.90
E 130 to < 160 kWh	23.45	21.70	21.80
F 160 to < 200 kWh	11.26	16.20	16.90
G 200 to < 250 kWh	3.32	4.80	5.50
H > 250 kWh	2.37	2.80	3.00
Average energy efficiency <sup>32</sup>	128.90	132.30	133.40

32 Weighted average of the final energy consumptions on the basis of the current energy performance certificates of properties (the approximately 30,000 listed units are generally not taken into account as no energy performance certificate is needed for them).

**Air pollutant emissions of portfolio<sup>33</sup>**

In t	Absolute		Like-for-like	
	2019	2018	2019	2018
Sulphur dioxide (SO <sub>2</sub> )	104	108	99	104
Nitrogen oxides (NO <sub>x</sub> )	413	407	389	385
Particulate matter (PM)	19	19	18	20
<b>Total</b>	<b>537</b>	<b>534</b>	<b>507</b>	<b>509</b>

33 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 the footnotes under the table "Energy consumption, portfolio".

**Energy and climate emission intensity, portfolio<sup>34</sup>**

	Absolute		Like-for-like	
	2019	2018	2019	2018
Energy consumption per sqm of gross internal floor area (in MWh)	0.147	0.143	0.147	0.146
Energy consumption per unit (in MWh)	9.09	8.83	9.02	8.93
Climate emissions per sqm of gross internal floor area (in t CO <sub>2</sub> e)	0.034	0.033	0.034	0.034
Climate emissions per unit (in t CO <sub>2</sub> e)	2.09	2.05	2.08	2.07

34 The energy and climate emission intensities per sqm of gross internal floor area and unit are based on the energy consumption values for the entire portfolio. The climate emission intensity values are based on the carbon footprint table. The market-based Scope 2 value was used for further calculation, this representing the sourcing of certified green electricity for approximately 90% of the letting portfolio. Because of the new reference framework, the 2018 values are not comparable with those in the previous year's report.

**Water consumption and water intensity, portfolio**

In cbm	Absolute <sup>35</sup>		Like-for-like <sup>36</sup>	
	2019	2018	2019	2018
Water consumption	8,015,539	8,497,993	7,919,982	8,118,905
Water consumption per sqm of gross internal floor area	1.21	1.26	1.21	1.28

35 The data here relates to our Berlin portfolio, which accounted for around 72% of our portfolio as a whole in 2019. 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.

36 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 6,530,997 sqm and 108,541 units.

GRI 305-7

GRI 302-3  
GRI 305-4  
CRE 1  
CRE 3

**Materials used in refurbishment projects by weight or volume<sup>37</sup>**

	2019	2018	2017
Screed (in t)	1,070	709	209
Wood fibres (in t)	255	625	0
Mineral wool (in cbm)	17,755	17,200	8,250
Expanded polystyrene <sup>38</sup> (in cbm)	1,129	1,900	700
Cellulose blown-in insulation (in cbm)	2,921	1,400	5,800

37 The volume of material used varies according to the number and scope of the refurbishment projects effected.

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

GRI 301-1

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

In t		2019	2018	2017
Method of disposal	Waste category			
Thermal utilisation	Wood and wood-based materials, polystyrene insulating materials and tar-based materials <sup>39</sup>	520	1,028	1,079
Treatment (if possible), otherwise landfilling	Contaminated soil <sup>40</sup>	5,215	2,533	0
Landfilling	Waste containing asbestos, old MMVFs and contaminated construction waste <sup>41</sup>	1,488	1,099	1,425
Landfilling (underground)	Waste containing asbestos, tar-based materials and polyurethane insulating and filler materials <sup>42</sup>	261	359	160

39 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).

