

VONOVIA SE

EPRA Sustainability Best Practice Recommendations 2024

VONOVIA

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EPRA Sustainability Best Practice Recommendations 2024

Introduction

Vonovia is a leading international residential real estate company with a portfolio of around 485,000 (December 31, 2024) residential units in almost all of Germany’s attractive cities and regions, as well as around 21,000 apartments in Austria and approximately 42,000 in Sweden. We employ 12,056 (excl. Care Segment) people throughout the Group.

As a residential real estate company, Vonovia is an important part of society. After all, a home is a basic human need, and housing is a matter that also involves social factors. We are guided in our actions by the three basic principles of sustainability: We take economic responsibility for our company, make an ecological contribution to climate and environmental protection, and assume social responsibility for our more than one million tenants, the neighborhoods that they live in, and our employees.

We offer a home for everyone. For us, this means providing needs-based and good living standards, an intact residential environment that protects our climate and biodiversity, and neighborhoods that are functioning and appealing at the same time. We are continuing to develop these neighborhoods in which our apartments are located in a holistic manner and with a view to environmental and climate protection. This also includes the construction of new apartments, both for the company’s own portfolio and for sale. Sustainable business practices are an integral part of

our business model and are at the very heart of our corporate strategy. This means that we take responsibility for safe, good-quality and affordable housing.

As a member of EPRA (European Public Real Estate Association), we want to contribute to greater transparency in reporting. This is why we make annual publications based on the EPRA Sustainability Best Practice Recommendations. The following report consists of two parts: the Overarching Recommendations and the Sustainability Performance Measures.

For more detailed information on our sustainability approach, please see our [Annual Report](#), our [ESG-Factbook](#) and our [corporate website](#).

Overarching Recommendations

Organizational Boundaries

The key figures published focus on the activities of Vonovia SE in Germany, Austria and Sweden using the financial control approach. Deutsche Wohnen SE, which has been part of the Vonovia Group since September 30, 2021, is fully integrated in the consolidated reporting. The exception is the care segment of Deutsche Wohnen, which has been classified by Vonovia SE as discontinued operations. It comprises 72 nursing care properties with a total of around 9,500 nursing places, 71 of which are owned by Deutsche

Wohnen. 3,912 employees work in this segment – primarily as nursing staff. The segment was sold in full at the beginning of the 2025 fiscal year.

Coverage

This EPRA report relates to Vonovia’s portfolio and business operations.

Portfolio

The sustainability figures presented for 2024 include 548,084 residential and commercial units covering a total area of 35,209,745 m².

Residential and Commercial Units/Area per Region

Region	Residential and commercial units	Area in m²
Germany	485,367	30,480,683
Austria	21,008	1,663,381
Sweden	41,709	3,065,681
Total	548,084	35,209,745

Business Operations

The objective is to attain as complete a view as possible of the environmental impact of the Vonovia Group and its many different locations. These locations include not only the company headquarters in Bochum and the large customer service centers in Essen, Dresden and Berlin, but also regional administration offices, caretakers' offices, and offices and workshops used by the technical service and the residential neighborhood services. Some of these belong directly to the Vonovia portfolio; some relate to rented space. For the latter, Vonovia can only improve the environmental performance to a limited extent, or only in agreement with the landlord.

For the relevant reporting periods 2023 and 2024 we projected the figures by square meters rental area on our whole business process areas.

Estimation of Landlord-obtained Utility Consumption

The environmental key figures relating to heat consumption in the portfolio were calculated based on the energy certificate data (demand and consumption certificates) wherever possible. These cover heat consumption in portfolio both residential units and communal areas in the regions Germany, Austria and Sweden. The majority of Vonovia energy certificates in the Germany region are demand certificates (approx. 83%), meaning that 17% of the data is based on consumption certificates. There is no energy certificate data available for 5.0% of the portfolio.

The environmental key figures for electricity consumption in the German portfolio's communal areas are based on the quantities accounted for by the Vonovia company VESG (Vonovia Energie Service GmbH). We have applied actual consumption values for the regions of Austria and Sweden.

The companies portfolio's water consumption is based on meter readings, which are also included in the operating and ancillary costs, and refers to the residential and communal areas.

The German portfolio's waste volumes are calculated on the basis of the costs incurred, which are passed on to tenants via the operating and ancillary costs. For the Austria and Sweden regions, these figures were collected by calculations mainly based on statistical figures and the portfolio structure.

