

# EPRA Performance Measures

**In 2021, as the following table shows, the Adler Group made significant progress in the extent and accuracy of its recording of consumption data.**

The predecessor companies of the Adler Group each practised individual sustainability management with their own recording and analysis methods, which were not merged and harmonised throughout the Group until 2021. Accordingly, there were considerable gaps in the figures shown in the 2020 Sustainability Report. They also frequently reflected low coverage as they were calculated on the basis of actual consumption data.

The data for 2020 have been recalculated following the harmonisation of the recording and analysis methods. Also, energy certificates were used where the actual consumption data were not available. Thus, the calculation of consumption data has been revised in line with standard industry procedures. This also allows a reliable comparison between the reporting year and the previous year, as well as with other companies in the real estate sector.

# Environmental Performance Measures

EPRA-Code	GRI-Standard and CRES-Indicator-Code	Unit(s) of measure	Feature	Coverage in 2020 [%]	2020 Adler Group	Coverage in 2021 [%]	2021 Adler Group	Change in [%]
<b>Elec-tenant</b>								
Elec-Abs	302-1	kWh	Total electricity consumption, tenants	100%	11,886,916	100%	11,765,227	-1.0
<b>Elec-landlord [1]</b>								
Elec-Abs	302-1	kWh	Total electricity consumption, landlord	100%	790,520	100%	774,709	-2.0
<b>Elec</b>								
Elec-Abs	302-1	kWh	Total electricity consumption	100%	12,677,436	100%	12,539,936	-1.1
<b>Elec-tenant</b>								
Elec-Lfl	302-1	kWh	Like-for-like total electricity consumption, tenants	100%	11,886,916	100%	11,765,227	-1.0
<b>Elec-landlord [1]</b>								
Elec-Lfl	302-1	kWh	Like-for-like total electricity consumption, landlord	100%	790,520	100%	774,709	-2.0
<b>Elec [2]</b>								
Elec-Lfl	302-1	kWh	Like-for-like total electricity consumption	100%	12,677,436	100%	12,539,936	-1.1
<b>DH&amp;C</b>								
<b>DH&amp;C tenant [3]</b>								
DH&C-Abs	302-1	kWh	Total district heating and cooling consumption, tenants	71%	255,590,998	85%	294,596,414	15.3
<b>DH&amp;C landlord [1]</b>								
DH&C-Abs	302-1	kWh	Total district heating and cooling consumption, landlord	100%	2,869,845	100%	2,812,449	-2.0
<b>DH&amp;C</b>								
DH&C-Abs	302-1	kWh	Total district heating and cooling consumption	71%	258,460,843	85%	297,408,862	15.1

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EPRA Code	GRI Standard and CRES D Indicator Code	Unit(s) of Measure	Feature	Coverage in 2020 [%]	2020 Adler Group	Coverage in 2021 [%]	2021 Adler Group	Change [%]
<b>DH&amp;C tenant</b>								
DH&C-LfL	302-1	kWh	Like-for-like total district heating and cooling consumption, tenants	71%	255,590,998	71%	242,966,342	-4.9
<b>DH&amp;C landlord [1]</b>								
DH&C-LfL	302-1	kWh	Like-for-like total district heating and cooling consumption, landlord	100%	2,869,845	100%	2,812,449	-2.0
<b>DH&amp;C</b>								
DH&C-LfL	302-1	kWh	Like-for-like total district heating and cooling consumption	71%	258,460,843	71%	245,778,791	-4.9
<b>Fuels-Abs</b>								
<b>Fuels tenants</b>			Total fuel consumption for heating, tenants					
Fuels-Abs	302-1	kWh		80%	32,385,605	80%	32,392,094	0.0
of which natural gas [4]	302-1	kWh		82%	26,730,096	82%	26,736,585	0.0
of which heating oil	302-1	kWh		73%	5,655,509	73%	5,655,509	0.0
<b>Fuels Landlord</b>			Total fuel consumption for heating, landlord					
Fuels-Abs [1]	302-1	kWh		100%	7,457,483	100%	7,137,639	-4.3
of which natural gas [1]	302-1	kWh		100%	1,256,279	100%	1,231,154	-2.0
of which heating oil [1]	302-1	kWh		100%	20,908	100%	20,490	-2.0
of which cars, machinery [1]	302-1	kWh	Total fuel for cars, machinery, landlord	100%	6,180,296	100%	5,885,996	-4.8
Total fuel consumption	302-1	Annual kWh	Total	100%	39,843,088	100%	39,529,733	-0.8
<b>Fuels-Lfl</b>								
<b>Fuels tenants</b>								
Fuels-Lfl	302-1	kWh	Like-for-like total fuel consumption, tenants	80%	32,385,605	80%	32,392,094	0.0
of which natural gas	302-1			82%	26,730,096	82%	26,736,585	0.0
of which heating oil	302-1			73%	5,655,509	73%	5,655,509	0.0

