

Facts and figures

KEY FIGURES

Corporate management

Governance

In %	2020		2019		2018	
Diversity of Management Board, Supervisory Board						
People on the Management Board by gender ¹	100 ♂	0 ♀	100 ♂	0 ♀	100 ♂	0 ♀
People on the Supervisory Board by gender	67 ♂	33 ♀	83 ♂	17 ♀	83 ♂	17 ♀
Average tenure on the Supervisory Board (in years)	7		9		9	
Management Board by age group						
Up to 45 years of age	25		25		33.3	
46–55 years of age	25		50		66.7	
Over 55 years of age	50		25		0	
Supervisory Board by age group						
Up to 45 years of age	0		16.7		16.7	
46–55 years of age	50		33.3		33.3	
Over 55 years of age	50		50		50	

Economy

In EUR m	2020		2019		2018	
Rental income	837.6		837.3		785.5	
Earnings from Residential Property Management	720.4		729.8		656.2	
Earnings from disposals	308.7		186.1		43.1	
Earnings from Nursing and Assisted Living	82.0		88.3		55.3	
Adjusted EBITDA	1,010.1		901.2		–	
FFO I ²	544.1		553.1		482.5	
EPRA NAV (undiluted)	18,151.0		16,791.3		15,087.8	
Market capitalisation (in EUR bn)	15.0		13.0		14.3	

¹ By 30/06/2025 the proportion of women on the Management Board is to be 20%.

² Change in calculation method: income taxes on disposals are no longer included in FFO I. The previous year's figures have been restated accordingly (2019: EUR +15.0 million; figures for 2018 were not restated).

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Note on all tables:

The unit used and the number of decimal places shown were chosen to make the texts as easy to read as possible, while maintaining their accuracy. There may be some minimal differences in totals due to rounding.

Legend: "0" = no emissions; "–" = not measured or not relevant

Customers and property portfolio

Holdings and estates

		2020	2019	2018
Residential and commercial units (total)	number	158,284	164,044	166,980
of which residential	number	155,408	161,261	164,265
of which commercial	number	2,876	2,783	2,715
Buildings in portfolio	number	~16,400	~17,000	~17,000
Buildings with the K/IWI electronic access system	number	6,936	4,565	1,611
Listed units	number	~30,000	~30,000	~30,000
Proportion of portfolio in Core+ markets	%	93.2	91.9	88.3
Proportion of portfolio in Core markets	%	6.7	8.0	11.6
Proportion of portfolio in Berlin	%	73	72	70
Market share in Berlin (residential units)	%	6	6	6
Fair value of properties ³	EUR bn	26.2	24.2	22.2
Fair value per residential and commercial area	EUR/sqm	2,683	2,394	2,157
Fair value of Nursing properties	EUR bn	1.2	1.2	1.3
Fair value of development projects	EUR bn	0.9	0.3	-
Average in-place rent	EUR/sqm/month	6.71	6.94	6.62
Average vacancy rate	%	1.7	1.8	2.1
Average apartment size	sqm	60.1	60.4	60.3
Nursing properties	number	77	89	89
Beds	number	10,580	12,200	12,200
Investments in refurbishment and maintenance (total) ⁴	EUR/sqm	36.15	45.45	41.05
of which investments in refurbishment	EUR/sqm	25.76	35.53	30.91
of which investments in maintenance	EUR/sqm	10.39	9.92	10.14
Average investment per unit in the case of tenant turnover	EUR	9,441	10,853	9,698
Investments in contamination removal	EUR m	6.7	11.6	10.7
Investments in the supply chain	EUR m	537.9	545.6	672.9

3 Only takes into account residential and commercial buildings, excluding Nursing and Assisted Living and excluding usage rights resulting from leasing agreements measured as per IFSR 16.

4 Taking account of the average floor space on a quarterly basis in the relevant period; including investments in contamination removal.

Customer satisfaction and service

		2020	2019	2018
Tenant survey ⁵				
Participation rate	%	33	36	-
Satisfaction with the living situation	%	88	87	-
Satisfaction with Deutsche Wohnen as a landlord	%	82	78	-
Average length of tenancy	years	12	12	12

5 Before 2019, the survey was carried out every two years.

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Outdoor areas

		2020	2019	2018
Investment in outdoor areas within the portfolio	EUR m	16.3	7.1	18.0
Green space	million sqm	7.3	7.9 ⁶	8.6 ⁶
of which tenants' gardens	million sqm	0.85	0.89 ⁶	0.97 ⁶
of which high-biodiversity areas	million sqm	0.70	0.74 ⁶	1.0 ⁶
Trees within portfolio area	number	~69,500	~64,000	~63,000
Playgrounds	number	1,456	1,455 ⁶	1,463 ⁶
Proportion of sealed land on plots ⁷	%	40.7	39.7	39.4

⁶ Figures restated on the basis of more precise data from the geo-information system as of 2020.

⁷ The proportion of sealed land is calculated from the reporting year onwards as follows: area of land covered with impervious materials in relation to the size of the plot. The data for previous years has been adjusted accordingly.

Employees

Preliminary note on key figures for employees

As at 31 December 2020, the total headcount at our company was 5,788 (31 December 2019: 3,549). The increase is particularly due to the KATHARINENHOF® Group, which has been a wholly owned subsidiary of Deutsche Wohnen since February 2020 (previous year: 49% interest) and has 2,030 employees and 130 trainees/interns. ISARIA München Projektentwicklungs GmbH with 73 employees has also been part of the Deutsche Wohnen Group since July 2020.

The following employee figures do not include the staff at ISARIA München Projektentwicklungs GmbH due to its data protection policies for personal data.

Unless stated otherwise, the figures include permanent and temporary employees (headcount includes trainees, assistants, students, interns) at the Deutsche Wohnen Group, including FACILITA and SYN VIA Group (from 2020), all as at the reporting date of 31 December. The middle management at Deutsche Wohnen comprises the leaders of teams, service points and local offices. Senior management comprises managers, managing directors and directors.

Figures for the Nursing segment were reported and shown separately for the first time in 2020. They consist of the PFLEGEN & WOHNEN HAMBURG Group and the KATHARINENHOF® Group.

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 separately as the work involved in collecting the data is not commensurate with the insights this would provide.

Deutsche Wohnen Group⁸

Key figures for employees

		2020	2019	2018
Total number of employees ⁹	number	1,492 (Ø 1,454)	1,409 (Ø 1,370)	1,280 (Ø 1,233)
of which in region around the capital city Berlin	number	1,259	1,196	1,075
	%	84.4	84.9	84.0
of which permanent	number	686 ♂ 702 ♀	637 ♂ 660 ♀	551 ♂ 615 ♀
	%	93.0	92.1	91.1
of which temporary	number	58 ♂ 46 ♀	55 ♂ 57 ♀	57 ♂ 57 ♀
	%	7.0	7.9	8.9
of which full-time	number	725 ♂ 608 ♀	675 ♂ 590 ♀	594 ♂ 562 ♀
	%	89.3	89.8	90.3
of which part-time	number	18 ♂ 141 ♀	17 ♂ 127 ♀	14 ♂ 110 ♀
	%	10.7	10.2	9.7
Employees by functional area ¹⁰				
in residential unit management and administration, rental contract management and tenant management	number	1,057	1,056	955
in the holding company	number	435	353	325
Employees in customer service (total) ¹⁰	number	1,013	1,019	925
of which FACILITA employees	number	314	313	232
Employees covered by collective bargaining agreements	%	26.0	28.1	24.9
Total number of new employees ¹¹	number	223	315	275
	%	14.9	22.4	21.5
Total employee turnover ¹²	number	146	178	140
	%	9.6	12.2	10.6
of which employee-initiated terminations ¹²	number	65	84	70
	%	4.3	5.8	5.3
Length of service ¹³				
Up to 1 year	%	13.3	19.9	19.7
1 to 5 years	%	51.6	45.0	44.3
6 to 15 years	%	19.1	18.2	18.8
16 to 25 years	%	9.0	10.0	10.7
Over 25 years of age	%	7.0	6.9	6.5
Average length of service ¹³	years	7.0	6.8	7.1
Employee satisfaction survey ¹⁴				
Participation rate	%	-	71	71
Proportion who are "satisfied" or "very satisfied" with Deutsche Wohnen as their employer	%	-	77	79

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8 Excluding Nursing and Assisted Living segment.

9 The average for the past 12 months is shown in brackets.

10 Figures for 2019 and 2018 were restated due to a new calculation method.

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

12 The figures comprise permanent and temporary employees (headcount) who left between 1 January and 31 December – this key figure does not include trainees, assistants, students, or interns and was adjusted accordingly for 2018.

