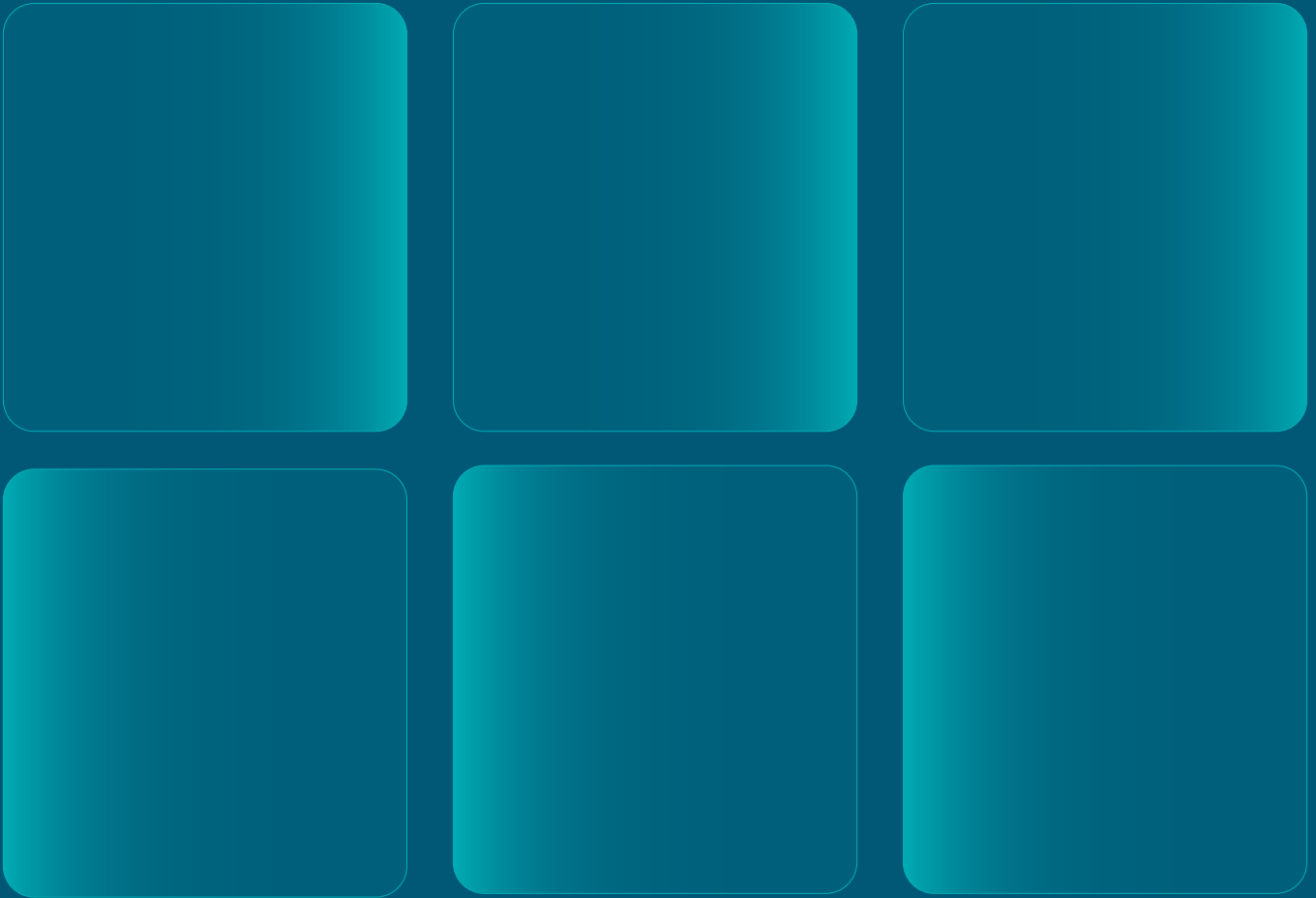


VONOVIA SE

# ESG Factbook 2024



# Contents

## Sustainability

- 3 Foreword
- 4 Reporting Framework

## Key Figures

- 6 General Key Figures
- 6 Portfolio Description
- 7 Performance Indicators
  
- 8 Environment
- 8 Greenhouse Gas Balance
- 12 Energy (Consumption and Generation)
- 15 New Construction and Conversions
- 17 Water and Waste
- 18 Biodiversity
  
- 19 Social
- 19 Key Personnel Figures
- 25 Occupational Health and Safety
- 26 Social Key Figures
  
- 27 Governance
- 27 Governance
- 29 Portfolio Security
- 30 Procurement Practices

## Information

- 31 Contact, Imprint

### REFERENCES

→ to page(s) in the Report

🌐 to website

### NOTE

For mathematical reasons, tables and explanations may contain rounding differences to the precisely stated values (euro, percent, etc.).

# Foreword

## Dear readers,

As one of Europe's leading private residential real estate companies with a portfolio comprising almost 540,000 apartments in around 63,000 buildings in Germany, Austria and Sweden, and a fair value of almost € 82 billion, we provide a large number of people with homes.

We are aware of the particular responsibility towards our shareholders, tenants and society at large that comes along with this. We are passionately and systematically committed to greater climate protection, senior-friendly apartments and a positive community spirit in our neighborhoods. And we are equally committed to building new apartments to create the homes that are urgently needed.

Despite the current political headwind for sustainability issues, sustainability is non-negotiable for us and we want to live up to our responsibility. This is why the various aspects of our sustainability strategy remain an integral component of our corporate strategy.

In the 2024 fiscal year, we faced the exciting task of adapting our reporting to reflect the new European Sustainability Reporting Standards (ESRS). These standards promise greater transparency and comparability in sustainability reporting. We hope that they will enrich the world of sustainability data. This will make the [Annual Report](#) even more important as a central source of information.

ESRS reporting is also, however, very complex and technical. As such, it does not always reflect Vonovia's sustainability issues effectively and concisely. This makes us all the more delighted to be able to supplement the ESRS data with this [ESG Factbook](#), our [corporate website](#) and [other formats](#). The Factbook provides in-depth data insights, while the website allows you to explore the sustainability issues that are important to us.

You will find a comprehensive set of figures in the ESG Factbook to serve as an additional source of information, further explanations and inspiration. All of the tables can be downloaded as Excel files, which is ideal for in-depth analyses. Find out how our company is moving towards its sustainability goals, how our most important performance indicator – the Sustainability Performance Index (SPI) – is developing and what sort of progress we are making in key sustainability areas.

Your feedback is important to us. If you have any further questions, we will be happy to help. Be inspired by the data and take a look behind the scenes of our commitment.

**Catrin Coners**  
Head of Sustainability

# Reporting Framework

## Principles/Material Topics

As a capital market-oriented company, Vonovia SE (hereinafter referred to as “Vonovia”) is required to make statements in accordance with Sections 315b, 315c in conjunction with Sections 289c to 289e HGB (Non-financial Group Declaration). These necessary reporting requirements were implemented in the management report of the 2024 Annual Report, which was published on March 19, 2025. The Non-financial Group Declaration was prepared in full compliance with the European Sustainability Reporting Standards (ESRS) and makes up the backbone of Vonovia’s sustainability reporting.

Within this context, Vonovia conducts regular materiality assessments to identify and validate the sustainability topics that are relevant to the company. The ESRS have provided a framework for this since the 2024 fiscal year. Vonovia was, however, already applying the concept of double materiality before 2024, and takes both the outside-in (financial materiality) and the inside-out (impact materiality) perspective into account when selecting the key sustainability topics. The materiality assessment process and the current valid materiality assessment are presented in detail in the section [ESRS 2 IRO 1](#) of the 2024 Annual Report.

The materiality assessment applies to the entire Group. Vonovia applies the structure of the three sustainability pillars – environment, social and governance (ESG).

In order to be able to structure our sustainability strategy – which is also based on the three ESG pillars – more precisely, we break the social pillar down further into three action areas “Society and Contribution to Urban Development,” “Homes and Customers” and “Corporate Culture and Employees.” The “Environment and Climate” action area corresponds to the E pillar, while the action area “Sustainable Corporate Governance and Responsible Business Practices” corresponds to the G pillar. This is designed to take account of the fact that our sustainability strategy and our material sustainability topics are not covered in full by the new ESRS topics. You can find more details on our action areas on our [Group website](#).

This ESG structure is also used in this ESG Factbook. In addition to selected key figures from the Non-financial Group Declaration, i.e., key figures that are assigned to the material sustainability aspects, the ESG Factbook contains supplementary key ESG figures.

The table structure is based on the structure that, for each of the past three fiscal years (2022, 2023 and 2024), we report on a consolidated basis, also making distinctions at country level (Germany, Austria and Sweden) for the current 2024 reporting year.

## Reporting Framework

Vonovia’s sustainability reporting in the Annual Report and in the ESG Factbook is based on the fiscal year and is published annually. The reporting period for this ESG Factbook relates to the 2024 fiscal year (January 1 to December 31, 2024), meaning that it picks up exactly where the [2023 ESG Factbook](#), which was published in April 2024, left off.

The definitions of the key figures used in the ESG Factbook are based on existing reporting frameworks and company-specific definitions. The ESRS metric definitions – where applicable to the relevant metric – form the basis for reporting in the ESG Factbook. Other key figures are based on the Universal Standards (as amended in 2021) of the Global Reporting Initiative (GRI). Other key figures use Vonovia-specific definitions. Where key figures are based on definitions from a reporting framework, the corresponding reference is included in a footnote to the table concerned.

The switch to the ESRS for reporting in the Non-financial Group Declaration in the 2024 Annual Report means that the scope of consolidation, as well as individual key figure definitions, have been adapted to reflect this reporting framework in the ESG Factbook, too, as of 2023.

We have not made any adjustments to disclosures for the 2022 fiscal year – these are not based on the ESRS calculation methodology, which may result in limited comparability of the corresponding key figures based on the ESRS calculation methodology between the 2022 fiscal year and the 2023 and 2024 fiscal years.

**Organizational Boundaries/Scope of Consolidation**

The key figures presented in the ESG Factbook reflect Vonovia SE’s activities in Germany, Austria (BUWOG AT) and Sweden (Victoriahem AB) and are based on the financial control approach. They include those companies presented in the [list of shareholdings](#) in the 2024 Annual Report that are also included in the consolidated financial statements. Entities with minority interests and apartments owned by third parties are not included.

Deutsche Wohnen SE, which has been part of the Vonovia Group since September 30, 2021, is fully integrated in the consolidated reporting.