40 Flooring, cladding and moulded parts with strongly bound asbestos fibres.

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

42 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<sup>43</sup>**

In l		2019	2018	2017
Recycling	Paper, cardboard, cardboard boxes	206,683,407	185,249,584	178,316,372
	Glass	20,527,650	16,775,720	16,515,720
Composting	Organic waste	59,264,075	48,293,960	47,404,760
Recovery, including energy recovery	Household waste	607,941,520	554,273,564	553,721,584
	Recycling container	145,404,760	126,497,800	121,494,880
<b>Total</b>		<b>1,039,821,412</b>	<b>931,090,628</b>	<b>917,453,316</b>
Average waste per residential unit		7,171	6,623	6,654

43 The increase in tenant-based waste in 2019 relates primarily to the waste volumes of Helvetica Services GmbH and other holdings which had not yet been recorded in 2018.

**Deutsche Wohnen SE, carbon footprint<sup>44</sup>**

in t CO <sub>2</sub> e	Administrative locations		Portfolio (absolute)		Portfolio (like-for-like)	
	2019	2018	2019	2018	2019	2018
Scope 1: direct emissions <sup>45</sup>	<b>531</b>	<b>538</b>	<b>181,700</b>	<b>183,465</b>	<b>161,988</b>	<b>162,697</b>
Emissions from stationary combustion	<b>278</b>	<b>276</b>	<b>181,700</b>	<b>183,465</b>	<b>161,988</b>	<b>162,697</b>
Natural gas (fossil)	278	276	178,390	172,493	159,694	152,567
Heating oil (fossil)	0	0	3,168	10,819	2,180	10,005
Pellets (biogenic)	0	0	141	153	114	126
Emissions from mobile combustion (fleet)	<b>252</b>	<b>262</b>	Not relevant to the portfolio	Not relevant to the portfolio	Not relevant to the portfolio	Not relevant to the portfolio
Scope 2: indirect emissions from purchased energy <sup>46</sup>	<b>1,352</b>	<b>875</b>	<b>162,309</b>	<b>158,811</b>	<b>156,755</b>	<b>155,019</b>
District heating	1,352	875	160,564	156,535	155,697	153,818
General electricity (location-based)	553	607	15,707	18,140	14,645	16,518
General electricity (market-based)	0	0	1,744	2,277	1,057	1,202
Scope 3: indirect emissions along the value chain <sup>47</sup>	<b>1,291</b>	<b>n/a</b>	<b>2,887</b>	<b>2,774</b>	<b>n/a</b>	<b>n/a</b>
(Cat. 1) Emissions from purchased goods, services and capital goods	83	n/a	2,867	2,747	n/a	n/a
(Cat. 5) Emissions from waste generated in operations	n/a	n/a	20	27	n/a	n/a
(Cat. 6) Emissions from business travel	257	n/a	Not relevant to the portfolio	Not relevant to the portfolio	n/a	n/a
(Cat. 7) Emissions from employee commuting	952	n/a	Not relevant to the portfolio	Not relevant to the portfolio	n/a	n/a

44 The Scope 1 and Scope 2 values represent the material climate emissions from electricity and heating supplies to the administrative locations and the portfolio. The energy consumption levels of administrative locations and the portfolio as well as the fuel consumption of the fleet (p. 121-123) serve as the data pool. The Scope 1 and 2 values are not comparable with the prior-year figures as a new reference framework was used (the entire portfolio) and because the emission factors were updated. The Scope 3 emission categories that Deutsche Wohnen considers to be relevant (Cat. 1, Cat. 5, Cat. 6 and Cat. 7) were recorded under Scope 3. The values are based on the current data pool. The aim is to further refine the environmental footprint in subsequent years and to gradually expand the data within the defined Scope 3 emission categories.

45 Scope 1: This value represents direct emissions from stationary combustion and, in relation to the administrative locations, also mobile combustion caused by its fleet. The values were calculated using the emission factors of the Institute for Housing and the Environment (Institut Wohnen und Umwelt - IWU) with GEMIS 5.0, with a distinction being made between fossil and biogenic energy sources.