13 Not including SYNIA Group.

14 The survey is carried out every two years, most recently in 2019. There were surveys in 2020 on the introduction of the digital workplace, which were also extended to include working from home as a result of the pandemic. The granularity of the survey cannot be compared with prior years.

Diversity

		2020		2019		2018	
Workforce by gender	%	49.9 ♂	50.1 ♀	49.1 ♂	50.9 ♀	47.5 ♂	52.5 ♀
Management by gender							
Management Board ¹⁵	number	4 ♂	0 ♀	4 ♂	0 ♀	3 ♂	0 ♀
	%	100 ♂	0 ♀	100 ♂	0 ♀	100 ♂	0 ♀
Senior management	number	32 ♂	13 ♀	30 ♂	17 ♀	25 ♂	15 ♀
	%	71.1 ♂	28.9 ♀	63.8 ♂	36.2 ♀	62.5 ♂	37.5 ♀
Middle management	number	40 ♂	43 ♀	28 ♂	40 ♀	30 ♂	34 ♀
	%	48.2 ♂	51.8 ♀	41.2 ♂	58.8 ♀	46.9 ♂	53.1 ♀
Proportion of women in management positions	%	42.4		47.9		45.8	
Workforce by age group							
Up to 35 years of age	number	525		514		463	
	%	35.2		36.5		36.2	
36-45 years of age	number	401		370		326	
	%	26.9		26.3		25.5	
46-55 years of age	number	331		330		313	
	%	22.2		23.4		24.4	
Over 55 years of age	number	235		195		178	
	%	15.8		13.8		13.9	
Average workforce age	years	42		41		41	
Management by age group							
Senior management							
Up to 35 years of age	number	1		2		1	
	%	2.2		4.3		2.5	
36-45 years of age	number	24		27		27	
	%	53.3		57.4		67.5	
46-55 years of age	number	15		13		9	
	%	33.3		27.7		22.5	
Over 55 years of age	number	5		5		3	
	%	11.1		10.6		7.5	
Middle management							
Up to 35 years of age	number	13		14		14	
	%	15.7		20.6		21.9	
36-45 years of age	number	44		29		25	
	%	53.0		42.6		39.1	
46-55 years of age	number	14		17		17	
	%	16.9		25.0		26.5	
Over 55 years of age	number	12		8		8	
	%	14.5		11.8		12.5	
Total employees post-WWII generation (1946-1955)	number	13		18		27	
	%	0.9		1.3		2.1	
Total employees baby boomer generation (1956-1964)	number	220		219		257	
	%	14.7		15.5		20.1	
Total employees Generation X (1965-1979)	number	516		491		463	
	%	34.6		34.8		36.2	
Total employees Generation Y (1980-1993)	number	576		552		477	
	%	38.6		39.2		37.3	
Total employees Generation Z (1994-present day)	number	167		129		56	
	%	11.2		9.2		4.3	
Proportion of disabled employees	%	3.6		3.2		3.1	

		2020	2019	2018
Staff remuneration ¹⁶				
Average pay rise p. a.	%	6.2	6.0	5.0
Ratio of CEO's remuneration to average employee remuneration ¹⁷	x times	36	36	39

15 By 30/06/2025 the proportion of women on the Management Board is to be 20%.

16 Not including SYNVA Group.

17 Figures exclude FACILITA, SYNVA Group, managing directors and directors. 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.

Training¹⁸

		2020	2019	2018
Trainees	number	69	60	56
Training ratio	%	6.2	5.6	5.4
Trainees who received offer for a position at the company following completion of qualification	number	17	16	14
	%	100.0	100.0	100.0
Trainees who stayed with the company upon qualifying	number	15	15	13
	%	88.2	93.8	92.9

18 Not including FACILITA or SYNVA Group or interns. Prior year figures have been adjusted accordingly.

Staff development¹⁹

		2020	2019	2018
Number of employees who took part in training	number	1,013	796	820
Senior management, total	number	39	35	29
by gender	number	27 ♂ 12 ♀	23 ♂ 12 ♀	17 ♂ 12 ♀
Middle management, total	number	71	60	62
by gender	number	31 ♂ 40 ♀	28 ♂ 32 ♀	30 ♂ 32 ♀
Rest of the workforce, total	number	903	701	729
by gender	number	500 ♂ 403 ♀	454 ♂ 247 ♀	437 ♂ 292 ♀
Average hours for training, total	hours	17.6	21.1	25.6
Senior management, total	hours	24.5	21.0	9.7
by gender	hours	19.9 ♂ 34.8 ♀	24.2 ♂ 15.0 ♀	12.1 ♂ 6.3 ♀
Middle management, total	hours	34.0	30.5	40.7
by gender	hours	33.6 ♂ 31.9 ♀	34.1 ♂ 27.3 ♀	39.5 ♂ 41.7 ♀
Rest of the workforce, total	hours	16.0	20.3	24.9
by gender	hours	19.9 ♂ 11.2 ♀	22.7 ♂ 15.7 ♀	29.5 ♂ 18.0 ♀
Hours of training, total	hours	17,838	16,774	20,974
Days of training, total	days	2,258	2,107	2,640
Proportion of training hours dealing with topic of sustainability	%	3.9	7.8	5.5
Training ratio managers	%	88.6	81.2	-
Training ratio (excluding managers)	%	67.1	59.2	-
Investment in employee training	EUR k	711	696	858

19 Not including SYNVA Group.

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Career and family

		2020		2019		2018	
Total number of employees entitled to parental leave by gender	number	744 ♂	748 ♀	692 ♂	717 ♀	608 ♂	672 ♀
Total number of employees who took parental leave by gender ²⁰	number	18 ♂	55 ♀	15 ♂	48 ♀	15 ♂	45 ♀
	%	2.4 ♂	7.4 ♀	2.2 ♂	6.7 ♀	2.5 ♂	6.7 ♀
Total number of employees returning to work during the reporting period at the end of their parental leave, by gender	number	18 ♂	19 ♀	14 ♂	23 ♀	13 ♂	22 ♀
	%	2.4 ♂	2.5 ♀	2.0 ♂	3.2 ♀	2.1 ♂	3.3 ♀
Proportion of employees who returned to work following parental leave, by gender	%	100.0 ♂	34.5 ♀	93.3 ♂	47.9 ♀	86.7 ♂	48.9 ♀
Proportion of employees who made use of option to work from home ²¹	%		89.2		42.9		31.0

²⁰ All employees who took parental leave between 1 January and 31 December of each financial year were taken into account.

²¹ Not including FACILITA, SYN VIA Group - this figure does not include trainees, assistants, students, interns and mini-jobbers; the figures for 2019 and 2018 were adjusted accordingly. The increase in 2020 was due to the coronavirus pandemic.

Occupational health and safety

		2020		2019		2018	
Workplace accidents recorded	number	50		37		47	
Workplace accidents recorded by business partners	number	2		0		-	
Lost days due to workplace accidents ²²	number	385		578		139	
Work-related fatalities, total workforce	number	0		0		0	
Work-related fatalities, business partners	number	0		-		-	
Workplace accident rate (workplace accidents in relation to total working hours of all the employees)	%	0.01		0.01		0.02	
Employees who made use of the <i>machtfit</i> platform ²³	number	743		414		336	
Proportion of employees who made use of the <i>machtfit</i> platform ²³	%	66.9		38.3		32.7	
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 ²⁴	%	6.0		5.6		6.1 ²⁵	

²² Cumulative number of lost work days due to employees not being able to perform their usual duties as a result of a workplace accident.

²³ Figures do not include FACILITA, SYN VIA Group.

²⁴ 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.

²⁵ 2018 figure corrected on the basis of new data.

Nursing and Assisted Living segment

Key figures for employees²⁶

		2020	
Total number of employees	number	4,093 (Ø 4,091)	
of which permanent	number	730 ♂	2,766 ♀
	%	85.4	
of which temporary	number	151 ♂	446 ♀
	%	14.6	
of which full-time	number	568 ♂	1,455 ♀
	%	49.4	
of which part-time	number	308 ♂	1,762 ♀
	%	50.6	
Employees covered by collective bargaining agreements	%	49.9	
Total number of new employees ²⁷	number	992	
	%	24.2	
Total employee turnover ²⁸	number	819	
	%	20.0	
of which employee-initiated terminations	number	362	
	%	8.8	
Length of service			
Up to 1 year	%	21.8	
1 to 5 years	%	35.2	
6 to 15 years	%	26.5	
16 to 25 years	%	10.1	
Over 25 years of age	%	6.4	
Average length of service	years	7.7	
Total illness rate ²⁹	%	6.1	

26 Without trainees and interns (113/17); the average was calculated for the past 12 months.

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

28 The figures comprise permanent and temporary employees (headcount) who left between 1 January and 31 December.

29 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.