This excludes the Deutsche Wohnen SE subsidiaries allocated to the Care segment. This area has been classified by Vonovia SE as discontinued operations. As of December 31, 2024, we had a total of 3,912 employees and 424 trainees in care service or care home management. The segment was sold in full at the beginning of the 2025 fiscal year. While the Care segment is reported as discontinued operations in the 2024 Non-financial Group Declaration, the information presented in the ESG Factbook is limited to Vonovia’s continuing operations.

The SYNZIA companies, other Deutsche Wohnen SE subsidiaries, are another exception. These companies were only included in the scope of consolidation in the course of the transition to ESRS reporting in the Non-financial Group Declaration. This means that the key figures in the ESG Factbook are also only reported including the SYNZIA companies from the 2023 fiscal year onwards.

**Coverage**

Residential property is the primary asset class in Vonovia SE’s real estate portfolio, accounting for 98.5%. With more than 63,000 buildings in the portfolio, reporting is aggregated at portfolio level (incl. all asset classes).

Data aggregation is performed at the level of individual countries and the information is consolidated at this level and at overall Group level. The key reporting figures make a distinction between the core markets of Germany, Austria and Sweden.

The breakdown can be made at country level according to the rentable area or the number of employees (headcount):

Region	Rental space	Employees (continuing operations)
<b>Coverage</b>		
Germany	86.6%	92.6%
Austria	4.7%	3.0%
Sweden	8.7%	4.4%

For a detailed segment analysis of the portfolio, please refer to the section entitled [Portfolio Structure](#) in the 2024 Annual Report.

Any deviations from the degree of coverage are explained directly in the corresponding tables of key figures.

**Underlying Data/Estimation Techniques**

As individual key figures have been transitioned to the ESRS reporting format and the standard setter has provided more details on the key figure definitions, methodological adjustments to individual key figure calculations have also been made in this ESG Factbook – e.g., in the case of the gender pay gap.

As far as possible and to the extent that the data is available at the required time, we use values that have actually been measured for our data analyses. Where data availability is restricted, we use generally recognized estimation techniques, for example in the area of tenant-related utility services, which are invoiced directly to tenants. Energy certificate data forms the basis for calculating the portfolio’s heating supply and greenhouse gas emissions.

**Third Party Assurance**

The information provided in this ESG Factbook was subjected to a separate limited assurance audit in accordance with ISAE 3000 for Vonovia’s own purposes. The criteria used in this audit included the definitions and criteria set out in this ESG Factbook. An unqualified audit opinion was issued.

# Key Figures

In the sections below, you will find selected key sustainability figures for our company. We have structured this information based on the three sustainability pillars: **E**(nvironment), **S**(ocial) and **G**(overnance). The table structure is based on the pattern that, for each of the past three fiscal

years (2022, 2023 and 2024), we report on a consolidated basis for the Group as a whole, also making distinctions at country level (Germany, Austria and Sweden) for the current 2024 reporting year.

## Portfolio Description

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Portfolio <sup>1)</sup></b>							
Buildings <sup>2)</sup>	number	64,529	64,165	63,263	60,198	1,467	1,598
Units	number	557,362	554,610	548,084	485,367	21,008	41,709
of which residential units	in %	98.4	98.4	98.5	98.8	97.3	95.0
of which commercial units	in %	1.6	1.6	1.5	1.2	2.7	5.0
Rentable area	number	35,712,539	35,523,724	35,209,745	30,480,683	1,663,381	3,065,681
of which residential units	in %	96.3	96.3	96.1	96.8	90.6	92.2
of which commercial units	in %	3.7	3.7	3.9	3.2	9.4	7.8
Portfolio by age category	number	548,524	545,919	539,753	479,674	20,438	39,641
of which built before 1939	in %	19.4	19.5	19.5	21.4	8.3	1.6
of which built between 1940-1949	in %	2.2	2.2	2.2	2.1	6.7	1.5
of which built between 1950-1959	in %	22.9	22.9	23.0	25.2	4.9	5.9
of which built between 1960-1969	in %	20.5	20.5	20.5	19.2	10.7	41.0
of which built between 1970-1979	in %	17.0	17.0	16.9	15.2	11.8	40.8
of which built between 1980-1989	in %	9.2	9.1	9.0	8.8	18.9	6.1
of which built between 1990-1999	in %	7.0	7.0	6.9	6.7	19.5	2.0
of which built between 2000-2009	in %	0.7	0.6	0.6	0.4	6.8	0.0
of which built between 2010-2019	in %	0.5	0.5	0.5	0.3	7.5	0.4
of which built since 2020	in %	0.7	0.6	0.8	0.6	5.0	0.7
Buildings listed as historical landmarks	number	8,779	8,678	8,753	8,731	22	0

1) Entire portfolio incl. listed buildings, excl. pure parking buildings.

2) Germany and Austria defined according to house elevations, in Sweden according to building bodies.

## Performance Indicators

To demonstrate the importance of sustainability for our corporate activities, we integrated the Sustainability Performance Index (SPI), as a key non-financial control parameter, into Vonovia’s management and remuneration system for the Management Board and top management in the 2021 fiscal year.

The index comprises six sub-indicators based on the material sustainability topics at Vonovia. They are each included in the SPI, which is measured as a percentage, with different weightings.

We have provided a detailed description of the SPI in our [Remuneration Report](#) and in our [Annual Report](#).

### Composition of the Sustainability Performance Index (SPI)

Indicator	Scope	Weighting	Unit	Value 2023	Value 2024	Change compared to previous year	Target 2030
Carbon intensity of the housing stock <sup>1)</sup>	Germany	35%	kgCO <sub>2</sub> e/m <sup>2</sup>	31.7	31.2	-1.6%	< 25
Average primary energy demand of new constructions <sup>2)</sup>	Group	10%	kWh/m <sup>2</sup>	25.3	22.0	-13.0%	< 25
Proportion of accessible (partially) modernized newly rented apartments	Germany	10%	%	17.5	29.5	12.0 ppts	approx. 27
Customer satisfaction (CSI)	Germany	20%	%	72.4	75.2	2.8 ppts	> 73
Employee satisfaction	Group	15%	%	78.0	79.0	1.0 ppts	≥ 77
Proportion of women in management positions <sup>3)</sup>	Group	10%	%	24.2	25.8	1.6 ppts	≥ 30
<b>SPI Total</b>			<b>%</b>	<b>111.0</b>	<b>104.2</b>	<b>-6.1</b>	<b>annually 100</b>

1) Scope 1, Scope 2 (market-based) and Scope 3.3, based on final energy demand as per energy performance certificates, in some cases incl. specific CO<sub>2</sub> factors from district heating suppliers.

2) Based on energy performance certificates, excl. commercial projects and floor additions.

3) First and second levels below the Management Board.

## Environment

In the section below, you will find all of the key information on the “Environment & Climate” action area – broken down into key figures for the greenhouse gas balance, energy (consumption and generation), new construction and conversions, water and waste, and biodiversity.

You can find more detailed information on our management approaches and strategic focus with regard to the individual topics in the section [ESRS E1 Climate Change](#) of our latest Annual Report and on our [website](#).

### Greenhouse Gas Balance

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Greenhouse Gas Balance <sup>2)</sup></b>							
<b>Emissions Scope 1+2+3</b>							
<b>Total portfolio + business operations location-based <sup>2)</sup></b>	t CO <sub>2</sub> e	<b>1,985,498</b>	<b>1,866,662</b>	<b>1,929,967</b>	<b>1,820,316</b>	<b>69,062</b>	<b>40,590</b>
of which emissions from portfolio	t CO <sub>2</sub> e	1,705,825.00	1,667,474	1,547,831	1,439,003	68,835	39,993
of which emissions from business operations	t CO <sub>2</sub> e	279,672.80	199,188.1	382,136	381,313	227	596
<b>Total portfolio + business operations market-based <sup>2)</sup></b>	t CO <sub>2</sub> e	<b>1,926,054</b>	<b>1,796,191</b>	<b>1,891,414</b>	<b>1,783,247</b>	<b>68,823</b>	<b>39,344</b>
of which emissions from portfolio	t CO <sub>2</sub> e	1,646,381	1,600,697	1,509,278	1,401,934	68,596	38,748
of which emissions from business operations	t CO <sub>2</sub> e	279,673	195,494	382,136	381,313	227	596
<b>Intensities</b>							
<b>Portfolio emissions per rental space <sup>3)</sup></b>	kg CO <sub>2</sub> e/m <sup>2</sup>	<b>31.5</b>	<b>30.0</b>	<b>29.4</b>	<b>31.2</b>	<b>34.2</b>	<b>9.4</b>
Portfolio emissions per € million Rental segment revenue <sup>3)</sup>	t CO <sub>2</sub> e/in € million	353	327	312	335	454	80
Total emissions per € million Group segment revenue (location-based)	t CO <sub>2</sub> e/in € million	331	338	273	290	160	110
Total emissions per € million Group segment revenue (market-based)	t CO <sub>2</sub> e/in € million	319	324	267	284	160	107
<b>Emissions Scope 1+2</b>							
<b>Total portfolio + business operations <sup>2)</sup></b>	t CO <sub>2</sub> e	<b>909,438</b>	<b>834,979</b>	<b>836,832</b>	<b>775,310</b>	<b>34,857</b>	<b>26,665</b>
of which emissions from portfolio	t CO <sub>2</sub> e	880,370	808,374	811,344	750,489	34,681	26,174
of which emissions from business operations	t CO <sub>2</sub> e	29,068	26,605	25,488	24,821	176	491
<b>Scope 1 (Direct Emissions)</b>							
<b>Total portfolio + business operations <sup>2)</sup></b>	t CO <sub>2</sub> e	<b>547,110</b>	<b>508,141</b>	<b>539,867</b>	<b>521,389</b>	<b>18,054</b>	<b>425</b>
<b>Scope 1 Portfolio</b>							
<b>Combustion processes of stationary plants</b>	t CO <sub>2</sub> e	<b>526,253</b>	<b>487,711</b>	<b>520,168</b>	<b>502,175</b>	<b>17,992</b>	<b>0</b>
of which heat from natural gas (ME)	%	92.0	93.2	93.5	93.9	82.5	0.0
of which heat from fuel oil (ME)	%	7.0	5.8	5.8	5.3	17.2	0.0
of which heat from coal (ME)	%	1.0	0.9	0.7	0.8	0.3	0.0
of which biomass (ME)	%	0.0	0.1	0.0	0.0	0.0	0.0
<b>Scope 1 Business Operations</b>							
<b>Combustion processes of business operations</b>	t CO <sub>2</sub> e	<b>20,857</b>	<b>20,430</b>	<b>19,699</b>	<b>19,213</b>	<b>61</b>	<b>425</b>
of which mobile plants	%	92.8	94.1	95.6	95.7	45.9	100.0
of which stationary plants	%	7.2	5.9	4.4	4.3	54.1	0.0



Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Scope 2 (Indirect Emissions from Energy Purchases)</b>							
<b>Total portfolio + business operations location-based <sup>2)</sup></b>	t CO <sub>2</sub> e	<b>421,772</b>	<b>393,615</b>	<b>335,518</b>	<b>290,989</b>	<b>17,043</b>	<b>27,486</b>
<b>Total portfolio + business operations market-based <sup>2) 3)</sup></b>	t CO <sub>2</sub> e	<b>355,132</b>	<b>326,838</b>	<b>296,965</b>	<b>253,921</b>	<b>16,803</b>	<b>26,241</b>
<b>Scope 2 Portfolio</b>							
<b>Energy supply location-based</b>	t CO <sub>2</sub> e	<b>413,561</b>	<b>387,440</b>	<b>329,730</b>	<b>285,382</b>	<b>16,928</b>	<b>27,419</b>
of which district heating (ME)	%	86.3	88.0	97.3	99.6	82.0	83.1
of which heat from electricity (ME)	%	3.7	3.0	0.8	0.0	11.0	3.4
of which electricity (common areas) <sup>4)</sup>	%	10.0	8.9	1.8	0.4	7.0	13.5
<b>Energy supply market-based <sup>5)</sup></b>	t CO <sub>2</sub> e	<b>354,117</b>	<b>320,663</b>	<b>291,176</b>	<b>248,314</b>	<b>16,689</b>	<b>26,174</b>
of which district heating (ME)	%	92.9	94.2	97.1	99.6	83.1	82.2
of which heat from electricity (ME)	%	4.3	3.7	1.0	0.0	11.2	3.6
of which electricity (common areas) <sup>6)</sup>	%	2.8	2.1	1.9	0.4	5.7	14.2
<b>Scope 2 Business Operations</b>							
<b>Energy supply location-based</b>	t CO <sub>2</sub> e	<b>8,211</b>	<b>6,175</b>	<b>5,789</b>	<b>5,607</b>	<b>115</b>	<b>67</b>
of which electricity	%	70.9	69.5	67.6	67.4	61.5	100.0
of which district heating	%	29.1	30.5	32.4	32.6	38.5	0.0
<b>Energy supply market-based <sup>7)</sup></b>	t CO <sub>2</sub> e	<b>1,015</b>	<b>596</b>	<b>715</b>	<b>644</b>	<b>4</b>	<b>67</b>
of which electricity	%	100.0	100.0	100.0	100.0	100.0	100.0
of which district heating	%	-	-	-	-	-	-
<b>Scope 3 (Other Indirect Emissions)</b>							
<b>Total portfolio + business operations</b>	t CO <sub>2</sub> e	<b>1,016,616</b>	<b>964,906</b>	<b>1,054,582</b>	<b>1,007,937</b>	<b>33,966</b>	<b>12,679</b>
<b>3.1 Emissions from purchased goods and services <sup>2)</sup></b>	t CO <sub>2</sub> e	<b>65,488</b>	<b>81,021</b>	<b>170,748</b>	<b>170,748</b>	<b>0</b>	<b>0</b>
<b>3.2 Emissions from capital goods <sup>8) 2)</sup></b>	t CO <sub>2</sub> e	<b>125,354</b>	<b>72,361</b>	<b>132,075</b>	<b>132,075</b>	<b>0</b>	<b>0</b>
<b>3.3 Fuel and energy-related emissions (not Scope 1+2) <sup>9) 2)</sup></b>	t CO <sub>2</sub> e	<b>223,795</b>	<b>210,026</b>	<b>205,634</b>	<b>189,396</b>	<b>13,520</b>	<b>2,719</b>
Portfolio	t CO <sub>2</sub> e	217,950	204,800	200,366	184,283	13,469	2,614
Business operations	t CO <sub>2</sub> e	5,845	5,226	5,268	5,113	51	105
<b>3.11 Emissions from use of sold products <sup>2)</sup></b>	t CO <sub>2</sub> e	<b>53,918</b>	<b>13,974</b>	<b>48,557</b>	<b>48,557</b>	<b>0</b>	<b>0</b>
<b>3.13 Downstream leased assets <sup>2)</sup></b>	t CO <sub>2</sub> e	<b>548,061</b>	<b>587,523</b>	<b>497,568</b>	<b>467,162</b>	<b>20,446</b>	<b>9,960</b>
Downstream leased assets WEG <sup>10)</sup>	t CO <sub>2</sub> e	26,915	52,275	24,153	15,433	8,719	0
Household electricity <sup>11)</sup>	t CO <sub>2</sub> e	521,146	535,248	473,415	451,729	11,726	9,960

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. The respective indicators are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table. Greenhouse gases included in the calculation: CO<sub>2</sub> equivalents (greenhouse gases regulated under the Kyoto Protocol: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>6</sub>, HFCs and PFCs).

- 1) The addition of the Scope 3 categories purchased goods and services (Scope 3.1), use of products sold (Scope 3.11) and the expansion of the calculation of emissions from household electricity (Scope 3.13) to include commercial properties results in a different total (location- and market-based) for 2022 and 2023 compared to the previous year's report. In the course of preparing this report, new findings were made that lead to deviations from the sustainability statement for the 2024 financial year.
- 2) Calculation logic according to ESRS E1-6.
- 3) Corresponds to the sum of Scope 2 of the portfolio (market-based) and the business operations (location-based), as there was no sufficient data basis for district heating in the business operations (market-based).
- 4) Calculation using utility-specific emission factors (market-based) if available in qualified form. Otherwise, use of location-specific emission factors (location-based).
- 5) Excl. emissions from purchased goods and services (Scope 3.1), capital goods (Scope 3.2), use of products sold (Scope 3.11) and household electricity (Scope 3.13).
- 6) For the Germany region, all volumes traded via VESG using 100% green electricity guarantee of origin, cleared via the Federal Environment Agency's register of guarantees of origin.
- 7) For locations in the Austria region: 100% green electricity. Calculation using utility-specific emission factors (market-based) if available in qualified form. Otherwise, use of location-specific emission factors (location-based).
- 8) Of which 100% from emissions caused by new construction/development.
- 9) Includes fuel- and energy-related emissions of the entire portfolio (incl. WEG share), in each case stationary combustion.
- 10) Rental units that belong to a residential property owners' association (WEG) in which Vonovia has an ownership interest of ≤ 50 % in the building (no full operational control). There are no proportional ownership rights in Sweden.
- 11) Calculation incl. commercial units.

### Notes on the Greenhouse Gas Emissions

This greenhouse gas balance (GHG balance) was prepared on the basis of the standards of the Greenhouse Gas Protocol (GHG Protocol Corporate Standard and Corporate Value Chain (Scope 3) Standard), the internationally recognized standards for calculating greenhouse gas emissions. The recommendations set out in the guidance issued by the German Association of German Housing and Real Estate Companies (GdW), "Arbeitshilfe 85 (CO<sub>2</sub> Monitoring)," and the recommendations published by the Wohnen 2050 housing initiative (IW2050), have also been taken into account. The scope of consolidation relevant to Vonovia's greenhouse gas balance matches that of the other environmental indicators in this ESG Factbook. GHG emissions were calculated in carbon dioxide equivalents (CO<sub>2</sub>e), the standardized unit to measure the relative contributions to the greenhouse effect of the greenhouse gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>6</sub>, HFCs and PFCs regulated by the Kyoto Protocol.

The calculation of GHG emissions in the portfolio is conducted according to the "Financial Control Approach." Emissions produced as a result of operating the housing stock over which Vonovia has full control (>50% ownership of the building) are disclosed under Scope 1 and Scope 2 emissions. For the part of the housing stock in which the company holds a minority interest (max. 50% ownership of the building), the carbon emission figures are reported under Scope 3.13.

As actual measured values for the relevant reporting year are not available at the required time, we calculate the emissions on the basis of the valid energy performance certificates of the individual buildings. The energy consumption of those buildings that do not have energy performance certificates is extrapolated based on the age of the building and corresponding average values based on the characteristics of the rest of the portfolio.

To calculate the emissions from the combustion of fossil fuels and location-based emissions in Scopes 1, 2 and 3.3, the CO<sub>2</sub>e factors from version 5.1 of the GEMIS database were used. GEMIS (Global Emission Model for Integrated Systems) is an internationally recognized model for determining energy and material flows with an integrated database. The model calculates life cycles for all processes and scenarios, i.e., it takes into consideration all material steps from primary energy/raw material extraction to effective energy/material provision and also includes the auxiliary energy and cost of materials to produce energy plants and transport systems.

Market-based emission factors were used to determine Scope 2 emissions from district heating where these were available in qualified form. Otherwise, location-based emission factors were used. With regard to the purchase of

district heating from combined heat and power (CHP) plants, we use emission factors based on the Carnot allocation method, as this allows for more realistic allocation of emissions to heat or electricity in physical terms. If no specific emission factors were available, the corresponding location-based factor was used. If other emission factors are applied in individual cases, this is indicated accordingly.

Explanatory information on the scopes included in the GHG balance:

**Scope 1** – Direct emissions: GHG emissions from stationary combustion for heating and warm water, as well as mobile combustion (vehicles owned by the company).

**Scope 2** – Indirect emissions from energy purchases: GHG emissions from the generation of (general) electricity, local and district heating for heating and warm water.

**Scope 3** – Indirect emissions in the upstream and downstream value chain (where these are identified as significant):

> Scope 3.1 Purchased goods and services: GHG emissions from the production and processing of building and other materials used for the modernization and maintenance work completed in the fiscal year in question. The GHG emissions are calculated using emission factors per unit of rental area (kg/m<sup>2</sup>) taken from a study commissioned by the housing industry association Verband der Wohnungswirtschaft (VdW). The study is based on data from the ÖKÖBAUDAT database for ecological evaluations of buildings of the German Federal Ministry for Housing, Urban Development and Building and covers life cycle phase A (A1 bis A3) of the life cycle phase of the selected products in individual underlying clusters.

> Scope 3.2 Capital goods: GHG emissions from the production of building and other materials used for the new buildings completed in the fiscal year in question. The GHG emissions are calculated using emission factors based on the building construction type as prepared by external experts as part of a comprehensive life cycle assessment for a model building.

> Scope 3.3 Fuel and energy-related emissions (not Scope 1+2): GHG emissions from the upstream chain of energy sources not reported as Scope 1 or Scope 2 emissions (e.g., for the extraction and transportation of fuels or the production and transportation of electricity and district heating) – both for the wholly owned real estate portfolio and for apartments in which Vonovia holds a share of 50% or less (their Scope 1 and 2 emissions are reported as Scope 3.13 emissions).