46 Scope 2: Energy indirect emissions are based on the (general) electricity and district heating generation of the administrative buildings and the portfolio. Location-based emissions from general electricity consumption were calculated using the year-specific emission factor for Germany's electricity mix as issued by the German Environment Agency (Umweltbundesamt - UBA). The increasing share of the German market attributable to renewable power generation results in falling emissions in spite of a slight increase in electricity consumption at the administrative locations. The market-based Scope 2 value is also presented in order to illustrate the positive effects on the climate of sourcing 100% certified green electricity. This results in the lower market-based overall value for Scope 2.

47 Scope 3 by category:

(Cat. 1): The data pool is limited to the use of paper at administrative locations as further procurements for the reporting year cannot be recognised (see table "Materials used by weight" p.123). The use of materials for maintenance and refurbishment of the portfolio was recognised (see table "Materials used in refurbishment projects by weight or volume" p. 125). Standardised conversion factors and the emission factors taken from the GEMIS database (version 4.94) were used to calculate the CO<sub>2</sub> emissions.

(Cat. 5): The data pool comprises the waste which is subject to disposal verification generated by maintenance, refurbishment and new construction projects (see table "Waste from maintenance, refurbishment and new construction projects which is subject to monitoring" p. 125). The standardised non-material-specific emission factors of DEFRA (2019) were used to calculate the CO<sub>2</sub> emissions.

(Cat. 6): Business travel is effected using company vehicles (fleet consumption recognised under Scope 1), employees' own vehicles, the railway and aeroplanes. Approximations were calculated on the basis of standardised emission factors and the per-kilometre allowance (German Environment Agency [Umweltbundesamt - UBA], reference year: 2018). Flights were recognised using myclimate's flight emissions calculator, which calculates the average direct and indirect CO<sub>2</sub> emission values per passenger for a specific flight route based on travel class (Economy/Business). Quantification is based on the latest international statistics regarding passengers and freight as well as capacity utilisation and aircraft types (calculation principles as at 13.08.2019; <https://www.myclimate.org/information/about-myclimate/calculation-principles/>).

(Cat. 7): Data for employees commuting between their home and their place of work was collected for the first time in the year under review as part of a voluntary employee survey. Based on the feedback, the emissions were calculated depending on the means of transport (employee's own car, local public transport, on foot, by bike) and were then extrapolated for the entire active workforce. Standardised emission factors were used for calculation (German Environment Agency [Umweltbundesamt - UBA], reference year: 2018).

## Society

<b>Districts</b>	2019	2018	2017
Involvement of local communities			
Personal visits to customers at their premises regarding complex refurbishment projects	230	800	600
Support for non-profit initiatives and people in difficult social circumstances			
New lettings of sponsored residential units <sup>48</sup>	~1,000	~1,000	~1,000
Proportion of new lettings (residential units) to people in difficult social circumstances in relation to total new lettings (in %)	3.5	4.5	4.8 <sup>49</sup>
Proportion of commercial units used by small businesses (in %)	60	60	60
Proportion of commercial space used for social/non-profit purposes (in %)	10	10	16
Support for non-profit initiatives, donations and sponsorship (in EUR m)	1.9	2.2	1.0
Preservation of historic buildings			
Investments in the refurbishment of listed buildings (in EUR m)	11.4	29.0	n/a

GRI 413-1

<sup>48</sup> Sponsored residential units refer here to so-called "social housing" in the subsidised market segment.

<sup>49</sup> Figure corrected.



## GRI CONTENT INDEX

GRI 102-55

GRI 102-54

This report has been prepared in accordance with the GRI Standards: Core option. Certain indicators were additionally supplemented with the Construction and Real Estate Sector Disclosures (CRESD). In performing the Materiality Disclosures service, the GRI Services Team confirms that the GRI Content Index is presented in a comprehensible manner and that the references for the disclosures 102-40 to 102-49 are consistent with the corresponding sections in the report. The service was performed on the German version of the report.