Third-party Assurance

The key figures of the ESG Factbook 2024 are audited (with limited assurance) by the auditor of the annual financial statements, Pricewaterhouse Coopers GmbH (see [Third Party Assurance](#)). As the key figures in this EPRA Report are taken from the ESG Factbook, they have also been verified by a third party. The like-for-like data is an exception.

Boundaries – Reporting on Landlord and Tenant Consumption

We only report on the consumption of heating, water and waste purchased from the landlord and on the electricity that we make available to our tenants for the communal areas. Tenant-related utility services, i.e., from invoices that tenants receive directly, cannot be reported. This primarily includes the electricity that tenants use in their own apartments.

The portfolio data therefore covers the following areas:

- > Heating: residential and communal areas
- > Electricity: communal areas
- > Water: residential and communal areas
- > Waste: living areas

The Like-for-like calculations consider full German, Austrian and Swedish portfolio.

Normalization

We use intensity figures wherever possible. For intensities relating to building floor space, we use the rentable area as the denominator. When it comes to calculating consumption (the numerator), we use the rentable area plus a 20% surcharge for the communal areas. The resulting intensities for energy consumption and greenhouse gas emissions include the consumption of heating and general electricity, but not the electricity used by tenants in their own homes.

The calculations of the key occupational safety and health figures are explained in the corresponding table of key figures.

Segment Analysis

For a segment analysis of our portfolio, please refer to the chapter [Portfolio in the Property Management Business](#) in our 2024 Annual Report.

In our key reporting figures, we generally make a distinction between our three core markets: Germany, Austria and Sweden.

As residential properties account for 98.5% of our portfolio, our reporting focus is on this asset class. A supplementary view on the building age classes can be found in our 2024 ESG Factbook (see [☞ Portfolio Description](#)).

We also describe our new construction segment in detail in the Annual Report chapter [☞ Portfolio in the Development Business](#).

Disclosure on the Company's Own Offices

The offices' environmental key figures are partly based on heating and electricity bills from the energy providers, the municipal water utilities and the waste disposal company. Extrapolations were necessary in some cases because the bills from utility companies for the reporting period had not yet been received at the time of publication. The fuel consumed by Vonovia's fleet was evaluated based on fuel cards.

Narrative on Performance

Sustainability is an integral part of Vonovia's business operations and strategy. We are therefore consistently continuing the process of integrating sustainable topics into the corporate strategy and developing suitable strategies and measures for all three areas – E, S and G – respectively the individual business areas and topics. To demonstrate the importance of sustainability for our company, we integrated aspects of our sustainability strategy into Vonovia's management system by introducing the Sustainability Performance Index (SPI) in 2021, in addition to remuneration-related non-financial indicators. An overview of our strategic approach and details on the SPI can be found in our 2024 Annual Report (see [☞ ESRS 2 - Gov-3](#)).

For the important sub-area of ecological development, the strategy is comprehensively described in the chapter [☞ ESRS E1 Climate Change](#).

In the other chapters of the sustainability statement within the annual report, you will find the other topic-specific strategic approaches. As part of the performance measures, we report additional explanatory information at relevant points in the individual tables of key figures within the ESG Factbook.

Reporting Period

As with the Annual Report, we report by fiscal year, i.e., from January 1 to December 31 of a given year. For most of the key figures, we are reporting the last three fiscal years (2022, 2023 and 2024) in the 2024 ESG Factbook. As far as the EPRA key figures are concerned, we refer to the 2023 and 2024 fiscal years.

Materiality

We want to fulfill our responsibility to the environment and society as best we can. That's why we continuously deal with the processes of social and ecological change in a structured manner, and analyze how these changes impact our business and value creation (outside-in perspective). At the same time, our decision-making processes look at the impact that our business model has on the environment and society (inside-out perspective). For both perspectives, we incorporate the views of relevant internal and external stakeholders.

Since the 2024 financial year, the European Sustainability Reporting Standards (ESRS) have formed the framework for this, which we have applied in full. The materiality analysis process and the currently applicable materiality assessment

are described in detail in the [☞ ESRS 2 - IRO 1](#) section of the 2024 Annual Report. In order to take account of the specific circumstances of the real estate industry, we have presented the topics of affordable housing and neighbourhood development in dedicated company-specific standards within the ESRS framework.

The materiality analysis applies to the entire Group. It is linked to the company's risk management process and is validated annually as part of this process.

Further information on the Overarching Recommendations can be found in the chapter [☞ Reporting Framework](#) in our 2024 ESG Factbook.