- > Scope 3.11 Use of sold products: GHG emissions from the operation of newly constructed residential units sold in the relevant fiscal year (provision of heat and warm water) over a lifespan of 50 years (in line with the recommendation of the Association of German Housing and Real Estate Companies (GdW)). Declining GHG intensity of district heating and electricity is assumed over the course of the property's useful life. This matches the assumed trend for the company's own portfolio.
  
- > Scope 3.13 Downstream leased assets: GHG emissions generated from household electricity used by tenants in their homes and commercial units for electrical appliances (excluding general electricity or electricity required for heat and warm water). The corresponding electricity consumption is estimated based on a method developed at sector level, since real data is not available to the landlord. The national emission factor for electricity is used to calculate emissions (location-based). In addition, GHG emissions resulting from the supply of heating and warm water to rental units for which Vonovia does not hold a majority of the ownership shares within a residential property owners' association (WEG).

Vonovia will review its GHG emissions on a regular basis with a view to the significance of other Scope 3 categories.

Energy (Consumption and Generation)

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Energy Consumption</b>							
<b>Energy Consumption total (portfolio and business operations) <sup>1) 2)</sup></b>	MWh	<b>5,630,199</b>	<b>5,410,828</b>	<b>5,322,850</b>	<b>4,514,822</b>	<b>269,807</b>	<b>538,221</b>
	MWh	602,364	558,962	1,013,469	456,973	89,513	466,983
of which from renewable sources	%	10.7	10.3	19.0	10.1	33.2	86.8
	MWh	5,027,835	4,851,866	4,309,381	4,057,849	180,294	71,238
of which from non-renewable sources	%	89.3	89.7	81.0	89.9	66.8	13.2
	MWh	25,644	18,335	59,196	182	0	59,014
of which from nuclear power	%	0.5	0.3	1.1	0.0	0.0	11.0
<b>Energy consumption in the portfolio <sup>3)</sup></b>	MWh	<b>5,516,630</b>	<b>5,306,599</b>	<b>5,221,193</b>	<b>4,416,216</b>	<b>268,757</b>	<b>536,221</b>
of which from renewable sources	%	10.7	10.6	19.2	10.1	33.1	87.1
<b>Energy Consumption in business operations</b>	MWh	<b>113,569</b>	<b>104,229</b>	<b>101,657</b>	<b>98,606</b>	<b>1,050</b>	<b>2,000</b>
of which from renewable sources	%	10.1	8.3	9.0	8.7	38.6	4.5
<b>Energy intensities <sup>4)</sup></b>							
Energy intensity of rentable area: portfolio	kWh/m <sup>2</sup>	154.5	149.4	148.3	144.9	161.6	174.9
Energy intensity per € million Group segment revenue (total net revenue)	MWh/in € million	1,011	888	752	719	626	1,463
<b>Heating Consumption</b>							
<b>Heating consumption total (portfolio and business operations)</b>	MWh	<b>5,387,803</b>	<b>5,195,339</b>	<b>5,120,247</b>	<b>4,367,358</b>	<b>263,587</b>	<b>489,303</b>
of which from renewable sources	%	8.7	8.8	18.2	8.8	31.9	95.4
<b>Heating consumption in the portfolio <sup>5)</sup></b>	MWh	<b>5,365,043</b>	<b>5,177,337</b>	<b>5,103,930</b>	<b>4,351,640</b>	<b>263,059</b>	<b>489,231</b>
Natural gas	MWh	2,507,943	2,446,243	2,493,695	2,396,756	96,940	0
District heating	MWh	2,620,895	2,540,912	2,435,310	1,818,756	139,159	477,396
of which from renewable sources <sup>6)</sup>	%	17.8	15.9	37.0	19.9	52.0	97.8
Heating oil	MWh	148,415	116,713	117,684	105,062	12,621	0
Electricity (incl. heat pumps)	MWh	55,785	51,260	43,685	18,011	13,839	11,835
of which from renewable sources	%	63.6	64.9	67.4	98.5	84.6	0.0
of which from nuclear power	%	11.6	9.7	27.1	0.0	0.0	100.0
Coal	MWh	14,737	12,544	11,064	10,563	501	0
Other (biomass, solar thermal)	MWh	17,269	9,665	2,492	2,492	0	0
<b>Heating consumption in business operations</b>	MWh	<b>22,760</b>	<b>18,002</b>	<b>16,317</b>	<b>15,718</b>	<b>527</b>	<b>72</b>
of which natural gas	MWh	7,465.6	5,953.0	4,311.8	4,146.5	165.3	0.0
of which district heating	MWh	15,183.4	11,976.9	11,933.2	11,571.0	362.1	0.0
of which electricity (heat pumps)	MWh	110.5	72.2	72.2	0.0	0.0	72.2

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Electricity Consumption (excl. Heat Supply)</b>							
<b>Electricity consumption total</b>	MWh	165,508	138,920	127,623	74,309	6,105	47,209
Share of electricity consumption from renewable energy	%	79.7	80.9	60.8	97.2	85.7	0.2
<b>Electricity consumption in communal areas</b>	MWh	151,587	129,262	117,263	64,575	5,698	46,990
of which from renewable sources <sup>7)</sup>	%	79.6	80.3	58.4	98.5	84.7	0.0
<b>Electricity consumption in business operations incl. vehicle fleet</b>	MWh	13,921	9,658	10,360	9,734	407	219
Share of electricity consumption from renewable energy	%	81.9	89.0	88.1	88.6	99.6	41.0

<b>Additional Energy Consumption (Vehicle Fleet)</b>							
<b>Combustion processes in business operations <sup>8)</sup></b>	MWh	76,888	76,569	74,980	73,155	115	1,709

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. Other indicators follow GRI definitions. The respective key figures are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- In the course of preparing this report, new findings were made that lead to deviations from the sustainability statement for the 2024 financial year.
- Calculation logic according to ESRS E1-5.
- Composed of electricity consumption in the communal areas of the portfolio and total heat consumption in the portfolio (according to energy performance certificates, calculated for residential and communal areas).
- Calculation logic according to GRI 302-3.
- When calculating the thermal energy used, the rental areas were extrapolated to the total building area in accordance with GEG 2020 Section 82 (2) using a 20% surcharge for the communal areas. However, the denominator of this key figure remains the rental space excluding communal areas. Renewable energy from electricity in each case location-based.
- Renewable energy from district heating Germany and Sweden based on data from the respective district heating suppliers (market-based approach), for Austria location-based approach based on data from the Federal Ministry for Climate Protection (BMK).
- Calculation based on the share of renewable energy in the Swedish electricity mix according to the Swedish Energy Agency, in the Austrian electricity mix according to the E-Control 2021 electricity labeling report (location-based approach in each case). For the German region, all quantities traded via VESG using the 100% green electricity guarantee of origin, deleted via the Federal Environment Agency's register of guarantees of origin.
- Mobile combustion only (vehicle fleet) - diesel, gasoline, gas.

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Energy Efficiency Standards by Energy End-use Efficiency Class <sup>1)</sup></b>							
Rental area	m <sup>2</sup>	35,711,977	35,515,118	35,209,745	30,480,683	1,663,381	3,065,681
of which x <= 30 kWh/m <sup>2</sup> (EPC A+)	%	0.1	0.2	0.2	0.2	1.0	0.0
of which 30 < x <= 50 kWh/m <sup>2</sup> (EPC A)	%	1.1	1.2	1.3	1.1	5.7	0.1
of which 50 < x <= 75 kWh/m <sup>2</sup> (EPC B)	%	10.5	11.6	11.7	12.6	13.9	1.3
of which 75 < x <= 100 kWh/m <sup>2</sup> (EPC C)	%	21.5	23.2	23.7	25.4	18.4	9.7
of which 100 < x <= 130 kWh/m <sup>2</sup> (EPC D)	%	25.6	26.7	26.8	26.2	19.6	36.5
of which 130 < x <= 160 kWh/m <sup>2</sup> (EPC E)	%	18.9	18.4	18.0	17.0	8.4	33.4
of which 160 < x <= 200 kWh/m <sup>2</sup> (EPC F)	%	10.4	9.2	9.3	8.6	8.2	17.0
of which 200 < x <= 250 kWh/m <sup>2</sup> (EPC G)	%	3.3	2.6	2.7	2.7	7.6	0.5
of which x > 250 kWh/m <sup>2</sup> (EPC H)	%	1.8	1.3	1.2	1.0	7.7	0.0
of which not disclosed	%	6.9	5.6	5.0	5.1	9.5	1.5

1) Existing buildings incl. listed buildings excl. purely parking buildings. Classification of all buildings according to German energy end-use efficiency classes (e.g. EPC A+). No like-for-like consideration, therefore the change is also influenced by purchases.

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Renewable Energy Generation</b>							
Energy generated <sup>1)</sup>	MWh	16,108	16,843	21,468	20,410	245	814
of which from renewable sources	%	100.0	100.0	100.0	100.0	100.0	100.0
of which from photovoltaic systems	%	100.0	100.0	100.0	100.0	100.0	100.0
Installed output <sup>2)</sup>	MWp	19.3	53.1	136.2	134.8	0.3	1.1
Portfolio	number	533	1,353	3,681	3,627	23	31
Avoided emissions <sup>3)</sup>	t CO <sub>2</sub> e	10,551	11,095	14,187	14,083	51	53

- 1) Photovoltaic systems owned by Vonovia as of December 31, electricity generation only.
- 2) The proportional increase in the number of plants and installed capacity can deviate from the energy generated, as the number of plants also includes plants that have already been built and will not be connected to the grid until the following year.
- 3) Theoretical annual emissions avoidance from energy generated by means of photovoltaic systems and fed into the general power grid. Calculated with emission factor for Electricity displacement mix PV, source: Federal Environment Agency (for Germany). Comparability with previous years is limited due to differences in emission factors per kWh of electricity over time possible to a limited extent.

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Energy Sales <sup>1)</sup></b>							
Total energy sold	MWh	93,011	110,954	114,110	114,110	0	0
of which to rentable areas <sup>2)</sup>	MWh	51,080	51,870	55,927	55,927	0	0
of which general electricity <sup>3)</sup>	MWh	41,931	59,084	58,184	58,184	0	0
Share of electricity from renewable energy sources <sup>4)</sup>	%	100.0	100.0	100.0	100.0	0.0	0.0
Avoided emissions <sup>5)</sup>	t CO <sub>2</sub> e	45,114	55,294	50,849	50,849	0	0
Total gas sold <sup>6)</sup>	MWh	1,114,788	1,062,616	1,046,028	1,046,028	0	0

- 1) Reporting of electricity and gas sales based on revenue projections.
- 2) Electricity sold by VESG for private use by tenants.
- 3) Electricity sold by VESG for the common areas of the portfolio.
- 4) 100% green electricity by means of a guarantee of origin, deleted via the Federal Environment Agency's register of guarantees of origin.
- 5) Calculation based on "total electricity sales", in previous year's reports calculation based on "thereof common areas." In addition, (retroactive) consideration of emissions from the upstream chain.
- 6) Gas sold to tenants by VESG; in order to remain cost-neutral for tenants, Vonovia has decided not to acquire proof of origin for green gas.