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
GRI 101: Foundation 2016				
<b>UNIVERSAL STANDARDS</b>				
<b>Organisational profile</b>				
GRI 102: General 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. 7
	102-6	Markets served	> Company portrait	p. 6
	102-7	Scale of the organisation	> Company portrait > Key figures – Corporate management > Key figures – Customers and property portfolio > Annual Report 2019, p. 122–124	p. 6 p. 114 p. 115
	102-8	Information on employees and other workers	> Responsibility for our employees – A modern, responsible employer > Key figures – Corporate management > Key figures – Employees	p. 68 p. 114 p. 117
	102-9	Supply chain	> Responsibility for our customers and properties – Structuring the supply chain responsibly > Key figures – Customers and property portfolio	p. 63 p. 115
	102-10	Significant changes to the organisation and its supply chain	> Company portrait > Responsible corporate management – Managing the company sustainably	p. 6 p. 12
	102-11	Precautionary Principle or approach	> Responsible corporate management – Risk prevention via compliance and data protection	p. 32 p. 34
	102-12	External initiatives	> Responsibility for the environment and the climate – Protecting the climate and the environment effectively	p. 85
	102-13	Membership of industry and business associations	> Memberships	p. 144
<b>Strategy</b>				
GRI 102: General Disclosures 2016				
	102-14	Statement from senior decision-maker	> Editorial	p. 2
	102-15	Key impacts, risks and opportunities	> Editorial > Responsible corporate management – Managing the company sustainably > Responsible corporate management – Identifying material topics, utilising dialogue	p. 2 p. 10 p. 24



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 – Managing the company sustainably p. 10</li> <li>&gt; Responsible corporate management – Our sustainability mission statement p.14</li> <li>&gt; Responsible corporate management – Effective rules to prevent corruption implemented p. 32</li> <li>&gt; Responsible corporate management – Risk prevention via compliance and data protection p. 32</li> </ul>	
	102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> <li>&gt; Responsible corporate management – Risk prevention via compliance and data protection p. 32</li> </ul>	
<b>Governance</b>				
GRI 102: General Disclosures 2016				
	102-18	Governance structure	<ul style="list-style-type: none"> <li>&gt; Company portrait p. 6</li> <li>&gt; Responsible corporate management – Managing the company sustainably p. 13</li> </ul>	
	102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> <li>&gt; Key figures – Corporate management p. 114</li> <li>&gt; Annual Report 2019 – Composition of the Supervisory Board, p. 29</li> </ul>	
	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 General 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 Markets, Acquisitions and Audit Committees each comprise three members of the Supervisory Board, although neither the Chair of the Supervisory Board nor former members of the Management Board should belong to the Audit Committee. The choice of proposals for election to the Supervisory Board is made with the aim 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. Consideration should also be given to independence and sufficient gender diversity. 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.
	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 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.
	102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> <li>&gt; Annual Report 2019 – Remuneration report</li> </ul>	Achieving the aims of the strategic sustainability programme is a non-financial performance target within the Management Board's variable short-term remuneration.
	102-35	Remuneration policies	<ul style="list-style-type: none"> <li>&gt; Annual Report 2019 – Remuneration report, p. 90</li> </ul>	