Diversity³⁰

		2020	
Workforce by gender	%	21.5 ♂	78.5 ♀
Management by gender			
Senior management, total	number	19 ♂	16 ♀
	%	54.3 ♂	45.7 ♀
Middle management, total	number	37 ♂	92 ♀
	%	28.7 ♂	71.3 ♀
Proportion of women in management positions	%	65.9	
Workforce by age group			
Up to 35 years of age	number	1,026	
	%	25.1	
36–45 years of age	number	953	
	%	23.3	
46–55 years of age	number	1,074	
	%	26.2	
Over 55 years of age	number	1,040	
	%	25.4	
Average workforce age	years	45	
Total employees post-WWII generation (1946–1955)	number	104	
	%	2.5	
Total employees baby boomer generation (1956–1964)	number	928	
	%	22.7	
Total employees Generation X (1965–1979)	number	1,509	
	%	36.9	
Total employees Generation Y (1980–1993)	number	1,161	
	%	28.4	
Total employees Generation Z (1994–present day)	number	391	
	%	9.6	
Proportion of disabled employees	%	5.5	

³⁰ Not including trainees and interns (113/17).

Training

		2020	
Trainees	number	231	
of which recruited in the reporting year	number	81	
Training ratio	%	5.5	
Trainees who received offer for a position at the company following completion of qualification	number	42	
	%	95.2	
Trainees who stayed with the company upon qualifying	number	36	
	%	85.7	

Career and family³¹

		2020	
Total number of employees entitled to parental leave by gender	number	881 ♂	3,212 ♀
Total number of employees who took parental leave by gender ³²	number	16 ♂	153 ♀
	%	1.8 ♂	4.8 ♀

³¹ Not including trainees and interns (113/17).

³² All employees who took either partial or full parental leave between 1 January and 31 December of each financial year were taken into account.

The environment and climate

Preliminary note on key figures for the environment

To manage the key environmental impacts and 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 (excluding Nursing and Assisted Living). Unless indicated otherwise, the key figures relate to the financial year in question and the entire Group (i.e. all the fully consolidated companies as per the consolidated annual financial statements, without the SYNVIA Group or ISARIA München Projektentwicklungs GmbH). In contrast to the previous year, this year's report includes key environmental figures for the KATHARINENHOF® Group and the PFLEGEN & WOHNEN HAMBURG Group. The relevant dataset is being expanded successively.

One exception to the accounting rule is the recognition of G+D Gesellschaft für Energiemanagement mbH, Magdeburg, a joint venture in which Deutsche Wohnen holds a 49% stake. 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) is not included in Deutsche Wohnen's energy and carbon footprint reporting.

Environmental data, administrative locations

Energy consumption of electricity and heating supply³³

In MWh	2020	2019	2018
Heating energy			
Natural gas	1,087	1,205	1,195
Pellets	5.7	5.8	5.8
District heating	5,635	5,563	3,602
Electricity	1,349	1,378	1,296
Total	8,077	8,152	6,099

GRI 302-1
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³³ The electricity and heating consumption values for the administrative locations (comprising a total of 117 offices) have been adjusted to reflect weather conditions. The increased consumption, especially of district heating, is due to the fact that some locations used part of the time in 2019 were used all year in 2020. The figures for electricity consumption in 2020 were taken from the statements and those for heating energy were based on the previous year's forecasts.

Energy and emission intensity

		2020	2019	2018
Energy consumption per sqm of gross internal floor area ³⁴	MWh/sqm	0.251	0.253	0.188
Energy intensity per employee ³⁵				
Heating consumption per employee ³⁵	MWh/employee	6.36	6.41	5.03
Electricity consumption per employee ³⁵	MWh/employee	1.28	1.30	1.36
Climate emissions per sqm of gross internal floor area ³⁶	t CO ₂ e	0.071	0.079	0.044

GRI 302-3
GRI 305-5

³⁴ The intensity figures for 2018 relate to 32,439 sqm of floor area, for 2019 and 2020 to 32,221 sqm.

³⁵ The average electricity and heat requirements per employee relate to 955 employees in 2018, 1,056 employees in 2019 and 1,057 employees in the reporting year. The staff actively employed at the sites were taken into account, resulting in the figures deviating from Deutsche Wohnen's total employee headcount.

³⁶ Emission intensity from 2019 onwards is calculated on the basis of the administrative locations' Scope 1, Scope 2 and Scope 3 emissions (see Deutsche Wohnen carbon footprint, p. 128).

Air pollutant emissions from electricity and heating supply³⁷

In kg	2020	2019	2018
Sulphur dioxide (SO ₂)	773	766	503
Nitrogen oxides (NO _x)	2,469	2,461	1,671
Particulate matter (PM)	121	118	80
Total	3,363	3,346	2,254

37 Air pollutant emissions were calculated using the GEMIS 5.0 factors. The values show the direct and indirect air pollutant emissions from electricity and heating supply.

GRI 305-7

Vehicle fleet and transport

		2020	2019	2018
Number of conventional vehicles	number	173	178	169
Kilometres travelled	km	936,012	-	-
Number of electric and hybrid vehicles	number	38	33	32
Kilometres travelled	km	230,850	-	-
Number of e-bikes	number	28	23	22
Kilometres travelled	km	57,471	-	-
Number of bicycles	number	89	107	70

Fuel consumption of the fleet³⁸

		2020	2019	2018
Petrol	MWh	578	623	618
Diesel	MWh	94	151	187
Natural gas	MWh	0	0	3
Average CO ₂ emissions according to the manufacturer	g/km	114	114	117

38 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. Actual emissions were included in Scope 1 emissions in the carbon footprint reporting.

GRI 302-1

Materials used by weight

In t	2020	2019	2018
Printing and photocopying paper	25.3	36.1	45.5
Floor coverings (carpet)	9.1	3.4	-
Windows	19.4	20.1	-
Tenant post	14.5	25.4	-
Wall paint	3.1	-	-

GRI 301-1

Environmental data, portfolio

Refurbishment

		2020 ⁴²	2019	2018
Refurbished residential units ³⁹	number	13,488	14,794	2,356
of which energy-efficiency work ⁴⁰	number	2,863	3,109	2,356
Annual energy-efficiency refurbishment rate ⁴⁰	%	1.8	1.9	1.4
of which complex energy-efficiency work ⁴⁰	%	0.8	1.9	1.4
Reduction in energy requirement ⁴⁰	MWh	5,523	13,260	4,248
Reduction in climate emissions ⁴⁰	t CO ₂ e	775	1,943	1,268
Investment in maintenance and refurbishment	EUR m	365.4	469.1	416.4
of which investments in maintenance	EUR m	105.0	102.4	102.9
of which investments in refurbishment	EUR m	260.4	366.7	313.5
of which energy-efficiency work	EUR m	34.2	41.2	17.0
of which complex energy-efficiency work ⁴¹	EUR m	19.2	30.4	17.0

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

39 From 2019 including tenant turnover and without large-scale programmes.

40 Without large-scale programmes, the figures for 2019 and 2018 were restated accordingly; year-on-year reduction in final energy requirement due to refurbishment, on the basis of energy performance certificate data. Potential savings of climate emissions were calculated using emission factors from the IWU (Institut Wohnen und Umwelt) – GEMIS 5.0.

41 Complex energy-efficiency work is understood to be a combination of various individual measures such as facade refurbishment, window replacement, attic insulation, cellar insulation and other building fabric measures.

42 The amount of investment fell year on year. This is partly due to lower tenant turnover, partly to reticence in starting new complex refurbishment projects in view of regulatory uncertainty, and partly to delays caused by the coronavirus pandemic.