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Mobile Combustion in Business Operations</b>							
Fuel consumption	MWh	76,888	76,902	75,601	73,623	127	1,851
of which diesel	MWh	71,526	70,714	69,132	68,157	4	971
of which gasoline	MWh	5,362	5,855	5,848	4,998	111	739
of which electricity	MWh	89	333	621	468	12	142
Vehicles (yearly average)	number	6,065	6,081	6,061	5,786	28	248
Distance traveled <sup>1)</sup>	million km	97.6	99.4	99.0	94.9	0.7	3.5
Average fuel consumption <sup>2)</sup>	liters/100 km	8.0	7.9	8.0	8.0	6.3	6.6
Average emissions <sup>1)</sup>	gCO <sub>2</sub> e/km	241	236	234	237	62	169

- 1) Incl. mileage of purely electric vehicles.
- 2) Excl. distance traveled and excl. energy consumption of electric vehicles.

## New Construction and Conversions

### Completion of New Construction

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>General Project Data</b>							
Rented units	number	3,776	2,460	3,747	3,735	0	12
Rentable area	m <sup>2</sup>	266,504	166,284	277,588	276,885	0	703
of which residential area	%	96.4	94.6	90.1	90.1	0.0	100.0
of which commercial area	%	2.8	3.4	9.9	9.9	0.0	0.0
of which social institutions <sup>1)</sup>	%	0.9	1.9	0.0	0.0	0.0	0.0
Site area	m <sup>2</sup>	166,379	117,812	252,359	252,359	0	0
of which green spaces	%	21.6	36.8	13.2	13.2	0.0	0.0
Expenses: new construction	in € million	607.1	291.2	224.5	208.0	16.3	0.3

<b>Energy and Heat Supply</b>							
Rentable area not including vertical expansion	m <sup>2</sup>	240,998	154,646	271,503	271,503	0	0
of which district heating <sup>2)</sup>	%	59.6	71.5	91.4	91.4	0.0	0.0
of which renewable energy sources/hybrid systems <sup>3)</sup>	%	14.6	21.1	8.6	8.6	0.0	0.0
of which fossil energy sources <sup>4)</sup>	%	25.7	7.4	0.0	0.0	0.0	0.0
of which primary energy requirement of ≤30 kWh/m <sup>2</sup> a	%	41.8	61.4	93.9	93.9	0.0	0.0
of which primary energy requirement of >30 and ≤50 kWh/m <sup>2</sup> a	%	38.6	31.4	5.0	5.0	0.0	0.0
of which primary energy requirement of >50 and ≤75 kWh/m <sup>2</sup> a	%	12.2	5.8	0.0	0.0	0.0	0.0
of which primary energy requirement of >75 kWh/m <sup>2</sup> a <sup>5)</sup>	%	7.4	1.4	1.2	1.2	0.0	0.0
Average primary energy requirement <sup>6)</sup>	kWh/m <sup>2</sup> a	37.7	25.3	22.0	22.0	0.0	0.0
Share with building certification <sup>7)</sup>	%	38.3	16.0	29.7	29.7	0.0	0.0
Installed output of photovoltaic systems	kWp	825	360.6	190	190	0	0

<b>Mobility<sup>8)</sup></b>							
Proportion of projects featuring charging stations <sup>9)</sup>	%	38.6	30.0	32.4	32.4	0.0	0.0
Proportion of projects featuring empty cable conduits for charging stations	%	63.6	28.3	41.2	41.2	0.0	0.0
Number of bicycle parking spaces per rented unit	Avg.	2.1	1.5	0.8	0.8	0.0	0.0
Number of vehicle parking spaces per rented unit	Avg.	0.8	0.7	0.7	0.7	0.0	0.0
Minutes to reach the nearest public transport connection on foot	Avg.	4.2	3.5	2.9	2.9	0.0	0.0

- 1) Category includes kindergartens, schools, homes and similar facilities.
- 2) Separate presentation, as both renewable and fossil energy sources can be used in district heating supply.
- 3) At least proportionate supply from renewable energy sources: biogas, biomass, wood pellets and heat pumps.
- 4) Fossil energy sources: natural gas.
- 5) New construction projects in Germany relate exclusively to commercial and social facilities.
- 6) Based on completed living space without extensions and without purely commercial buildings (analogous to Sustainability Performance Index).
- 7) DGNB Silver to Platinum for Germany, ÖGNI Bronze to Platinum or KlimaAktiv-Pakt Bronze to Gold in Austria.
- 8) Calculated exclusively on the basis of completed projects without taking into account vertical expansion.
- 9) Charging stations can be publicly accessible or assigned to a private parking space.

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Refurbishment</b>							
Modernized buildings	number	818	818	672	643	24	5 <sup>2)</sup>
<b>Modernized rented units</b>	number	<b>7,088</b>	<b>7,759</b>	<b>6,886</b>	<b>6,426</b>	<b>171</b>	<b>289<sup>2)</sup></b>
avoided emissions due to modernization <sup>1)</sup>	t CO <sub>2</sub> e	6,868	4,586	5,545	5,399	105	41 <sup>2)</sup>
Modernized rentable area	million m <sup>2</sup>	0.43	0.48	0.42	0.38	0.01	0.02 <sup>2)</sup>
<b>Rented units with upgraded heating systems</b>	number	<b>3,376</b>	<b>934</b>	<b>540</b>	<b>113</b>	<b>287</b>	<b>140<sup>2)</sup></b>
avoided emissions due to upgraded heating systems <sup>1)</sup>	t CO <sub>2</sub> e	1,943	697	624	144	443	37 <sup>2)</sup>
<b>Refurbishment rate</b>	%	<b>1.7</b>	<b>1.4</b>	<b>1.3</b>	<b>1.3</b>	<b>0.8</b>	<b>0.7<sup>2)</sup></b>
Investment in the portfolio <sup>2)</sup>	in € million	1,693.6	1,235.8	1,376.5	1,191.0	59.6	126.0
Investment intensity	€/m <sup>2</sup> /a	49.1	34.7	40.4	40.1	38.6	44.6
of which expenses for maintenance	in € million	856.2	722.5	764.8	635.5	54.9	74.4
Maintenance intensity	€/m <sup>2</sup> /a	24.8	21.0	22.5	21.4	35.6	26.3
of which expenses for modernization	in € million	837.4	513.3	611.8	555.5	4.7	51.6
Modernization intensity	€/m <sup>2</sup> /a	24.3	13.7	18.0	18.7	3.1	18.2

1) 2022 excl. Austria and Sweden.

2) As in the previous years, refurbishments and modernizations with a total investment sum of more than € 500 per square meter of rental space per business unit were taken into account for the Sweden region.



## Water and Waste

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Water Consumption</b>							
<b>Portfolio <sup>1)</sup></b>							
Water consumption	million m <sup>3</sup>	42.2	44.4	43.9	36.5	2.4	5.0
Water intensity	m <sup>3</sup> /m <sup>2</sup>	1.18	1.25	1.25	1.20	1.45	1.64
<b>Business Operations <sup>1)</sup></b>							
Water consumption <sup>1)</sup>	m <sup>3</sup>	48,071	47,963	44,795	43,629	794	372
Water intensity <sup>1)</sup>	m <sup>3</sup> /m <sup>2</sup>	0.18	0.20	0.19	0.20	0.08	0.18

- 1) Partially limited comparability due to delayed availability of actual data. Water consumption of office locations in Austria based on extrapolations from the previous year.
- 2) All available meter readings from tenants were taken into account. For economic units without consumption data, the water consumption was extrapolated to the total area of the portfolio on the basis of the average consumption per square meter.
- 3) Water consumption of the office locations included in the scope in the reporting period; missing values were estimated on the basis of the area and average consumption of comparable locations.

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Waste Volume <sup>1)</sup></b>							
<b>Portfolio <sup>2)</sup></b>							
Waste volume	t	403,096	371,485	363,134	317,886	19,955	25,294
of which residual waste	%	37.0	40.0	40.1	37.5	37.1	75.0 <sup>3)</sup>
of which waste paper	%	14.9	14.3	13.5	13.9	15.3	7.0
of which recycling <sup>4)</sup>	%	19.0	18.3	18.1	18.9	19.7	7.8
of which organic waste	%	29.2	27.5	28.3	29.8	27.9	10.2
Recycling ratio <sup>5)</sup>	%	63.0	60.0	59.9	62.5	62.9	25.0
<b>Business Operations <sup>6)</sup></b>							
Total volume of commercial municipal waste	t	860.7	835.5	803.4	679.6	123.8	0.0
of which recycled commercial municipal waste	%	35.6	40.4	40.0	42.6	25.3	0.0
of which residual commercial municipal waste	%	64.4	59.6	60.0	57.4	74.7	0.0
Other waste <sup>7)</sup>	t	9.7	12.4	12.2	0.7	11.5	0.0

- 1) Calculation excl. waste from construction and refurbishment.
- 2) Calculation based on statistical data from Destatis.
- 3) Reflects residual waste incl. bulky waste and incineration for energy generation.
- 4) Region Germany and Austria: Glass, packaging, metals, wood, plastics, textiles. Region Sweden: Material from recycling centers and packaging waste.
- 5) Calculation of recycling rate via share of waste generation in tons. The recycling rate takes into account not only the volume of recycled waste but also the reusability of waste paper and organic waste.
- 6) No survey for the Sweden region to date.
- 7) Other waste includes bulky waste, wood, iron and steel.

## Biodiversity

Key Figures	Unit	2022	2023	2024
<b>Green Spaces (in Germany)</b>				
<b>Green areas <sup>1)</sup></b>	m <sup>2</sup>	<b>18,392,150</b>	<b>24,290,305</b>	<b>24,150,501</b>
of which lawns	%	77.2	75.0	74.9
of which hedges	%	1.5	1.8	1.8
of which copses	%	21.3	23.2	23.3
<b>Degree of sealing of the properties <sup>2)</sup></b>	%	<b>44.2</b>	<b>45.7</b>	<b>44.6</b>
<b>Trees on the property</b>	number	<b>211,028</b>	<b>263,190</b>	<b>257,424</b>
Average crown diameter	m	7.2	7.2	7.1
Proportion of climate resilient trees <sup>3)</sup>	%	40.9	38.5	38.7
<b>Playgrounds</b>	number	<b>1,478</b>	<b>1,972</b>	<b>1,944</b>

1) Excl. green roofs and facades; excluding areas under tenant care (e.g., tenant gardens).