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 – Identifying material topics, utilising dialogue	p. 26
	102-41	Collective bargaining agreements	> Responsibility for our employees – Value-based corporate culture with satisfied employees > Key figures – Employees	p. 73 p. 117
	102-42	Identifying and selecting stakeholders	> Responsible corporate management – Identifying material topics, utilising dialogue	p. 21, 26
	102-43	Approach to stakeholder engagement	> Responsible corporate management – Identifying material topics, utilising dialogue > Key figures – Employees	p. 21, 26 p. 117
	102-44	Key topics and concerns raised	> Responsible corporate management – Managing the company sustainably > Responsible corporate management – Identifying material topics, utilising dialogue	p. 11 p. 21, 27
<b>Reporting practice</b>				
GRI 102: General Disclosures 2016				
	102-45	Entities included in the consolidated financial statements	> About this report	
	102-46	Defining report content and topic boundaries	> About this report > Responsible corporate management – Identifying material topics, utilising dialogue	p. 21
	102-47	List of material topics	> Responsible corporate management – Identifying material topics, utilising 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 > About this report	p. 21
	102-50	Reporting period	> About this report	
	102-51	Date of most recent report		The most recent report was published in June 2019.
	102-52	Reporting cycle	> About this report	
	102-53	Contact point for questions regarding the report	> Contact and publishing details	p. 145
	102-54	Claims of reporting in accordance with the GRI Standards	> About this report > GRI content index	p. 128
	102-55	GRI content index	> GRI content index	p. 128
	102-56	External assurance		The report was not audited externally.

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
<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 > Annual Report 2019, Combined management report, p. 33	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 2019, Combined management report, p. 51 > Key figures – Corporate management	p. 114
	201-2	Financial implications and other risks and opportunities due to climate change	> Responsibility for the environment and the climate – Protecting the climate and the environment effectively	p. 84
<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 – Making our property portfolio and new construction sustainable	p. 40
	103-2	The management approach and its components	> Responsibility towards society – Helping to create liveable towns and cities	p. 100
	103-3	Evaluation of the management approach		
GRI 203: Indirect Economic Impacts 2016				
	203-1	Infrastructure investments and services supported	> Responsibility towards society – Modern housing estates promote social integration	p. 101
	203-2	Significant indirect economic impacts	> Responsibility for our customers and properties – Structuring the supply chain responsibly	p. 64

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
<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 – Making our property portfolio and new construction sustainable	p. 40
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 204: Procurement Practices 2016				
	204-1	Proportion of spending on local suppliers	> Responsible corporate management – Our sustainability mission statement	p. 18
<b>Anti-corruption</b>				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Risk prevention via compliance and data protection	p. 32
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 205: Anti-corruption 2016				
	205-2	Communication and training about anti-corruption policies and procedures	> Responsible corporate management – Risk prevention via compliance and data protection	Every new employee is made aware of the Code of Conduct and the Anti-Corruption Policy when he or she starts work. The current version of all compliance guidelines is available on the intranet at all times. An e-learning program for compliance training is available to all employees with access to the intranet. The Code of Conduct for Business Partners of Deutsche Wohnen SE came into force on 1 May 2019 and is the basis for informing our business partners about Deutsche Wohnen's strategies and measures to combat corruption.
	205-3	Confirmed incidents of corruption and actions taken	> Responsible corporate management – Risk prevention via compliance and data protection	p. 33

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
<b>Anti-competitive behaviour</b>				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Risk prevention via compliance and data protection	p. 32
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 206: Anti-competitive Behaviour 2016				
	206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices		In the period under review, there were no material legal proceedings pending regarding anti-competitive behavior or violations of antitrust and monopoly laws.
<b>Materials</b>				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsibility for our customers and properties – Making our property portfolio and new construction sustainable	p. 40
	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 – Climate and the environment	p. 123, 125

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
<b>Energy</b>				
<b>GRI 103: Management Approach 2016</b>				
	103-1	Explanation of the material topic and its boundary	> Responsibility for the environment and the climate – Protecting the climate and the environment effectively	p. 84
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>GRI 302: Energy 2016</b>				
	302-1	Energy consumption within the organisation	> Key figures – Climate and the environment	p. 121, 122, 123
	302-2	Energy consumption outside of the organisation	> Key figures – Climate and the environment	p. 123
	302-3	Energy intensity	> Responsibility for the environment and the climate – Energy management for climate-friendly solutions > Key figures – Climate and the environment	p. 89, 91 p. 122, 124
	302-4	Reduction of energy consumption	> Responsibility for the environment and the climate – Energy management for climate-friendly solutions > Key figures – Climate and the environment	p. 90, p. 123
	302-5	Reductions in energy requirements of products and services	> Key figures – Climate and the environment	p. 123
<b>CRE 1</b>				
		Building energy intensity	> Responsibility for the environment and the climate – Energy management for climate-friendly solutions > Key figures – Climate and the environment	p. 91 p. 121, 124
<b>CRE 8</b>				
		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. 89