Significant use of materials for new construction and refurbishment projects by weight or volume⁴³

		2020	2019	2018
Basic construction materials				
Steel	t	1,303	-	-
Concrete	cbm	9,057	-	-
Screed	t	1,403	1,070	709
Timber (e.g. construction timber, fibreboard, wooden beams)	cbm	4,013	255	625
AAC blocks	cbm	1,102	-	-
Facade/insulation				
Windows (aluminium)	sqm	301	-	-
Windows (wood/aluminium)	sqm	1,632	-	-
Windows (wood)	sqm	7,533	-	-
Windows (plastic)	sqm	9,021	-	-
Window sills (aluminium)	m	4,652	-	-
Window sills (galvanised steel)	m	8,406	-	-
Mineral plaster for facades	sqm	41,699	-	-
Mineral wool	cbm	9,531	17,755	17,200
Expanded polystyrene and perimeter insulation ⁴⁴	cbm	955	1,129	1,900
Cellulose blown-in insulation	cbm	1,193	2,921	1,400
Roofs				
Roofing felt (bitumen)	sqm	19,796	-	-
Roofing felt (synthetic)	sqm	13,502	-	-
Roof tiles (concrete)	sqm	11,453	-	-
Roof tiles (clay)	sqm	8,015	-	-
Guttering and drainpipes (galvanised steel)	m	11,820	-	-
Flashing (galvanised steel)	m	4,513	-	-

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GRI 301-1

43 The volume of material used varies according to the number and scope of the refurbishment projects effected. Refurbishment accounts for 75% of the material used and new construction for 25%.

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

		2020	2019	2018
Interior outfitting				
Flooring (wood)	sqm	18,692	-	-
Flooring (tiles)	sqm	4,918	-	-
Flooring (linoleum)	sqm	8,494	-	-
Wall tiles	sqm	17,003	-	-
Plasterboard panels/dry plaster (not on studwork)	sqm	8,856	-	-
Plasterboard partitions	sqm	31,576	-	-

Significant use of materials for tenant turnover⁴⁵

		2020	2019	2018
Refurbishment of bathrooms	number	2,227	1,796	-
Wash basins	number	2,227	1,796	-
Taps	number	4,454	3,592	-
WCs	number	2,227	1,796	-
Bath tubs	number	2,227	1,796	-
Tiles	sqm	42,967	29,657	-
Replacement of gas heating systems	number	126	75	-
Flooring	sqm	33,363	54,310	-

⁴⁵ The volume of material used varies according to the number and scope of the tenant turnover projects.

Energy consumption, portfolio

In MWh	Absolute ⁴⁶		Like-for-like ⁴⁷	
	2020	2019	2020	2019
Direct energy consumption	469,071	494,901	400,763	406,388
Natural gas	456,588	481,824	390,434	395,611
Heating oil	12,482	13,078	10,329	10,778
Indirect energy consumption	1,074,698	1,121,048	1,026,226	1,025,168
District heating	671,300	702,867	635,615	632,960
Local heating ⁴⁸	368,344	375,737	358,331	357,503
renewable district and local heating	76,752	78,959	75,578	75,338
renewable share (in %)	7.4	7.3	7.6	7.6
Electricity for heating	1,381	3,274	1,322	1,322
Electricity for communal areas	33,672	39,171	30,958	33,383
of which renewable	29,318	34,862	28,487	30,718
renewable share (in %)	87.1	89.0	92.0	92.0
Total	1,543,768	1,615,950	1,426,989	1,431,556
of which renewable	106,070	113,820	104,065	106,056
renewable share (in %)	6.9	7.0	7.3	7.4

⁴⁶ The values represent the energy consumption of Deutsche Wohnen's total portfolio (see figures on p. 113). The following lettable areas were used for the calculation: 2020 - 9,779,635 sqm, 2019 - 10,115,939 sqm. The distinction between direct and indirect consumption was more precise than in prior years. Total energy consumption for heating was measured using the energy certificates for each building and the gross internal floor area (lettable area x 1.2). Consumption figures are based on energy consumption certificates (53%), energy specification certificates (33%) and the construction dates of buildings, together with the energy source (14%). The category "Electricity for heating" refers to the electricity used for heating apartments, in electric storage heaters for example. Electricity for communal areas in about 90% of the letting portfolio is supplied under a framework agreement for green power. Electricity consumption is measured by reference to the statement from the electricity utility; only the non-renewable part is calculated using an average value for each lettable area.

⁴⁷ 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 for heating and general electricity supplies comprises 9,032,629 sqm lettable area and 145,895 units.

⁴⁸ Local heating refers to heating from local heat and power plants operated by commercial providers. The renewable share refers to the heat generated by pellets and biogas and the share of renewable energy in the district heating supplied by the respective providers (published certificates). Not all providers currently show this share. The aim is to obtain this information by asking them.

Energy intensity, portfolio⁴⁹

In MWh	Absolute		Like-for-like	
	2020	2019	2020	2019
Energy consumption per sqm of lettable area	0.158	0.160	0.158	0.158
Energy consumption per rental unit	9.8	9.9	9.8	9.8

49 Energy intensity per sqm lettable area and unit is based on the energy consumption figures for the whole portfolio or the like-for-like framework. Figures for 2019 are not comparable with those in the previous year's report because the new reference framework is the lettable area and total energy consumption was derived from the energy certificates. For the reference values for the absolute and like-for-like figures, see the explanations in the footnotes under the table "Energy consumption, portfolio".

Air pollutant emissions of portfolio⁵⁰

In t	Absolute		Like-for-like	
	2020	2019	2020	2019
Sulphur dioxide (SO ₂)	107	113	100	101
Nitrogen oxides (NO _x)	426	444	397	397
Particulate matter (PM)	20	21	18	18
Total	552	578	516	516

50 The emissions from the combustion of natural gas, heating oil and pellets as well as district heating emissions were calculated using the GEMIS 5.0 factors. For the reference values for the absolute and like-for-like figures, see the explanations in the footnotes under the table "Energy consumption, portfolio".

GRI 305-7

Water consumption and water intensity, portfolio⁵¹

In cbm	Absolute		Like-for-like ⁵²	
	2020	2019	2020	2019
Water consumption	8,583,640	8,015,539	8,511,117	7,919,982
Water consumption per sqm	1.30	1.21	1.29	1.21

51 The data relate to most of the consumption in our Berlin portfolio, which represents around 69% of our total portfolio in 2020. 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.

52 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 6,605,623 sqm and 109,854 units.

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

In t		2020	2019	2018
Method of disposal	Waste category			
Thermal utilisation	Wood and wood-based materials, polystyrene insulating materials and tar-based materials ⁵³	987	520	1,028
Treatment (if possible), otherwise landfilling	Contaminated soil ⁵⁴	15,846	5,215	2,533
Landfilling	Asbestos-containing "old" MMVFs and contaminated construction waste ⁵⁵	2,082	1,488	1,099
Landfilling (underground)	Waste containing asbestos, tar-based materials and polyurethane insulating and filler materials ⁵⁶	47	261	359

53 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).

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

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

56 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 type⁵⁷

In million litres		2020	2019	2018
Method of disposal	Type			
Recycling	Paper, cardboard, cardboard boxes	228	207	185
	Glass	15	21	17
Composting	Organic waste	61	59	48
Recovery, including energy recovery	Household waste	686	608	554
	Recycling container	177	145	127
Total		1,167	1,040	931
Average waste per residential unit (in litres)		7,508	7,171	6,623

⁵⁷ The increase in tenant-based waste in 2020 relates primarily to the waste volumes from other holdings which had not yet been recorded in previous years.

Preliminary note on carbon footprint reporting

The carbon footprint comprises the material greenhouse gas emissions generated by administrative offices, the portfolio (residential and commercial units) and the Deutsche Wohnen Nursing properties; it has been calculated according to the definitions and requirements of the GHG Protocol Corporate Standards.

In order to account for sector-specific factors, the footprint was further prepared under consideration of the GdW Guidance 85 (CO₂ monitoring) and adjusted in line with the recommended calculation factors. Furthermore, the dataset has been given greater granularity and expanded as compared to the carbon footprint presented in last year's report. Deviations will result. Adjustments were made with a view to enhancing precision and providing clarity in differentiations as well as an efficient data collection process.

For reasons of better comparability and accuracy, in addition to absolute greenhouse gas emissions for the portfolio, the like-for-like values are also reported; these relate to a segment of the portfolio that has been unchanged for a two-year period (see footnote to energy consumption table, p. 124). The climate emission intensity of the portfolio is derived from this and used as a key management indicator.

Scope 1: represents direct emissions from stationary (heating) and mobile (vehicle fleet) combustion. The basis for calculation was the respective energy consumption (pp. 121, 124) and the fuel consumption of the fleet (p. 122).

Scope 2: represents the emissions that result from the generation of (general) electricity and local and district heating. The basis for calculation was the respective energy consumption (pp. 121, 124). The market-based emissions were determined on the basis of the emission factors of the respective energy supplier, insofar as these were available. The location-based emissions were calculated using the year-specific emission factor for Germany's electricity mix as issued by the German Environment Agency (Umweltbundesamt – UBA) and the standard factors issued by the GdW Guidance 85.