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EPRA Code	GRI Standard and CRES D Indicator Code	Unit(s) of Measure	Feature	Coverage in 2020 [%]	2020 Adler Group	Coverage in 2021 [%]	2021 Adler Group	Change in [%]
<b>Fuels landlords</b>								
Fuels-Lfl [1]	302-1	kWh	Like-for-like total fuel consumption, landlord	100%	7,457,483	100%	7,137,639	-4.3
of which natural gas [1]	302-1			100%	1,256,279	100%	1,231,154	-2.0
of which heating oil [1]	302-1			100%	20,908	100%	20,490	-2.0
of which cars, machinery [5]	302-1			100%	6,180,296	100%	5,885,996	-4.8
Fuels-Lfl	302-1	kWh	Like-for-like total fuel consumption	100%	39,843,088	100%	39,529,733	-0.8
<b>Elec</b>	302-1	kWh/m <sup>2</sup>		100%	3.23	100%	3.19	-1.0
<b>DH&amp;C</b>	302-1	kWh/m <sup>2</sup>		71%	146.82	85%	140.87	-4.0
<b>Fuels</b>	302-1	kWh/m <sup>2</sup>		80%	172.34	80%	172.37	0.0
<b>Energy-Int</b>	CRE1	kWh/m <sup>2</sup>	Building energy intensity	88%	155.47	94%	148.63	-4.4
<b>GHG-Dir-Abs (Scope 1)</b>								
			Total direct greenhouse gas (GHG) emissions (Scope 1)					
Natural gas	305-1	Tonnes of CO <sub>2</sub>		82%	5,625	82%	5,622	-0.1
thereof tenants	305-1	Tonnes of CO <sub>2</sub>		82%	5,373	82%	5,374	0.0
thereof landlord	305-1	Tonnes of CO <sub>2</sub>		100%	253	100%	247	-2.0
Heating oil	305-1	Tonnes of CO <sub>2</sub>		73%	1,584	73%	1,584	0.0
thereof tenants	305-1	Tonnes of CO <sub>2</sub>		73%	1,578	73%	1,578	0.0
thereof landlord	305-1	Tonnes of CO <sub>2</sub>		100%	6	100%	6	0.0
Cars/machinery, landlord	305-1	Tonnes of CO <sub>2</sub>		100%	1,650	100%	1,572	-4.8
GHG-Dir-Abs	305-1	Tonnes of CO <sub>2</sub>		80%	8,859	80%	8,777	-0.9
<b>GHG-Indir-Abs (Scope 2)</b>								
			Total indirect greenhouse gas (GHG) emissions, (Scope 2)					
Elec	305-2	Tonnes of CO <sub>2</sub>		100%	7,472	100%	7,391	-1.1
DH&C	305-2	Tonnes of CO <sub>2</sub>		71%	54,757	85%	63,301	15.6
Fuels [6]	305-2	Tonnes of CO <sub>2</sub>						
GHG-Indirect-Abs	305-2	Tonnes of CO <sub>2</sub>		74%	62,229	87%	70,692	13.6

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EPRA Code	GRI Standard and CRES D Indicator Code	Unit(s) of Measure	Feature	Coverage 2020 in [%]	2020 Adler Group	Coverage 2021 in [%]	2021 Adler Group	Change in [%]
<b>GHG-Int</b>								
Tonnes of CO <sub>2</sub> / residential unit [7]	CRE3	Tonnes of CO <sub>2</sub> / residential unit	Greenhouse gas (GHG) intensity from building energy consumption	88%	2.28	94%	2.15	-5.5
Tonnes of CO <sub>2</sub> / m <sup>2</sup>	CRE3	Tonnes of CO <sub>2</sub> /m <sup>2</sup>		88%	0.035	94%	0.034	-2.9
<b>Water-Abs</b>								
Water Abs	303-1	m <sup>3</sup> /year	Total water consumption, tenants (withdrawal from the water mains)	38%	2,507,653	23%	2,026,954	-19.2
Water LfL [8]	303-1	m <sup>3</sup> /year	Like-for-like total water consumption		-	16%	1,601,614	-
Water Int	CRE2	m <sup>3</sup> /m <sup>2</sup>	Water intensity of buildings (tenants)	38%	1.77	23%	2.44	38.1
<b>Waste</b>								
EPRA Code	GRI Standard and CRES D Indicator Code	Unit(s) of Measure	Feature	Coverage 2020 in [%]	2020 Adler Group	Coverage 2021 in [%]	2021 Adler Group	Change in [%]
Waste-Abs	306-2	Total volume waste and propotion by disposal route (annual m <sup>3</sup> )	Total volume of waste per tenant	100%	363,954	100%	365,759	0.5
			Recyclable material	100%	44,286	100%	44,502	0.5
			Glass	100%	4,829	100%	4,829	0.0
			Paper	100%	84,671	100%	85,085	0.5
			Organic waste	100%	15,303	100%	15,378	0.5
			Recycling rate	100%	36.76	100%	36.75	0.0
			Residual waste	100%	214,863	100%	215,939	0.5
Waste-LfL [8]	306-2	Total volume waste and propotion by disposal route (annual m <sup>3</sup> )					365,759	
Cert-Tot [9]	CRE8	Certified buildings			0		0	

[1] All tenant-based data in the table are taken from the 2020 figures and assume a reduction of 2 percent in line with the energy management system.