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
<b>Emissions</b>				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsibility for the environment and the climate – Protecting the climate and the environment effectively	p. 84
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 305: Emissions 2016				
	305-1	Direct (Scope 1) GHG emissions	> Key figures – Climate and the environment	p. 126
	305-2	Energy indirect (Scope 2) GHG emissions	> Key figures – Climate and the environment	p. 126
	305-3	Other indirect (Scope 3) GHG emissions	> Key figures – Climate and the environment	p. 126
	305-4	GHG emissions intensity	> Responsibility for the environment and the climate – Energy management for climate-friendly solutions > Key figures – Climate and the environment	p. 91 p. 122, 124
	305-5	Reduction of GHG emissions	> Key figures – Climate and the environment	p. 122, 123
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	> Key figures – Climate and the environment	p. 122, 124
CRE 3				
		Greenhouse gas emissions intensity from buildings	> Responsibility for the environment and the climate – Energy management for climate-friendly solutions > Key figures – Climate and the environment	p. 91 p. 124
<b>Environmental compliance</b>				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Risk prevention via compliance and data protection	p. 32
	103-2	The management approach and its components	> Responsibility for our customers and properties – Making our property portfolio and new construction sustainable	p. 40
	103-3	Evaluation of the management approach		
GRI 307: Environmental Compliance 2016				
	307-1	Non-compliance with environmental laws and regulations		In the reporting period, there were no significant incidents of non-compliance with environmental protection laws and/or regulations. In one case, a contractor commissioned a subcontractor to dispose of unknown contaminated excavated earth without consent or approval. The contractor has not yet been able to prove the proper disposal of the excavated soil by presenting proper disposal certificates. Competent authorities have been involved.

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
<b>Supplier environmental assessment</b>				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsibility for our customers and properties – Making our property portfolio and new construction sustainable	p. 40
	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. 63
<b>Employment</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. 68
	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 > Key figures – Employees	p. 75 p. 117
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	> Responsibility for our employees – Value-based corporate culture with satisfied employees > Responsibility for our employees – Balancing professional and personal life	p. 73 p. 81
	401-3	Parental leave	> Key figures – Employees	p. 120
<b>Labour/management relations</b>				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsibility for our employees – Value-based corporate culture with satisfied employees	p. 70
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 402: Labour/Management Relations 2016				
	402-1	Minimum notice periods regarding operational changes	> Responsibility for our employees – Value-based corporate culture with satisfied employees	p. 73



GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
<b>Modern corporate structure and culture (no specific GRI Standard applicable)</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. 68
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
<b>Occupational health and safety</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. 68
	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	> Responsibility for our employees – Balancing professional and personal life > Key figures – Employees	p. 81 p. 120
	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. 120 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.

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
<b>Training and education</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. 68
	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	> Responsibility for our employees – Equipping staff for future challenges	p. 79
			> Key figures – Employees	p. 119
	404-2	Programs for upgrading employee skills and transition assistance programs	> Responsibility for our employees – Enhancing attractiveness for new talent	p. 75
			> Responsibility for our employees – Equipping staff for future challenges	p. 80
	404-3	Percentage of employees receiving regular performance and career development reviews	> Responsibility for our employees – Equipping staff for future challenges	p. 79
			> Key figures – Employees	p. 119
<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. 68
	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	> Responsibility for our employees – A modern, responsible employer	p. 68
			> Key figures – Corporate management	p. 114
			> Key figures – Employees	p. 118
	405-2	Ratio of basic salary and remuneration of women to men	> Responsibility for our employees – Value-based corporate culture with satisfied employees	p. 73
				At Deutsche Wohnen there is a salary development model structured according to job profiles. It can be viewed transparently by all employees on the intranet and does not differentiate by gender.