Scope 3: represents the indirect upstream and downstream emissions in the categories identified as material for Deutsche Wohnen:

(Cat. 1): The data pool is limited to the use of paper at administrative locations as suitable emission factors are not available for other materials for the reporting year (see p. 122). Significant use of materials for refurbishment and new construction projects and for tenant turnover was reported for the portfolio (see pp. 123–124). Standardised conversion and emission factors from the LCA database ProBas and product data sheets from producers of construction materials were used to calculate climate emissions.

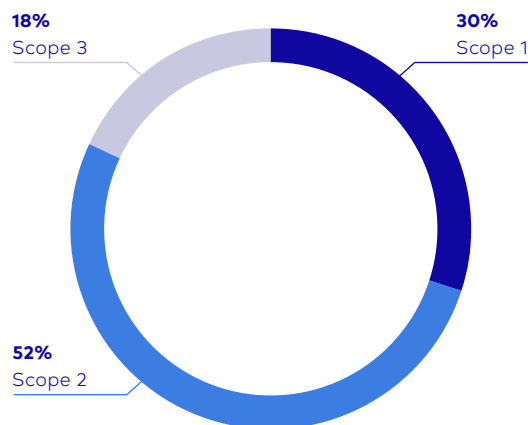
(Cat. 3): GHG emissions caused by production and transport of fuels, based on the heating requirement/consumption. Figures were calculated using the emission factors in GdW Guidance 85.

(Cat. 5): The data pool comprises the waste which is subject to disposal verification generated by maintenance, refurbishment and new construction projects (see p. 125). The standardised non-material-specific emission factors of DEFRA (2020) were used to calculate the climate 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 climate 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 31/03/2021: <https://www.myclimate.org/de/informieren/ueber-uns/berechnungsgrundlagen/>). The effects of the coronavirus pandemic resulted in a decrease in emissions.

(Cat. 7): Data for employees commuting between their home and their place of work was collected in the year under review on the basis of a voluntary employee survey carried out in 2019. Based on the number of net working days in the reporting year (days worked from home as a result of the pandemic already taken into account), 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.

Climate-relevant emissions of Deutsche Wohnen



Our carbon footprint for 2020 at a glance
Responsibility for the environment and the climate

→ **Page 84**

Deutsche Wohnen carbon footprint

In t CO ₂ e	Administrative locations		Nursing segment	Portfolio (absolute)		Portfolio (like-for-like)	
	2020	2019	2020	2020	2019	2020	2019
Scope 1:							
direct emissions	392	448	4,997	98,418	103,727	84,045	85,178
Emissions from stationary combustion	219	243	4,937	98,418	103,727	84,045	85,178
Natural gas (fossil)	219	243	4,937	95,090	100,248	81,289	82,311
Heating oil (fossil)	0	0	0	3,328	3,479	2,755	2,867
Emissions from mobile combustion (fleet)	173	205	60	-	-	-	-
Scope 2:							
indirect emissions from purchased energy (market-based)	672	656	3,769	176,643	187,364	167,541	167,148
(Communal) electricity	0	0	1,688	1,746	1,728	991	1,068
District heating	672	656	652	98,740	107,315	92,478	91,932
Local heating	0	0	1,429	75,603	77,008	73,542	73,617
Tenant electricity for heating	-	-	-	554	1,313	530	530
Scope 2:							
indirect emissions from purchased energy (location-based)	1,618	1,599	9,034	246,296	256,303	234,796	235,224
(Communal) electricity	649	642	6,693	13,503	13,980	12,414	13,387
District heating	969	957	912	156,637	164,002	148,310	147,691
Local heating	0	0	1,429	75,603	77,008	73,542	73,617
Tenant electricity for heating	-	-	-	554	1,313	530	530
Scope 3:							
indirect emissions along the value chain	1,194	1,454	1,555	61,407	54,370	42,396	42,500
(Cat. 1) Emissions from purchased goods, services and capital goods	54	83	-	14,761	4,784	-	-
Refurbishment	-	-	-	4,969	2,867	-	-
New construction	-	-	-	7,820	-	-	-
Tenant turnover	-	-	-	1,971	1,917	-	-
(Cat. 3) Upstream emissions from energy supplies	156	162	1,555	46,555	49,524	42,396	42,500
(Cat. 5) Emissions from waste generated in operations	-	-	-	92	62	-	-
(Cat. 6) Emissions from business travel	97	257	-	-	-	-	-
(Cat. 7) Emissions from employee commuting	887	952	-	-	-	-	-

GRI 305-1
GRI 305-2
GRI 305-3
GRI 305-5

Strategic KPI: climate emissions intensity, portfolio⁵⁸

In t CO ₂ e	Absolute		Like-for-like	
	2020	2019	2020	2019
Climate emissions per sqm of lettable area	0.033	0.034	0.033	0.033
Climate emissions per unit	2.0	2.1	2.0	2.0

GRI 305-4
CRE 3

⁵⁸ Climate emission intensity per sqm lettable area and unit is based on the energy consumption figures for the whole portfolio or the like-for-like framework. All the Scope 1 and Scope 3 emissions (cat. 3) and the market-based Scope 2 emissions were used for further calculation. Figures for 2019 are not comparable with those in the previous year's report because the new reference framework is the lettable area and total energy consumption was derived from the energy certificates. For the reference values for the absolute and like-for-like figures, see the explanations in the footnotes under the table "Energy consumption, portfolio".

Society

Estates

		2020	2019	2018
District management				
Share of new lets to people eligible for social housing	%	30	25	-
Proportion of commercial units used by small businesses	%	60	60	60
Proportion of commercial space used for social/non-profit purposes	%	11	10	10
Support for non-profit initiatives, donations and sponsorship	EUR m	1.9	1.9	2.2
Preservation of historic buildings				
Investments in the refurbishment of listed buildings	EUR m	3.2	11.4	29.0

GRI 413-1

GRI CONTENT INDEX

GRI 102-55

GRI 102-54

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

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
GRI 101: Foundation 2016				
GENERAL DISCLOSURES				
Organisational profile				
GRI 102: General Disclosures 2016				
	102-1	Name of the organisation	> Company portrait	p. 4
	102-2	Activities, brands, products and services	> Company portrait	p. 4
	102-3	Location of headquarters	> Company portrait	p. 4
	102-4	Location of operations	> Company portrait	p. 4
	102-5	Ownership and legal form	> Company portrait	p. 5
	102-6	Markets served	> Company portrait	p. 4
	102-7	Scale of the organisation	> Company portrait > Key figures – Corporate management > Key figures – Customers and properties > Annual Report 2020, pp. 142–145	p. 4 p. 112 p. 113
	102-8	Information on employees and other workers	> Responsibility for our employees – Dynamic staff development > Key figures – Corporate management > Key figures – Employees	p. 64 p. 112 p. 115
	102-9	Supply chain	> Responsibility for our customers and properties – Ensuring a sustainable supply chain and use of materials > Key figures – Customers and properties	p. 60 p. 113
	102-10	Significant changes to the organisation and its supply chain	> Company portrait	p. 5
	102-11	Precautionary Principle or approach	> Responsible corporate management – Safeguarding integrity by means of compliance and anti-corruption activities > Responsible corporate management – Risk management for early identification of impending losses	p. 29 p. 33
	102-12	External initiatives	> Responsibility for the environment and the climate – Protecting the climate as a task for all of society	p. 89
	102-13	Membership of industry and business associations	> Memberships	p. 147
Strategy				
GRI 102: General Disclosures 2016				
	102-14	Statement from senior decision-maker	> Editorial	p. 2

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
	102-15 Key impacts, risks and opportunities	<ul style="list-style-type: none"> > Editorial > Responsible corporate management – Safeguarding integrity by means of compliance and anti-corruption activities > Responsible corporate management – Our contribution to reaching the United Nations' Sustainable Development Goals 	<p>p. 2</p> <p>p. 29</p> <p>p. 22</p>	
Ethics and integrity				
GRI 102: General Disclosures 2016				
	102-16 Values, principles, standards and norms of behaviour	<ul style="list-style-type: none"> > Responsible corporate management – Safeguarding integrity by means of compliance and anti-corruption activities 	p. 29	
	102-17 Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> > Responsible corporate management – Safeguarding integrity by means of compliance and anti-corruption activities 	p. 29	
Governance				
GRI 102: General Disclosures 2016				
	102-18 Governance structure	<ul style="list-style-type: none"> > Company portrait > Responsible corporate management – Sustainability is firmly embedded in the company 	<p>p. 4</p> <p>p. 18</p>	
	102-22 Composition of the highest governance body and its committees	<ul style="list-style-type: none"> > Key figures – Corporate management > Annual Report 2020 – Composition of the Supervisory Board, p. 31 	p. 112	
	102-24 Nominating and selecting the highest governance body			<p>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 Nomination Committee. The Supervisory Board forms committees from among its members. The Executive Committee comprises the Chair of the Supervisory Board, their deputy and an additional Supervisory Board member. The Nomination, Acquisition 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.</p>
	102-25 Conflicts of interest			<p>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.</p>