2) Definition of degree of sealing: Covering of the earth's surface with impermeable materials in relation to the area of the property.

3) Climate-resilient woody species based on designation in the product manual, e.g., field maple, hornbeam or Turkish hazel.

## Social

The selected indicators presented under Social include personnel indicators, occupational safety data and indicators covering social issues. You can find more detailed content in the sections [ESRS 1 - Own Workforce](#), and in the two company-specific disclosures [Neighborhood Development and Contribution to Infrastructure](#) and [Living at Fair Prices](#) in the Non-financial Group Declaration in the Annual Report, and on our website in the descriptions of the [Corporate Culture and Employees](#), [Homes and Customers](#) and [Society and Contribution to Urban Development](#) action areas.

The switch in annual reporting to ESRS has implications in particular for the disclosure of key employee and occupational safety figures.

The expansion of the scope of consolidation to include the SYNVIA companies means that the key figures from the

2023 fiscal year onwards are only comparable with the figures for the previous years to a limited extent.

We have also expanded the table “Employees on parental leave” to include family-related leave in line with ESRS S1-15 and have renamed it “Work-life balance metrics”.

The key employee figures are based on ESRS standard S1-6.50. In addition to male/female, this standard also provides for disclosures related to the gender “other”. Based on the information provided by our own workforce, nobody falls under this category, which is why we have opted not to report values of zero in the tables.

For more information on this and for further descriptions of definitions, please refer to [ESRS S1 - Own Workforce](#) in the 2024 Annual Report.

### Key Personnel Figures

Key Figures	2022		2023		2024		2024 by Country		
	number	in %	number	in %	number	in %	Germany number	Austria number	Sweden number
<b>Employees by Employment Contract and Gender</b>									
Total headcount <sup>1) 2)</sup>	12,063		11,946		12,056		11,164	367	525
of which female	3,404	28.2	3,464	29.0	3,485	28.9	3,072	246	167
Full-time equivalents	11,530		11,408		11,488		10,676	325	487
of which female	3,088	26.8	3,147	27.6	3,144	27.4	2,783	212	149
Employees with temporary contracts <sup>2)</sup>	883		1,213		1,300		1,204	6	90
of which female	325		381		390		364	3	23
Employees with permanent contracts <sup>2)</sup>	11,180	92.7	10,733	89.8	10,756	89.2	9,960	361	435
of which female	3,079		3,083		3,095		2,708	243	144
Temporary workers <sup>3)</sup>	104	0.9	65	0.5	18	0.1	6	-	12
of which female	55		29		7		4	-	3

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. The respective indicators are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) Germany: Total number of employees by headcount. Austria: All employees, excl. pre-retirement part-time work arrangements, parental/educational leave, Management Board, but incl. management. Sweden: All employees, excl. parental leave and members of executive bodies (CEO + CFO).
- 2) Calculation logic according to ESRS S1-6.
- 3) Calculation logic according to ESRS S1-7.

Key Figures	2024 by Country											
	2022		2023		2024		Germany		Austria		Sweden	
	number	in %	number	in %	number	in %	number	in %	number	in %	number	in %
<b>Number of Permanent Employees by Type of Employment and Gender</b>												
Full-time employees <sup>1) 2)</sup>	10,686		10,480		10,525		9,792		252		481	
of which female	2,473		2,498		2,454		2,164		148		142	
Part-time employees <sup>1) 2) 3)</sup>	1,377		1,466		1,531		1,372		115		44	
of which female	931		966		1,031		908		98		25	
Proportion of part-time employees <sup>4)</sup>		11.4		12.3		12.7		12.3		31.3		8.4
of which female		67.6		65.9		67.3		66.2		85.2		56.8
of which male		32.4		34.1		32.7		33.8		14.8		43.2
Marginal employees <sup>3) 5)</sup>	184		196		192		161		5		26	
of which female	60	32.6	63	32.1	62	32.3	47	29.2	3	60.0	12	46.2

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. The respective indicators are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) Calculation logic according to ESRS S1-6.
- 2) Germany: Total number of employees by headcount. Austria: All employees, excl. pre-retirement part-time work arrangements, parental/educational leave, Management Board, but incl. management. Sweden: All employees, excl. parental leave and members of executive bodies (CEO + CFO).
- 3) The marginally employed are included in the number of part-time employees.
- 4) Number of part-time employees/total number of employees (headcount).
- 5) Effective from 2023: In Sweden, "on-call" employees counted as marginally employed. "On-call" employees are to be regarded as temporary staff.

Key Figures	2024 by Country								
	2022		2023		2024		Germany	Austria	Sweden
	number	in %	number	in %	number	in %	number	number	number
<b>Employee Turnover</b>									
Newly hired employees <sup>1)</sup>	2,099	17.4	1,998	17.2	2,075	17.7	1,874	25	176
of which female	622	29.6	614	30.7	570	27.5	501	15	54
Employees leaving the company <sup>1) 2)</sup>	2,077		2,229		1,953		1,744	32	177
of which female	584	28.1	614	27.5	548	28.1	470	20	58
Turnover rate (in %) <sup>3)</sup>		17.8		19.2		16.7	16.1	8.8	35.5

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. The respective indicators are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) All figures on employees joining or leaving the company calculated according to HGB excl. external staff, temporary staff, working students, marginal employees and school students.
- 2) Calculation logic according to ESRS S1-6. Employees leaving the company include voluntary resignations, dismissals, retirement and deaths, but excl. traineeships that have come to an end and integration process-related dismissals.
- 3) Calculation logic according to ESRS S1-6. Employees leaving the company/headcount (adjusted to reflect integration process-related dismissals) as of December 31 x 100%. Based on EPRA definition (employees leaving the company in the period/headcount at end of period). The following employee groups are also deducted from the headcount according to HGB (headcount excl. trainees, members of executive bodies, other employees, external staff, temporary staff, working students, marginal employees and school students).

Key Figures	2024 by Country								
	2022		2023		2024		Germany	Austria	Sweden
	number	in %	number	in %	number	in %	number	number	number

**Employees by Category, Gender, Age Group and Disability**

<b>Total headcount<sup>1) 2)</sup></b>	<b>12,063</b>		<b>11,946</b>		<b>12,056</b>		<b>11,164</b>	<b>367</b>	<b>525</b>
<b>Total headcount, commercial<sup>2) 3) 4)</sup></b>	<b>5,660</b>	<b>46.9</b>	<b>5,992</b>	<b>50.2</b>	<b>5,978</b>	<b>49.6</b>	<b>5,302</b>	<b>367</b>	<b>309</b>
of which female	2,692	47.6	2,710	45.2	2,700	45.2	2,299	246	155
of which under 30 years of age	779	13.8	781	13.0	796	13.3	680	34	82
of which 30-50 years of age	3,015	53.3	2,994	50.0	2,949	49.3	2,567	225	157
of which over 50 years of age	1,866	33.0	2,217	37.0	2,233	37.4	2,055	108	70
<b>Total headcount, technical trade<sup>2) 3) 4)</sup></b>	<b>6,403</b>	<b>53.1</b>	<b>5,954</b>	<b>49.8</b>	<b>6,078</b>	<b>50.4</b>	<b>5,862</b>	<b>-</b>	<b>216</b>
of which female	712	11.1	754	12.7	785	12.9	773	-	12
of which under 30 years of age	842	13.2	777	13.1	825	13.6	806	-	19
of which 30-50 years of age	3,588	56.0	3,189	53.6	3,219	53.0	3,118	-	101
of which over 50 years of age	1,973	30.8	1,988	33.4	2,034	33.5	1,938	-	96
<b>Average age (in years)<sup>5)</sup></b>	<b>43.8</b>		<b>44.3</b>		<b>44.4</b>		<b>44.5</b>	<b>43.5</b>	<b>42.5</b>
<b>Employees with disabilities<sup>6)</sup></b>	<b>346</b>	<b>2.9</b>	<b>360</b>	<b>3.2</b>	<b>377</b>	<b>3.3</b>	<b>373</b>	<b>4</b>	<b>-</b>

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. Other indicators follow GRI definitions. The respective key figures are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) Calculation logic according to ESRS S1-6.
- 2) Germany: Total number of employees by headcount. Austria: All employees, excl. pre-retirement part-time work arrangements, parental/educational leave, Management Board, but incl. management. Sweden: All employees, excl. parental leave and members of executive bodies (CEO + CFO).
- 3) Calculation logic according to GRI 405-1.
- 4) The classification in Germany takes place via the operational company, in Sweden via position. In Austria all employees are classified as commercial employees.
- 5) Average age (in years) of employees (headcount) on the reporting date of December 31. New calculation since 2023.
- 6) Germany: The basis for determining the number is based on the definition in ESRS S1-12, according to the social law definition of disability in accordance with Section 2 of the German Social Code (SGB IX). Total number and ratio relate to Germany and Austria only as no disclosure to Sweden is legally possible.

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Work-Life Balance Metrics <sup>1)</sup></b>							
Proportion of employees entitled to family-related leave <sup>2)</sup>	in %	-	95.3	96.2	95.9	100.0	100.0
<b>Proportion of eligible employees who have taken family-related leave</b>							
of which male	in %	-	3.9	3.4	2.8	20.7	11.2
of which female	in %	-	7.3	7.0	4.7	25.6	19.8

Selected data points in this table of indicators were established for the years 2023 and 2024 in accordance with the ESRS calculation methodology. The respective indicators are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) Due to the first-time application of ESRS, no comparable indicators were collected for 2022. Calculation logic according to ESRS S1-15.
- 2) A legal entitlement exists in Austria and Sweden for all employees. No 100% entitlement to leave for family reasons exists in Germany, as there is no statutory right to paternity leave.