[2] This does not include the Scope 3 electricity consumption of the storage heaters of 12.963.836 kWh.

[3] Energy certificates were used for the first time. This was also done retroactively for 2020. Consumption data were used where available. Energy certificates were used where consumption data were not available.

[4] This does not include the Scope 3 gas consumption of the gas heating of 58.783.998 kWh.

[5] The Adler Group can no longer derive figures for 2020 as a result of the streamlining of the fleet. It is assumed that the change in the fleet resulted in a reduction of approximately 5 percent.

[6] Fuels are missing because we only serve Scope 1, not Scope 2 - fuels in the company.

[7] The difference between this and the carbon reduction roadmap is due to the fact that district heating factors were used in the Sustainability Report, which are significantly worse than the real figures.

[8] The value was not yet recorded in 2019. Like-for-like values for 2020 are therefore not available.

[9] Certification is planned for all development projects and modernisation activities. Such projects were not completed in 2021.

# Social Performance Measures

EPRA Code	Feature	GRI Standard and CRESB Indicator Code	Unit(s) of Measure	2020 [1]			2021				
				m	f	d	m	f	d		
Diversity-Emp	Employee gender diversity	405-1	Percentage of employees								
				Management	7	1	0	Management	7	1	0
				Executives	55	18	0	Executives	50	10	0
Diversity-Pay	Employee gender diversity	405-2	Remuneration of female employees in relation to average pay of relevant group in %	Second management level	109		Second management level	107			
				Third management level	100		Third management level	79			
				Total	94		Total	90			
Emp-Training [2]	Employee training and development	404-1	Average hours				1.2				
Emp-Dev	Employee performance appraisals	404-3	Percentage of employees	12.4			12.0				
Emp-Turnover [2]	New hires and turnover rate	401-1	Total and rate	New hires			New hires				
				Absolute	Rate (%)		Absolute	Rate (%)			
							212	16.7			
				Departures			Departures				
Absolute	Rate (%)		Absolute	Rate (%)							
			237	18.6							
H&S-Emp [2]	Employee health and safety	403-2	Injury rate, absentee rate and number of work related fatalities	Injury rate			Accidents per 100,000. working hours				
							0.8				
				Lost working days			Lost working days per 100,000 working hours				
							13.2				
Absentee rate			Absentee rate			5.5%					
			Fatalities			0					

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EPRA Code	Feature	GRI Standard and CRESB Indicator Code	Unit(s) of Measure	2020 [1]	2021
H&S-Asset	Asset health and safety assessments	416-1	Percentage of assets	All technical facilities are inspected and evaluated at regular intervals (100%). An emergency number is available to tenants in the event of faults that pose an immediate danger (loss heating, burst water pipes, power failure etc.). This number can be used to contact locally active service providers who are contractually obliged to deal with the faults immediately and avert damage from the tenants.	100%
H&S-Comp	Asset health and safety compliance	416-2	Number of incidents	In 2020 there were no faults caused by breaches of supervisory or public safety obligations that would have led to a permanent threat to the health of the tenants.	0
Comty-Eng	Community engagement, impact assessment and development programs	413-1	Percentage of assets	The Adler Group is in constant dialogue with communities, investors and representatives of different interest groups in all development or modernisation projects. For all projects, environmental performance evaluations are conducted which always include social aspects as well.	100% Tenants can reach the Adler Group personally through the service hotline, caretakers or the more than 100 contact/tenant offices available. Tenants are systematically involved in the process and consulted in advance in conjunction with all modernisation work. In its development projects the Adler Group maintains a constant dialogue with communities, investors and representatives of different interest groups.

[1] The Adler Group was created in 2020 by the integration of ADO Properties, Adler Real Estate and Consus Real Estate. Some data are therefore not available for this year.

[2] The Adler Group was created in 2020 by the integration of ADO Properties, ADLER Real Estate and Consus Real Estate. Corresponding data were unavailable or of no informative value.

# Governance Performance Measures

EPRA Code	Feature	GRI Standard and CRESB Indicator Code	Unit(s) of Measure	2020	2021
Gov-Board	Composition of the highest governance body	102-22	Number	<p>Number of members of the Board of Directors 8</p> <p>Average term of office 1</p>	<p>Number of members of the Board of Directors 8</p> <p>Average term of office 1</p>
Gov-Selec	Process of nomination and selecting the highest governance body	102-24		Criteria are applied in the selection process that are derived from both Luxembourg law and the German Corporate Governance Code, to which the Adler Group is committed.	Criteria are applied in the selection process that are derived from both Luxembourg law and the German Corporate Governance Code, to which Adler Group is committed. (see 2021 Annual Report, Governance)
Gov-Col	Process of managing conflicts of interest	102-25		The members of the highest governance body are also subject to the company's compliance requirements. In addition, the governance bodies are regularly questioned in the course of the audits of the annual financial statements in accordance with recognised auditing standards.	The members of the highest governance body are also subject to the company's compliance requirements. In addition, the governance bodies are regularly questioned in the course of the audits of the annual financial statements in accordance with recognised auditing standards. (see 2021 Annual Report, Governance)