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
<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. 68
	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 – Value-based corporate culture with satisfied employees	p.70
<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 – Making our property portfolio and new construction sustainable	p. 40
	103-2	The management approach and its components	> Responsibility towards society – Helping to create liveable towns and cities	p. 100
	103-3	Evaluation of the management approach		
GRI 413: Local Communities 2016				
	413-1	Operations with local community engagement, impact assessments and development programmes	> Responsibility for our customers and properties – Focus on customer satisfaction	p. 45
			> Responsibility towards society – Modern housing estates promote social integration	p. 101
			> Key figures – Customers and property portfolio	p. 116
			> Key figures – Society	p. 127
CRE 7				
		Number of persons voluntarily and involuntarily displaced and/or resettled by development, broken down by project		Omission: 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 modernisation and 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. We also recognise cases of financial hardship insofar as residents are verifiably unable to absorb the increase in their rent following modernisation measures.

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
<b>Supplier social assessment</b>				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsibility for our customers and properties – Making our property portfolio and new construction sustainable	p. 40
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 414: Supplier Social 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. 63
<b>Public policy</b>				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Identifying material topics, utilising dialogue	p. 29
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 415: Public Policy 2016				
	415-1	Political contributions	> Responsible corporate management – Identifying material topics, utilising dialogue	p. 29

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment	
<b>Customer health and safety</b>					
GRI 103: Management Approach 2016					
	103-1	Explanation of the material topic and its boundary	> Responsibility for our customers and properties – Making our property portfolio and new construction sustainable	p. 40	
	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	<ul style="list-style-type: none"> <li>&gt; Responsibility for our customers and properties – Focus on customer satisfaction</li> <li>&gt; Responsibility for our customers and properties – Safeguarding and building on the high quality of our holdings</li> <li>&gt; Responsibility for our customers and properties – New construction creates housing in conurbations</li> </ul>	<p>p. 49</p> <p>p. 54</p> <p>p. 58</p>	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 2019.
<b>Dialogue with tenants (no specific GRI Standard applicable)</b>					
GRI 103: Management Approach 2016					
	103-1	Explanation of the material topic and its boundary	> Responsibility for our customers and properties – Making our property portfolio and new construction sustainable	p. 40	
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
<b>Customer satisfaction (no specific GRI Standard applicable)</b>					
GRI 103: Management Approach 2016					
	103-1	Explanation of the material topic and its boundary	> Responsibility for our customers and properties – Making our property portfolio and new construction sustainable	p. 40	
	103-2	The management approach and its components	> Key figures – Customers and property portfolio	p. 115	
	103-3	Evaluation of the management approach			

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
Residential/nursing offering in light of demographic change (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 – Expanded nursing property and assisted living offering	p. 52
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
Customer privacy				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Risk prevention via compliance and data protection	p. 32
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 418: Customer Privacy 2016				
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	> Responsible corporate management – Risk prevention via compliance and data protection	p. 35
Socioeconomic Compliance				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Risk prevention via compliance and data protection	p. 32
	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		In the fourth quarter of 2019, the responsible supervisory authority issued a fine notice against Deutsche Wohnen SE for violation of data protection regulations, to which Deutsche Wohnen SE has appealed. If the supervisory authority does not revoke the fine notice, a judicial review will take place. The accusations in the notice of fines refer to a data archiving solution of Deutsche Wohnen SE that has already been replaced. In the third quarter, BaFin imposed a fine on Deutsche Wohnen SE because the half-yearly financial report for the 2018 financial year was not made available to the public in a timely manner in some cases. In the period under review, no further significant fines and/or non-monetary sanctions were imposed for non-compliance with laws and/or regulations in the social and economic field.