Key Figures	2022		2023		2024		2024 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
<b>Performance Appraisal <sup>1)</sup></b>									
<b>Employees who have had an appraisal interview/performance appraisal <sup>2) 3)</sup></b>	<b>3,999</b>	<b>38.3</b>	<b>5,370</b>	<b>45.0</b>	<b>5,146</b>	<b>42.7</b>	<b>4,508</b>	<b>311</b>	<b>327</b>
of which female	-	43.9	2,302	66.5	2,231	64.0	1,918	205	108
of which male	-	56.1	3,068	36.2	2,915	34.0	2,590	106	219
Share of target checks <sup>3) 4)</sup>		-		84.1		93.0	93.7	90.7	86.1
<b>Employees who have had an appraisal interview/performance appraisal, by employee category <sup>2) 5)</sup></b>	<b>-</b>		<b>5,370</b>		<b>5,146</b>		<b>4,508</b>	<b>311</b>	<b>327</b>
of which management level <sup>6)</sup>	-	83.6	187	79.9	197	89.1	176	20	1
of which other employees <sup>7)</sup>	-	37.4	5,183	44.3	4,949	41.9	4,332	291	326
Trainees <sup>8)</sup>		100.0		100.0		100.0			

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. Other indicators follow GRI definitions. The respective key figures are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- <sup>1)</sup> Available for Sweden since 2023.
- <sup>2)</sup> The indicator for employees who have had an appraisal interview/performance appraisal includes all meetings between employees and managers that have been recorded in the system. From 2023, performance and potential assessments are also included here.
- <sup>3)</sup> Calculation logic according to ESRS S1-13.
- <sup>4)</sup> Share of performance appraisals carried out in the planned target reviews.
- <sup>5)</sup> Calculation logic according to GRI 404-3.
- <sup>6)</sup> First and second level below the Management Board.
- <sup>7)</sup> All employees excl. management level.
- <sup>8)</sup> Those who are being trained in vocational training recognized by the state on the basis of a training contract.

Key Figures	2022		2023		2024		2024 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden <sup>5)</sup>
<b>Training and Education</b>									
<b>Vocational training</b>									
Total number of trainees <sup>1)</sup>	617		632		664		662	2	-
of which female	148	24.0	132	20.9	143	21.5	143	-	-
Commercial trainees <sup>2)</sup>	215	34.8	190	30.1	200	30.1	198	2	-
of which female	120	55.8	107	56.3	116	58.0	116	-	-
Technical trade trainees <sup>2)</sup>	402	65.2	442	69.9	464	69.9	464	-	-
of which female	28	7.0	25	5.7	27	5.8	27	-	-
Proportion of total workforce (in %) <sup>3)</sup>		5.1		5.0		5.2	5.6	0.5	-
Proportion taken on (in %) <sup>4)</sup>		71.6		69.2		69.9	70	-	-
<b>Further training</b>									
Total number of participants in further training <sup>6)</sup>	6,027		6,993		7,007		6,304	360	343
of which female	2,386	39.6	2,848	40.7	2,827	40.3	2,459	242	126
Further training rate (in %) <sup>7)</sup>		54.7		58.5		58.1	56.5	98.1	65.3
Further training intensity <sup>8)</sup>	6.0		6.1		6.5		6.9	3.6	0.5
<b>Training and education</b>									
Total training and education days	62,881		69,929		74,712		73,298	1,173	241
Average training and education days per employee <sup>9)</sup>	5.7		5.9		6.2		6.6	3.2	0.5
Total hours of further training <sup>10)</sup>	503,047		559,428		597,696		586,385	9,387	1,925
Average hours of further training per employee <sup>11)</sup>	45.7		46.8		49.6		52.5	25.6	3.7
of which per female employee	13.9		31.7		34.2		36.5	23.7	4.9
of which per male employee	31.8		49.6		52.0		54.4	28.9	3.1
of which per commercial employee	19.8		33.4		27.9		29.3	25.4	5.7
of which per technical trade employee	25.9		55.2		65.0		67.2	-	0.8
Training and further education costs (in € million)	3.3		3.2		2.5		2.1	0.2	0.1
Average training and education cost per employee (in €) <sup>12)</sup>	553.4		416.9		328.7		307.7	637.7	429.4

1) Total number of trainees by headcount by December 31. Trainees are those who are being trained in vocational training recognized by the state on the basis of a training contract.

2) In Germany, allocation takes place via the employee groups. In Austria, all trainees are allocated to the commercial area.

3) Proportion of trainees (headcount)/employees (headcount) incl. trainees by December 31.

4) Number of trainees taken on (headcount)/all trainees (headcount) who had completed their training by December 31 x 100%.

5) Extension to Sweden 2023 newly introduced. No trainees in Sweden.

6) If employees participated in several different courses, they are counted only once.

7) Number of participants in further training/total employees (headcount)

8) Total number of working days used for processes related to professional further training by all employees during the reporting period/total for all employees (FTE).

9) Total training days/number of employees (headcount). According to German Commercial Code (HGB) incl. trainees.

10) Assumption: 8 hours per training day, total training days x 8 hours.

11) Total training hours/total number of employees (headcount). Counting method according to HGB incl. trainees. New calculation method from 2023, no restatement for previous years.

12) Total costs for training and education/total number of trainees + total number of participants in further training.

Key Figures	2022		2023		2024		2024 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
							in %	in %	in %
<b>Female Managers</b>									
Proportion of women in total workforce <sup>1) 2)</sup>	3,404	28.2	3,464	29.0	3,485	28.9	27.5	67.0	31.8
<b>Proportion of women at the first two levels below the Management Board <sup>3) 4)</sup></b>		<b>25.1</b>		<b>24.6</b>		<b>25.8</b>	<b>26.0</b>	<b>28.6</b>	<b>12.5</b>

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. The respective key figures are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) Calculation logic according to ESRS S1-6. For figures given in %, the number of female employees/number of employees (headcount) is calculated.
- 2) Germany: Total number of employees by headcount. Austria: All employees, excl. pre-retirement part-time work arrangements, parental/educational leave, Management Board, but incl. management. Sweden: All employees, excl. parental leave and members of executive bodies (CEO + CFO).
- 3) Calculation logic according to ESRS S1-9.
- 4) Cumulation of the first two management levels below the Management Board as a total value for the Group.

	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Remuneration Metrics (Pay Gaps) <sup>1) 2)</sup></b>							
<b>Total gender pay gap <sup>3)</sup></b>	<b>in %</b>	<b>-</b>	<b>-5.7</b>	<b>-6.7</b>	<b>-6.4</b>	<b>27.5</b>	<b>7.2</b>
Gender pay gap: management level <sup>4)</sup>	in %	-	14.6	7.8	6.8	14.6	-18.3
Gender pay gap: non-management level <sup>5)</sup>	in %	-	-7.6	-8.2	-7.3	18.6	4.7

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. The respective key figures are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) Due to the first-time application of ESRS, no comparable indicators were collected for 2022. Calculation logic according to ESRS S1-16.
- 2) The actual hours worked were estimated to determine the denominator for calculating the hourly pay for employees who do not record their hours.
- 3) (Hourly wage for men - hourly wage for women)/hourly wage for men.
- 4) (Hourly wage for men (headcount) - hourly wage for women (headcount))/hourly wage for men (headcount). Only managers in the first two levels below Management Board.
- 5) (Hourly wage for men (headcount) - hourly wage for women (headcount))/hourly wage for men (headcount). Excl. managers in the first two levels below Management Board.



Occupational Health and Safety

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Occupational Health and Safety</b>							
Coverage of employees by OH&S <sup>1)</sup>	in %	100	100	100	100	100	100
Work-related fatalities <sup>2)</sup>	number	0	0	0	0	0	0
Work-related fatalities (ODR) <sup>3)</sup>	in %	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total reportable occupational accidents <sup>4)</sup></b>	number	<b>279</b>	<b>354</b>	<b>491</b>	<b>469</b>	<b>0</b>	<b>22</b>
of which occupational accidents, commercial	number	102	141	178	177	0	1
of which occupational accidents, technical trade	number	177	213	313	292	0	21
Accident rate (reportable occupational accidents) <sup>5)</sup>	number	14.0	16.9	20.9	21.5	0.0	22.1
<b>Accident rate <sup>6)</sup></b>	LTIFR	<b>21.7</b>	<b>24.8</b>	<b>27.0</b>	<b>27.4</b>	<b>0.0</b>	<b>36.1</b>
Time lost <sup>7) 10)</sup>	in days	4,921	9,045	9,146	9,094	-	52
Time lost <sup>8) 10)</sup>	in %	0.2	0.3	0.3	0.3	0.0	0.0
Absence <sup>9) 10)</sup>	in days	144,528	189,804	189,076	181,537	3,426	4,113
<b>Absence <sup>11)</sup></b>	in %	<b>5.8</b>	<b>6.3</b>	<b>6.2</b>	<b>6.4</b>	<b>4.2</b>	<b>3.3</b>

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. Other indicators follow GRI definitions. The respective indicators are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) Calculation logic according to ESRS S1-14. Own employees (headcount) covered by the company's occupational health and safety measures. Vonovia does not yet record the accident figures for its subcontractors.
- 2) Fatalities due to work-related injuries/illnesses of own employees (headcount). Vonovia does not collect any figures for employees in the value chain yet.
- 3) Calculation logic according to GRI 403-9. Fatalities/number of working hours of all employees (Occupational Death Ratio - ODR).
- 4) Number of reportable accidents at work: in Germany from four working days of absence, in Austria from more than three days of total or partial incapacity to work, in Sweden from a reportable degree of severity of the injury.
- 5) Number of reportable occupational accidents per 1 million working hours. Only time lost due to occupational and commuting accidents; occupational diseases cannot be evaluated as the reason as occupational diseases are not recorded in Germany, Austria and Sweden.
- 6) Calculation logic according to GRI 403-9. Number of occupational accidents with at least one day lost per 1 million working hours (= LTIFR).
- 7) Only time lost due to recordable occupational and commuting accidents; occupational diseases cannot be evaluated as the reason as occupational diseases are not recorded in Germany, Austria and Sweden.
- 8) Total days lost (working days) due to work-related accidents of all employees/total required working days of all employees. Required working days were estimated.
- 9) Absence due to any type of incapacity for work (not limited to work-related accidents and occupational diseases). Not including approved absences such as vacation or parental leave and not including long-term illness.
- 10) The figures for 2023 were adjusted as part of a data review in this reporting year.
- 11) Total days lost due to illness of all employees/total required working days of all employees (= absentee rate). The required working days were estimated.