Sustainability Best Practice Performance Measures (EPRA tables)

This chapter contains the EPRA performance measures as well as the respective narratives on performance. The narratives on performance are located in the tables below, which contain more information on the performance measures. We have adapted the tables to the format pro-

posed with the fourth edition of the sBPR. You can find further explanatory information on our key figures (including the scope of consolidation and data collection) in our 2024 ESG Factbook in the chapter [Reporting Framework](#).

Environmental Performance Measures

ESG	Impact Area	EPRA SUSTAINABILITY PERFORMANCE MEASURES (ENVIRONMENT)					Third-party assured?	TOTAL PORTFOLIO					
		EPRA code	Units of measure	Indicator	Category	Absolute performance (Abs)		Like-for-Like performance (LfL)		Headquarters			
						2023		2024	2023	2024	% change	2023 (Abs)	2024 (Abs)
Environment	Energy	Elec-Abs, Elec-LfL	MWh	Electricity	For landlord shared services	180,320	160,652	173,982	159,151	-9%	9,658	9,811	
					(Sub)metered exclusively to tenants	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
					Total landlord-obtained electricity	180,320	160,652	173,982	159,151	-9%	9,658	9,811	
					Total tenant-obtained electricity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
					Total electricity	180,320	160,652	173,982	159,151	-9%	9,658	9,811	
					Proportion of landlord obtained electricity from renewable sources	76%	61%				89%	90%	
					Quantity of landlord obtained electricity from renewable sources	136,883	97,880				8,581	8,810	
					Renewable	76%	61%				89%	90%	
					Non renewable	24%	39%				11%	10%	
					Nuclear	10%	27%				N/A	N/A	
					Renewable	136,883	109,863				8,581	8,810	
					Non renewable	43,437	70,457				1,078	1,001	
					Nuclear	17,491	43,537				N/A	N/A	
					No. of applicable properties	554,610	548,084	545,360		722	606		
					m² of applicable properties	35,523,724	35,209,745	34,851,257		254,975	232,742		
					%	4%	3%			69%	74%		

EPRA SUSTAINABILITY PERFORMANCE MEASURES (ENVIRONMENT)						TOTAL PORTFOLIO								
ESG	Impact Area	EPRA code	Units of measure	Indicator	Category	Third-party assured?	Absolute performance (Abs)		Like-for-Like performance (LfL)			Headquarters		
							2023	2024	2023	2024	% change	2023 (Abs)	2024 (Abs)	
Environment	Energy	DH&C-Abs, DH&C-LfL	MWh	District heating and cooling	For landlord shared services	☑	2,540,912	2,435,310	2,509,062	2,418,493	-4%	11,977	11,933	
					(Sub)metered exclusively to tenants		N/A	N/A	N/A	N/A	N/A	N/A		
					Total landlord-obtained district heating and cooling		2,540,912	2,435,310	2,509,062	2,418,493	-4%	11,977	11,933	
					Total tenant-obtained district heating and cooling		N/A	N/A	N/A	N/A	N/A	N/A		
					Total heating and cooling		2,540,912	2,435,310	2,509,062	2,418,493	-4%	11,977	11,933	
					Proportion of landlord obtained district heating and cooling from renewable sources		16%	37%			0%	0%		
			%	Proportion of landlord obtained heating and cooling by source	Renewable		16%	37%			0%	0%		
					Non-renewable		84%	63%			100%	100%		
			MWh	Quantity of landlord obtained heating and cooling by source	Renewable		403,614	901,188			0	0		
					Non-renewable		2,137,297	1,534,122			11,977	11,933		
			No. of applicable properties		Heating and cooling disclosure coverage		265,177	257,556	255,631	360	302			
			m² of applicable properties				17,147,070	16,654,376	16,487,407	180,115	180,843			
			%		Proportion of heating and cooling estimated		7%	6%	73%	75%				
		Fuels-Abs, Fuels-LfL	MWh	Fuels	For landlord shared services	☑	2,585,165	2,624,935	2,523,751	2,597,046	3%	82,522	79,291	
					(Sub)metered exclusively to tenants		N/A	N/A	N/A	N/A	N/A	N/A		
					Total landlord-obtained fuels		2,585,165	2,624,935	2,523,751	2,597,046	3%	82,522	79,291	
					Total tenant-obtained fuels		N/A	N/A	N/A	N/A	N/A	N/A		
					Total fuel		2,585,165	2,624,935	2,523,751	2,597,046	3%	82,522	79,291	
					Proportion of landlord-obtained fuels from renewable sources		0%	0%			0%	0%		
			%	Proportion of landlord obtained fuel by source	Natural Gas		95%	95%			7%	5%		
					Oil		5%	4%			93%	95%		
					Coal		0%	0%			0%	0%		
					Bioenergy: Wood pellets		0%	0%			0%	0%		
			MWh	Quantities of landlord obtained fuels by source	Natural Gas		2,446,243	2,493,695	5,953	4,312				
					Oil		116,713	117,684	76,569	74,980				
					Coal		12,544	11,064	0	0				
					Bioenergy: Wood pellets		9,665	2,492	0	0				
			No. of applicable properties		Fuel disclosure coverage		253,847	258,054	257,273	362	304			
			m² of applicable properties				15,974,338	16,395,685	16,207,456	74,860	60,193			
			%		Proportion of fuel estimated		8%	7%	8%	7%	70%	78%		
			Energy-Int	kWh/m²/year	Energy intensity		Landlord-obtained energy	☑	149.4	148.3			114.4	110.9
				kWh/revenue/year					0.888	0.752			N/A	N/A