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
	102-28 Evaluating the highest governance body's performance	> Annual Report 2020 – Remuneration report		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	> Annual Report 2020 – Remuneration report, p. 90		
Stakeholder engagement				
GRI 102: General Disclosures 2016				
	102-40 List of stakeholder groups	> Responsible corporate management – Identifying material topics, defining frameworks > Responsible corporate management – Varied formats for exchanging views with partners and interest groups	p. 19 p. 23	
	102-41 Collective bargaining agreements	> Responsibility for our employees – Fair pay and a share of company profits > Key figures – Employees	p. 67 p. 115	
	102-42 Identifying and selecting stakeholders	> Responsible corporate management – Identifying material topics, defining frameworks > Responsible corporate management – Varied formats for exchanging views with partners and interest groups	p. 19 p. 23	
	102-43 Approach to stakeholder engagement	> Responsible corporate management – Identifying material topics, defining frameworks > Responsible corporate management – Varied formats for exchanging views with partners and interest groups > Key figures – Employees	p. 19 p. 23 p. 115	
	102-44 Key topics and concerns raised	> Responsible corporate management – Addressing current and future challenges with commitment > Responsible corporate management – Identifying material topics, defining frameworks > Responsible corporate management – In dialogue with... > Key figures – Employees	p. 8 p. 19 p. 24 p. 115	
Reporting practice				
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, defining frameworks	p. 19	
	102-47 List of material topics	> Responsible corporate management – Identifying material topics, defining frameworks	p. 19	
	102-48 Restatements of information			Insofar as information previously published needed updating, the changes have been explained in the appropriate places.

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
	102-49 Changes in reporting	> Responsible corporate management – Identifying material topics, defining frameworks > About this report	p. 19	
	102-50 Reporting period	> About this report		
	102-51 Date of most recent report			2019 report: the most recent report was published in June 2020.
	102-52 Reporting cycle	> About this report		
	102-53 Contact point for questions regarding the report	> Contact and publishing details	p. 152	
	102-54 Claims of reporting in accordance with the GRI Standards	> About this report > GRI content index	p. 130	
	102-55 GRI content index	> GRI content index	p. 130	
	102-56 External assurance			The report was not audited externally.
MATERIAL TOPICS				
Economic performance				
GRI 103: Management Approach 2016				
	103-1 Explanation of the material topic and its boundary	> Company portrait > Annual Report 2020, Combined management report, pp. 32	p. 4	
	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 2020, Combined management report, pp. 32 > Key figures – Corporate management	p. 112	
	201-2 Financial implications and other risks and opportunities due to climate change	> Responsibility for the environment and the climate – Our environmental and climate strategy > Recommendations of the Task Force on Climate-related Financial Disclosures	p. 82 p. 144	
Indirect economic impacts				
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. 38	
	103-2 The management approach and its components	> Responsibility towards society – Commitment to liveable cities and social cohesion	p. 102	
	103-3 Evaluation of the management approach			

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment	
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	> Responsibility towards society – Commitment to liveable cities and social cohesion	p. 102	
	203-2	Significant indirect economic impacts	> Responsible corporate management – Analysis of potential human rights risks in the value chain > Responsibility for our customers and properties – Ensuring a sustainable supply chain and use of materials	p. 32 p. 60	
Procurement practices					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	> Responsibility for our customers and properties – Ensuring a sustainable supply chain and use of materials	p. 60	
	103-2	The management approach and its components	> Responsible corporate management – Close partnerships with the region and suppliers	p. 28	
	103-3	Evaluation of the management approach			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	> Responsible corporate management – Strategic sustainability programme – status in 2020 > Responsibility for our customers and properties – Ensuring a sustainable supply chain and use of materials	p. 14 p. 60	
	Anti-corruption				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Safeguarding integrity by means of compliance and anti-corruption activities	p. 29	
	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 – Policies and processes established > Responsible corporate management – Responsibilities within the compliance management system > Responsible corporate management – Business partner code focuses on integrity and compliance	p. 29 p. 29 p. 31	New employees are given a copy of the Code of Conduct and the Anti-Corruption Policy when they join the company. The up-to-date versions of all compliance policies are permanently available on the intranet. All employees with intranet access can use an e-learning programme for compliance training. The Code of Conduct for Business Partners of Deutsche Wohnen SE came into force on 1 May 2019 and serves as 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 – Whistle-blower system for confidential reports	p. 31	

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
Anti-competitive behaviour				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Safeguarding integrity by means of compliance and anti-corruption activities	p. 29
	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		No material legal actions relating to anti-competitive behaviour or breaches of anti-trust and monopolies legislation were pending in the reporting period.
Taxes				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Compliance system for tax legislation	p. 30
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 207: Taxes				
	207-1	Approach to tax	> Responsible corporate management – Compliance system for tax legislation	p. 30
	207-2	Tax governance, control, and risk management	> Responsible corporate management – Compliance system for tax legislation > Responsible corporate management – Whistle-blower system for confidential reports	p. 30 p. 31
	207-3	Stakeholder engagement and management of concerns related to tax		Deutsche Wohnen is in close contact with the tax authorities regarding its tax affairs and any queries. A meeting is also held with the tax authority once a year. Any material discrepancies are disclosed to the tax office when filing tax returns. An internal meeting to discuss tax issues is held once a month with the CFO of Deutsche Wohnen. In addition, the managing directors of companies in the Deutsche Wohnen Group are informed when tax inspections are due to take place, notified of the findings and of any material decisions taken in the course of the inspection.
	207-4	Country-by-country reporting	> Annual Report 2020, Consolidated financial statements, pp. 141 et seq.	

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
Materials				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> > Responsibility for our customers and properties - Making our property portfolio and new construction sustainable 	p. 38
	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	<ul style="list-style-type: none"> > Key figures - Climate and the environment 	p. 123
Energy				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> > Responsibility for the environment and the climate - Strategic planning and precise management of ecological measures 	p. 89
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach	<ul style="list-style-type: none"> > Responsibility for the environment and the climate - Driving ahead building refurbishment for greater energy efficiency 	p. 90
GRI 302: Energy 2016				
	302-1	Energy consumption within the organisation	<ul style="list-style-type: none"> > Key figures - Climate and the environment 	p. 121, 122, 124
	302-2	Energy consumption outside of the organisation	<ul style="list-style-type: none"> > Key figures - Climate and the environment 	p. 124
	302-3	Energy intensity	<ul style="list-style-type: none"> > Responsibility for the environment and the climate - Driving ahead building refurbishment for greater energy efficiency > Key figures - Climate and the environment 	p. 91 p. 121
	302-4	Reduction of energy consumption	<ul style="list-style-type: none"> > Responsibility for the environment and the climate - Driving ahead building refurbishment for greater energy efficiency > Responsibility for the environment and the climate - Energy-efficient, climate-friendly heat and power > Key figures - Climate and the environment 	p. 90 p. 92 p. 123
	302-5	Reductions in energy requirements of products and services	<ul style="list-style-type: none"> > Key figures - Climate and the environment 	p. 123
CRE 1				
		Building energy intensity	<ul style="list-style-type: none"> > Responsibility for the environment and the climate - Driving ahead building refurbishment for greater energy efficiency > Key figures - Climate and the environment 	p. 91 p. 121
CRE 8				
		Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment	<ul style="list-style-type: none"> > Responsibility for the environment and the climate - Driving ahead building refurbishment for greater energy efficiency 	p. 90