## Social Key Figures

	2022	2023	2024
<b>Social Key Figures (in Germany)</b>			
<b>Voluntary Commitments</b>			
Average modernization cost allocation <sup>1)</sup>	1.20 €/m <sup>2</sup>	1.32 €/m <sup>2</sup>	1.25 €/m <sup>2</sup>
Customer care for modernization work (hardship management) <sup>2)</sup>	400 <sup>4)</sup> positive decisions <sup>3)</sup> reached out of 546 hardship objection cases	290 <sup>4)</sup> positive decisions <sup>3)</sup> reached out of 460 hardship objection cases	159 positive decisions <sup>3)</sup> reached out of 439 hardship objection cases
Protection for older tenants <sup>5)</sup>	198 <sup>4)</sup> positive decisions <sup>3)</sup> reached out of 334 requests	310 <sup>4)</sup> positive decisions <sup>3)</sup> reached out of 635 requests	341 positive decisions <sup>3)</sup> reached out of 660 hardship objection cases
<p>1) Related to the modernization program and modernization work within the scope of community development, excluding heating renovation.</p> <p>2) Individual support for customers in cases of rent increases due to modernization work.</p> <p>3) Rent increases were not implemented or were not implemented in the planned amount, or other support (e.g., help with moving, moving furniture, or finding an alternative apartment).</p> <p>4) Correction due to cases received by December 31 but not finally decided to be positive until the following year.</p> <p>5) Guarantee that apartments will remain affordable for people aged over 70 even if the standard local comparative rent changes.</p>			

	Unit	2022	2023	2024
<b>Grants and Social Support</b>				
Grants for social/cultural projects and facilities <sup>1)</sup>	€	960,622	1,136,218	833,908
Grants by foundations <sup>2)</sup>	€	196,143	210,490	105,886
Proportion of socially used commercial space <sup>3)</sup>	%	-	-	14.0
<p>1) Until 2023 incl. donations in kind. Methodical adjustment in 2024 to accounting as cash donation, supplemented by selected central cultural and social sponsorship. Excluding foundation grants, therefore correction of the values for 2022 and 2023 by the amount of grants from foundations. Limited comparability with previous years.</p> <p>2) Funding amounts of the two corporate foundations "Vonovia Sozialstiftung" and "Stiftung Mensch und Wohnen". The association "Vonovia Mieterstiftung e.V." was dissolved in 2024.</p> <p>3) Key figure newly introduced in 2024, therefore no previous-year figures. Describes the proportion of all types of use of commercial units classified as "social" that are actively let by Vonovia in Germany as a percentage of all commercial units. The key figure is described in detail in the 2024 Annual Report - company-specific information "Neighborhood development and contribution to infrastructure".</p>				

## Governance

### Governance

You can find more in-depth explanations of the content of the selected key figures presented here in the Governance section in the latest Annual Report under [ESRS G1 Business Conduct](#) and on our website in the description of the [Sustainable Corporate Governance action area](#).

You can find an overview of relevant commitments and policies related to our corporate governance in the [Investors section of our website](#) and also in the action area [Sustainable Corporate Governance](#). We also provide further information on the health and safety of our tenants in the action area [Homes and Customers](#).

Key Figures	Unit	2022	2023	2024
<b>Diversity of Controlling Bodies <sup>1)</sup></b>				
<b>Supervisory Board members</b>	number	<b>12</b>	<b>10</b>	<b>10</b>
	number	4	5	6
of which female	%	33.3	50.0	60.0
of which under 30 years of age <sup>2)</sup>	%	0.0	0.0	0.0
of which 30-50 years of age <sup>2)</sup>	%	0.0	10.0	10.0
of which over 50 years of age <sup>2)</sup>	%	100.0	90.0	90.0
<b>of which independent Supervisory Board members</b>	number	12	10	10
Average term of office of Supervisory Board members	number	6	7	7

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the GRI. The respective key figures are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) As of reporting date December 31. Further information on the composition of the controlling bodies can be found at: <https://report.vonovia.com/2024/q4/en/recruitment>
- 2) Calculation logic according to GRI 405-1.

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden
<b>Incidents of Corruption or Bribery</b>							
<b>Number of court convictions for bribery and corruption offenses <sup>1)</sup></b>	number	-	0	0	0	0	0
Confirmed incidents of corruption or bribery <sup>1) 2)</sup>	number	-	1	2	1	1	0
Confirmed incidents in which the company's own workers were dismissed or disciplined for corruption or bribery-related incidents <sup>1)</sup>	number	-	1	2	1	1	0
Confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery <sup>1)</sup>	number	-	0	0	0	0	0

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology and the respective key figures are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) Due to the first-time application of ESRS, no comparable indicators were collected for 2022. Calculation logic according to ESRS G1-4.
- 2) There were no convictions in the reporting year, and accordingly no fines were imposed for violation of anti-corruption and anti-bribery laws. Information on the ongoing investigation against former and current Vonovia employees can be found on our website and in the Annual Report.

Key Figures	Unit	2022	2023	2024
<b>Cases of Discrimination <sup>1)</sup></b>				
Reported incidents of discrimination: employees <sup>2)</sup>	number	-	4	7
Reported incidents of discrimination: tenants <sup>3)</sup>	number	-	4	4

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the ESRS calculation methodology. The respective key figures are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) Due to the first-time application of ESRS, no comparable indicators were collected for 2022. Calculation logic according to ESRS S1-17.
- 2) This indicator refers to confirmed incidents received via our various whistleblowing channels. Cases where the employee is in the role of the victim are counted.
- 3) This indicator refers to reported cases of discrimination with a (potential) tenant in the role of victim and an employee in the role of harasser.

## Portfolio Security

Key Figures	Inspection schedule	Unit	2022		2023		2024			
			Inspections carried out <sup>2)</sup>		Inspections carried out <sup>2)</sup>		Total inspection list	Target inspections <sup>3)</sup>	Inspections carried out <sup>2)</sup>	
			number	in %	number	in %			number	in %
<b>Safety Inspections (in Germany) <sup>3)</sup></b>										
Buildings	Every 2 years	number	17,071	65.3	41,063	121.4	67,304	33,652	28,695	85.3
Open spaces <sup>4)</sup>	Every 2 years	m <sup>2</sup>	19,504,055	97.5	25,611,803	100.0	51,640,721	26,250,100	26,250,100	100.0

- 1) During the reporting period, the inspections did not reveal any violations of regulations and/or voluntary codes concerning health and safety aspects that were not immediately remedied. Vonovia has established standard processes for handling defects discovered as a result of inspections, which require prompt handling. These processes continued to function perfectly during the reporting period.
- 2) Inspections carried out up to December 31; figures above 100% are the result of inspections carried out in the previous year.
- 3) The checks are conducted at regular intervals from the date of the first inspection; the annual certificates are therefore not distributed exactly equally (50%-50%).  
Forecast scope of inspections at the beginning of the year.
- 4) Includes open spaces with and without buildings.

## Procurement Practices

Key Figures	Unit	2022	2023	2024	2024 by Country		
					Germany	Austria	Sweden <sup>4)</sup>
<b>Supplier Management <sup>1)</sup></b>							
<b>Number of suppliers <sup>2)</sup></b>	number	<b>8,992</b>	<b>9,434</b>	<b>8,230</b>	<b>5,211</b>	<b>988</b>	<b>2,031</b>
from home country	number	8,923	9,361	8,182	5,181	972	2,029
from Europe (excl. home country)	number	62	67	48	30	16	2
<b>Share of expenses for local suppliers <sup>3)</sup></b>	in %	<b>99.2</b>	<b>99.2</b>	<b>99.4</b>	<b>99.4</b>	<b>98.4</b>	<b>99.9</b>
Number of new suppliers	number	1,166	1,223	1,303	507	344	452
Number of <b>new suppliers</b> surveyed according to sustainability criteria	number	179	729	846	298	96	452
environmental criteria <sup>5)</sup>	in %	31.0	59.6	64.93	58.8	27.9	100
social criteria (human rights, labor standards, corruption) <sup>6)</sup>	in %	31.0	59.6	64.93	58.8	27.9	100
Number of <b>existing suppliers</b> surveyed according to sustainability criteria	number	2,847	1,808	1,227	688	476	63
environmental criteria <sup>7)</sup>	number	2,847	1,788	1,164	688	476	0
social criteria (human rights, labor standards, corruption) <sup>8)</sup>	number	2,847	1,808	1,227	688	476	63
<b>Number of suppliers that have not met the following criteria</b>	number	<b>2</b>	<b>49</b>	<b>75</b>	<b>14</b>	<b>0</b>	<b>61</b>
environmental criteria <sup>7)</sup>	number	0	0	0	0	0	0
social criteria (human rights, labor standards, corruption) <sup>8)</sup>	number	0	0	0	0	0	0
others <sup>9)</sup>	number	2	49	75	14	0	61
<b>Number of suppliers that have been found non-compliant with the following criteria and measurements have been agreed upon or the business partnership has been terminated</b>	number	<b>2</b>	<b>36</b>	<b>17</b>	<b>10</b>	<b>0</b>	<b>7</b>
environmental criteria <sup>7)</sup>	number	0	0	0	0	0	0
social criteria (human rights, labor standards, corruption) <sup>8)</sup>	number	0	0	0	0	0	0
others <sup>9)</sup>	number	2	36	17	10	0	7

Selected data points in this table of indicators were determined for the years 2023 and 2024 in accordance with the GRI. The respective key figures are labelled with a reference to the corresponding framework. Other indicators are breakdowns of this information. Others follow Vonovia-specific definitions as described in the table.

- 1) An audit or verification of a supplier does not take place systematically; before the connection all suppliers with few exceptions are obliged to meet standards by the Business Partner Code.
- 2) The indicators include all suppliers that are actively managed by the purchasing department in the centralized procurement process. Suppliers with sales of less than € 800 are excluded here, as these are considered minor assets.
- 3) Calculation logic according to GRI 204-1. Definition of "local": home country, i.e. Germany, Austria and Sweden.
- 4) The change in the data collection method in Sweden in 2023 affects comparability with the data from 2022.
- 5) Calculation logic according to GRI 308-1.
- 6) Calculation logic according to GRI 414-1.
- 7) Calculation logic according to GRI 308-2.
- 8) Calculation logic according to GRI 414-2.
- 9) Other criteria include, for example, impending insolvency, legal disputes, liquidity issues or poor performance.

# Contact

## Vonovia SE

Universitätsstraße 133  
44803 Bochum, Germany  
Phone +49 234 314-0  
Fax +49 234 314-1314  
info@vonovia.de  
www.vonovia.com

## Contact

### *Strategy, Corporate Development & Sustainability*

Catrin Coners  
Head of Sustainability  
Phone: +49 234 314-0  
Email: [nachhaltigkeit@vonovia.de](mailto:nachhaltigkeit@vonovia.de)

Jonathan Przybylski  
Senior Sustainability Manager  
Phone: +49 234 314-0  
Email: [nachhaltigkeit@vonovia.de](mailto:nachhaltigkeit@vonovia.de)

### *Investor Relations*

Rene Hoffmann  
Head of Investor Relations  
Phone: +49 234 314-1629  
Email: [rene.hoffmann@vonovia.de](mailto:rene.hoffmann@vonovia.de)

## **Note**

This ESG Factbook is published in German and English. The German version is always the authoritative text.  
The ESG Factbook can be found on the website at [www.vonovia.com/en/sustainability](http://www.vonovia.com/en/sustainability).

## **Imprint**

Published by  
The Management Board of Vonovia SE

Concept and Realization:  
Berichtsmanufaktur GmbH, Hamburg

Translation:  
EnglishBusiness GmbH

As of: April 2025  
© Vonovia SE, Bochum