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
Emissions				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsibility for the environment and the climate – Climate-neutral property portfolio at Deutsche Wohnen by 2040	p. 86
	103-2	The management approach and its components	> Responsibility for the environment and the climate – Strategic planning and precise management of ecological measures	p. 89
	103-3	Evaluation of the management approach	> Responsibility for the environment and the climate – Driving ahead building refurbishment for greater energy efficiency	p. 90
GRI 305: Emissions 2016				
	305-1	Direct (Scope 1) GHG emissions	> Key figures – Climate and the environment	p. 128
	305-2	Energy indirect (Scope 2) GHG emissions	> Key figures – Climate and the environment	p. 128
	305-3	Other indirect (Scope 3) GHG emissions	> Key figures – Climate and the environment	p. 128
	305-4	GHG emissions intensity	> Responsibility for the environment and the climate – Driving ahead building refurbishment for greater energy efficiency	p. 91
			> Key figures – Climate and the environment	p. 129
	305-5	Reduction of GHG emissions	> Key figures – Climate and the environment	p. 121, 123, 128
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	> Key figures – Climate and the environment	p. 122, 125
CRE 3				
		Greenhouse gas emissions intensity from buildings	> Responsibility for the environment and the climate – Driving ahead building refurbishment for greater energy efficiency	p. 91
			> Key figures – Climate and the environment	p. 129
Environmental compliance				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Safeguarding integrity by means of compliance and anti-corruption activities	p. 29
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 307: Environmental Compliance 2016				
	307-1	Non-compliance with environmental laws and regulations	> Responsible corporate management – Safeguarding integrity by means of compliance and anti-corruption activities	There were no material incidences of non-compliance with environmental protection laws and/or regulations in the reporting period. In one case in 2019, a contractor instructed a subcontractor, without approval or clearance, to dispose of excavated soil; the soil was not known to be contaminated. The contractor has not so far been able to provide evidence in the form of official receipts that the soil was properly disposed of. The competent authorities were informed; the proceedings and the discussions with the authorities have not yet been closed. The contractor no longer works for Deutsche Wohnen.

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	<ul style="list-style-type: none"> > Responsibility for our customers and properties – Ensuring a sustainable supply chain and use of materials 	p. 60
	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	<ul style="list-style-type: none"> > Responsibility for our customers and properties – Ensuring a sustainable supply chain and use of materials 	p. 60
Employment				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> > Responsibility for our employees – Attracting and retaining employees 	p. 66
	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	<ul style="list-style-type: none"> > Key figures – Employees 	p. 115
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> > Responsibility for our employees – Fair pay and a share of company profits > Responsibility for our employees – Workplace health activities expanded further 	p. 67 p. 77
	401-3	Parental leave	<ul style="list-style-type: none"> > Key figures – Employees 	p. 118
Labour/management relations				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> > Responsibility for our employees – A modern, responsible employer 	p. 64
	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	<ul style="list-style-type: none"> > Responsibility for our employees – Extensive involvement and timely information 	p. 65

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
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. 64
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
Training and education				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsibility for our employees – Attracting and retaining employees	p. 66
	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 > Key figures – Employees	p. 70 p. 117
	404-2	Programs for upgrading employee skills and transition assistance programs	> Responsibility for our employees – Early integration of new talents > Responsibility for our employees – Equipping staff for future challenges	p. 68 p. 70
	404-3	Percentage of employees receiving regular performance and career development reviews	> Responsibility for our employees – Equipping staff for future challenges	p. 70
Diversity and equal opportunity				
GRI 103: Management Approach 2016				
	103-1	Explanation of the material topic and its boundary	> Responsibility for our employees – A modern, responsible employer	p. 64
	103-2	The management approach and its components	> Responsibility for our employees – Attracting and retaining employees	p. 66
	103-3	Evaluation of the management approach		

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	> Responsibility for our employees – Dynamic staff development	p. 64	
			> Responsibility for our employees – Ensuring diversity and equal opportunities	p. 75	
			> Key figures – Corporate management	p. 112	
			> Key figures – Employees	p. 116	
	405-2	Ratio of basic salary and remuneration of women to men	> Responsibility for our employees – Fair pay and a share of company profits	p. 67	
Non-discrimination					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	> Responsibility for our employees – Ensuring diversity and equal opportunities	p. 75	
	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 – Ensuring diversity and equal opportunities	p. 75	
Local communities					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	> Responsibility for our customers and properties – Focus on customer satisfaction	p. 39	
	103-2	The management approach and its components	> Responsibility towards society – Commitment to liveable cities and social cohesion	p. 102	
	103-3	Evaluation of the management approach			
	GRI 413: Local Communities 2016				
	413-1	Operations with local community engagement, im- pact assessments and development programmes	> Responsibility for our customers and properties – Our commitment to fairness and social responsibility	p. 42	
			> Responsibility towards society – Commitment to liveable cities and social cohesion	p. 102	
			> Key figures – Customers and properties	p. 114	
			> Key figures – Society	p. 129	

GRI Standard	Disclosure	Reference	Page	Reason for omission / comment
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.
Supplier social assessment				
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. 38	
	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	› Responsible corporate management – Analysis of potential human rights risks in the value chain › Responsibility for our customers and properties – Ensuring a sustainable supply chain and use of materials	p. 32	
			p. 60	
Public policy				
GRI 103: Management Approach 2016				
	103-1 Explanation of the material topic and its boundary	› Responsible corporate management – Close, trust-based dialogue with our stakeholders	p. 23	
	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 – Transparency regarding donations, membership fees and state support	p. 27	

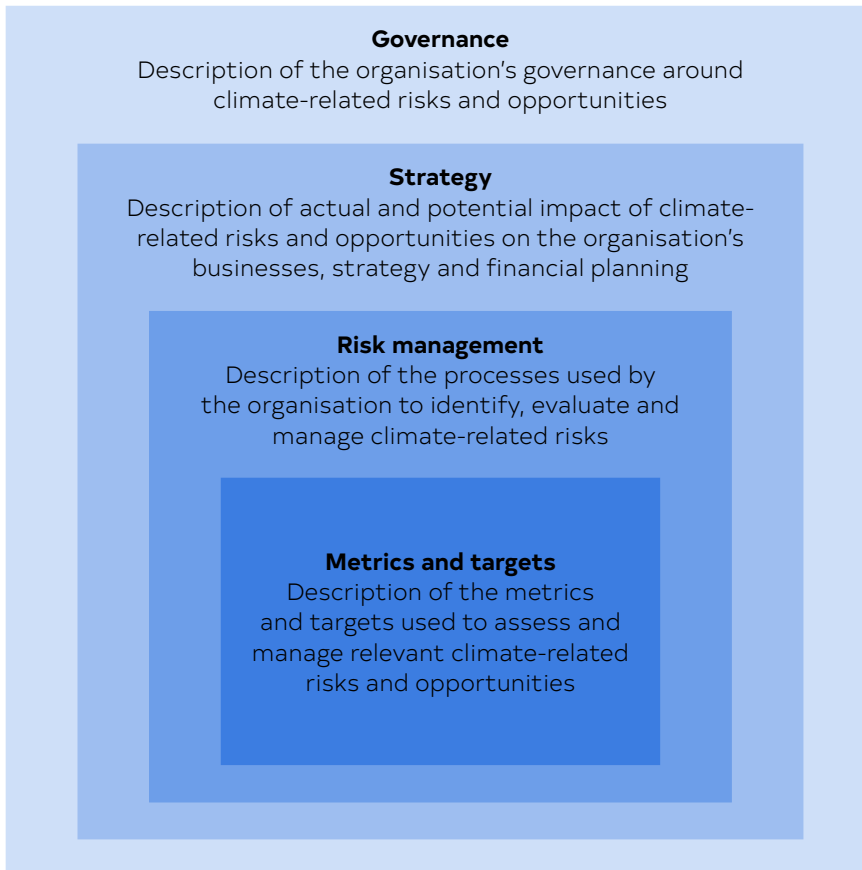
GRI Standard	Disclosure	Reference	Page	Reason for omission / comment	
Customer health and safety					
GRI 103: Management Approach 2016					
	103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> > Responsibility for our customers and properties – Focus on health and safety of our customers 	p. 50	
	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"> > Responsibility for our customers and properties – Safe handling of hazardous materials > Responsibility for our customers and properties – Priority for sustainable and resource-efficient building 	<p>p. 50</p> <p>p. 57</p>	<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.</p> <p>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 2020.</p>
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services			
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 – Dialogue with our tenants	p. 40	
	103-2	The management approach and its components			
	103-3	Evaluation of the management approach			
Customer satisfaction (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 – Focus on customer satisfaction	p. 39	
	103-2	The management approach and its components	> Key figures – Customers and properties	p. 113	
	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 – Attractive residential nursing facilities from Deutsche Wohnen	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 – Ensuring end-to-end data protection and data security	p. 33	
	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 – Continuous assessment of data protection risks and incidents	p. 35	
Socioeconomic compliance					
GRI 103: Management Approach 2016					
	103-1	Explanation of the material topic and its boundary	> Responsible corporate management – Safeguarding integrity by means of compliance and anti-corruption activities	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	> Responsible corporate management – Continuous assessment of data protection risks and incidents	p. 35	No further significant fines and/or non-monetary sanctions were imposed in the reporting period as a result of non-compliance with laws and/or regulations in the social and economic area.

Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)

Deutsche Wohnen wants to contribute to fighting climate change. In this context we consider the impact of climate change on our company and want to analyse in greater depth going forward what the financial and non-financial opportunities and risks of climate change will be for us. We are guided in this endeavour by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). As part of our strategic sustainability programme, we have therefore formulated the goal of preparing our own concept for integrating the TCFD recommendations into our Group reporting.

Recommendations of the Task Force on Climate-related Financial Disclosures: an overview



The overview that follows shows which steps we have already taken, how we report on these in line with the TCFD and what is planned for the future.

1. Governance

The Management Board has overall responsibility for the sustainability strategy, climate-related targets and related decisions on the investment strategy concerning improvements to the energy efficiency of our portfolio and the installation and use of renewable energies. Climate-related topics are discussed as part of our sustainability strategy and our strategic sustainability programme and are evaluated on an annual basis. We established an interdisciplinary sustainability committee in 2018 with a remit comprising the strategic management and further development of sustainability within the company. The Sustainability Committee is chaired by the Chief Financial Officer (CFO) and is managed by the direct report, Sustainability Management/CSR Reporting. The committee members represent the relevant departments in the Group. Throughout the year, the committee convenes regularly to discuss a variety of topics, e.g. regulatory and legal requirements for (climate) reporting and the related opportunities and risks. On this basis, it is responsible for continuously developing and evaluating the sustainability strategy and monitoring the achievement of targets.

→ **Annual Report 2020: Risk and opportunity report, p. 82;**
Remuneration report, p. 100

Sustainability is firmly embedded in company
 Responsible corporate governance

→ **Page 18**

2. Strategy

Deutsche Wohnen has campaigned actively for climate action to achieve the 2 °C target since 2017. In order to define our contribution to this target in operational terms, we are currently working on a climate strategy that is intended to describe our ambitions on the way to a lower-carbon economy. Over the reporting year, we supplemented this work with workshops to look more closely at the potential financial consequences of climate change for Deutsche Wohnen and the related opportunities and risks.

Climate change is currently altering the political environment, technological developments and markets as well as society's expectations of our company. This may give rise to transitory risks resulting from the transition to a low-carbon economy. One example is the introduction of a carbon tax on fossil fuels for heating from 2021, which starts at EUR 25 per tonne and rises every year to EUR 55 per tonne in 2025. On top of this, there are the physical risks of climate change for the property sector and thus for us at Deutsche Wohnen too. They include damage to buildings and infrastructure as a result of extreme weather events, for instance. We currently take into account what are known as once-in-a-century weather events when planning new building projects, for example. In 2021, we will record the opportunities and risks in a structured way, as recommended by the TCFD, test them on the basis of scenarios and evaluate their effects on our business and strategy.

→ **Annual Report 2020: Group strategy, p. 34;**
Risk and opportunity report, p. 82

Climate strategy at Deutsche Wohnen
 Responsibility for the environment and the climate

→ **Page 82**

3. Risk management

Deutsche Wohnen's risk strategy is geared towards safeguarding the continued existence of the company and increasing its value as a going concern on a sustainable basis. The Management Board bears overall responsibility for the Group's risk management activities. It decides upon the organisation of the related structural and procedural measures and upon the allocation of the necessary resources. Furthermore, the Management Board approves the documented outcome of the risk management activities and takes these into account in its strategic management. Deutsche Wohnen has designated selected executives as risk owners. They assume responsibility for the identification, assessment, documentation and communication of all material risks arising within their areas of responsibility. The risk manager coordinates these processes, handles information submitted by the risk owners, and prepares a report for management and the Supervisory Board. Internal Audit monitors the functioning of the risk management system. The Risk and opportunity report, which is prepared quarterly, provides an overview of the potential risks for Deutsche Wohnen. We have not currently identified any climate change risks for the continued existence of Deutsche Wohnen. Based on the identification of relevant climate change-related opportunities and risks (see section 2: Strategy), we will use a risk assessment in future to evaluate them also in terms of their impact.

—> **Annual Report 2020: Risk and opportunity report, p. 82**

Risk management for early identification of impending losses

Responsible corporate governance

—> **Page 32**

4. Metrics and targets

We continued to develop our climate reporting in the reporting year. We publish direct and indirect greenhouse gas emissions by Deutsche Wohnen (Scopes 1, 2 and 3) for head office and the portfolio, based on the energy data collected systematically as of 31/12/2020 in accordance with the Greenhouse Gas Protocol (GHG), the world's most widely used standards for greenhouse gas reporting. As we develop our climate strategy, we plan to define performance indicators and targets against which to measure climate-related opportunities and risks by the end of the 2021 reporting year.

—> **Annual Report 2020: Fundamental aspects of the Group, Property portfolio, Energy efficiency of properties, p. 33, 39, 44**

Carbon footprint Facts and figures

—> **Page 128**

MEMBERSHIPS

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GRI 102-13

Arbeitgeberverband der Deutschen Immobilienwirtschaft e.V.
(Association of Employers in the German Property Industry, AGV)

Akademie der Immobilienwirtschaft e.V. (Academy of Real Estate Management, BBA)

Baukammer Berlin (Berlin Building Chamber, BK)

Bundesverband der Kommunikatoren e.V.
(Federal Association of Communicators, BdKom)

Bundesverband der Personalmanager (Federal Association of HR Managers, BPM)

Bundesverband deutscher Wohnungs- und Immobilienunternehmen e.V.
(Federal Association of German Housing and Real Estate Companies, GdW)

Creditreform e.V.

Deutsche Entwicklungshilfe für soziales Wohnungs- und Siedlungswesen e.V.
(German Centre for Development Aid with regard to Social Housing and Human Settlements, DESWOS)

Deutsche Gesellschaft für Nachhaltiges Bauen e.V.
(German Sustainable Building Council, DGNB)

Deutsche Public Relations Gesellschaft e.V. (German Public Relations Association, DPRG)

Deutsche Prüfstelle für Rechnungslegung e.V.
(German Financial Reporting Enforcement Panel, FREP)

Deutsche Schutzvereinigung für Wertpapierbesitz e.V.
(German Association for the Protection of Investors, DSW)

Deutsche Gesellschaft für Personalführung e.V.
(German Association for Human Resource Management, DGFP)

Deutscher Verband für Wohnungswesen, Städtebau und Raumordnung e.V.
(German Association for Housing, Urban and Spatial Development, DV)

DialogGesellschaft e.V. (DialogueSociety)

Deutscher Investor Relations Verband e.V. (German Investor Relations Association, DIRK)

Deutschsprachige SAP-Anwendergruppe e.V. (German-Speaking SAP User Group, DSAG)

Deutsches Aktieninstitut e.V. (German Share Institute)

European Federation for Living (EFL)

European Public Real Estate Association (EPRA)

Förderverein der Bundesstiftung Baukultur
(Friends' Association of the Federal Foundation of Baukultur)

Gesellschaft für Datenschutz und Datensicherheit e.V.
(German Association for Data Protection and Data Security, GDD)

Grüner Wirtschaftsdialog e.V. (Green Economic Dialogue)

Initiative Wohnen.2050 (Housing Initiative 2050, IW.2050)

Internationaler Controllerverein e.V. (International Association of Controllers, ICV)

Kommunaler Arbeitgeberverband e.V. (Municipal Employers' Association, KAV)

Marzahn-Hellersdorfer Wirtschaftskreis e.V.
(Marzahn-Hellersdorf Business Association, MHWK)

Schutzgemeinschaft der Kapitalanleger e.V.
(German Association for the Protection of Capital Investors, SdK)

Stiftung 2° – Deutsche Unternehmer für Klimaschutz
(Foundation 2° – German Businesses for Climate Protection)

Urban Land Institute (ULI)

Verband Berlin-Brandenburgischer Wohnungsunternehmen e.V.
(Association of Residential Property Companies in Berlin-Brandenburg, BBU)

Verein Berliner Kaufleute und Industrieller e.V.
(Association of Berlin Business People and Industrialists, VBKI)

Vereinigung Berliner Pressesprecher (Association of Berlin Press Officers, VBP)

Wirtschaftsrat der CDU (Economic Council of the CDU)

Zentraler Immobilien Ausschuss e.V. (German Property Federation, ZIA)