EPRA SUSTAINABILITY PERFORMANCE MEASURES (ENVIRONMENT)						TOTAL PORTFOLIO								
ESG	Impact Area	EPRA code	Units of measure	Indicator	Category	Third-party assured?	Absolute performance (Abs)		Like-for-Like performance (LfL)			Headquarters		
							2023	2024	2023	2024	% change	2023 (Abs)	2024 (Abs)	
Environment	Green-house Gas	GHG-Dir-Abs		Direct	Total Direct Scope 1	☑	487,711	520,168				20,573	19,699	
					Natural Gas		454,703	486,332				1,200	869	
					Oil		28,419	29,934				19,373	18,830	
					Coal		4,275	3,898				0	0	
					Bioenergy: Wood pellets		314	2				0	0	
					GHG-Indir-Abs	Indirect (Scope 2)	Total Indirect Scope 2 market based	320,663				291,176	6,366	2,595
							Scope 2 Electricity	18,595				8,385	4,480	721
							Local District Heating	302,068				282,791	1,885	1,875
							Total Indirect Scope 2 location based	387,440				329,354	6,366	5,789
							Scope 2 Electricity	46,348				8,384	4,480	3,914
							Local District Heating	341,092				320,970	1,885	1,875
		GHG-Indir-Abs	Indirect (Scope 3)	Total Scope 3			257,075	224,519				5,226	5,268	
				Direct			0	0				0	0	
		Outside of scopes	Direct	Bioenergy: Biopropane	0	0	0	0						
			Indirect	Bioenergy: Biogas	0	0	0	0						
			Scope 1 + Scope 2 (location based)	875,151	849,522	26,938	25,488							
		Total	Scope 1 + Scope 2 (market based)	808,374	811,344	26,938	22,295							
			Scope 1 + Scope 2 (location based) + Scope 3	1,132,226	1,074,041	32,165	30,211							
			Scope 1 + Scope 2 (market based) + Scope 3	1,065,449	1,035,863	32,165	27,018							
			%	Proportion of Scope 1 + Scope 2 (location based) estimated	N/A	7%	N/A	N/A						
				Proportion of Scope 1 + Scope 2 (market based) estimated	N/A	7%	N/A	N/A						
		Proportion of Scope 3 estimated		N/A	8%	N/A	N/A							
		GHG-Int	kg CO ₂ e/m ² /year	GHG emission intensity	Scope 1 and 2 emissions (location based)	31.9	30.5	29.7				28.6		
			kg CO ₂ e/revenue/year		0.186	0.152	N/A	N/A						
			kg CO ₂ e/m ² /year		30.0	29.4	29.7	14.9						
			kg CO ₂ e/revenue/year		0.175	0.146	N/A	N/A						
	No. applicable properties	GHG disclosure coverage	☑	554,610	548,084	545,360	722	606						
	m ² of applicable properties			35,523,724	35,209,745	34,851,257	254,975	232,742						
	%	Proportion of Scope 1 + Scope 2 (location based) + Scope 3 estimated		N/A	7%		N/A	N/A						
		Proportion of Scope 1 + Scope 2 (market based) + Scope 3 estimated		N/A	7%		N/A	N/A						

EPRA SUSTAINABILITY PERFORMANCE MEASURES (ENVIRONMENT)							TOTAL PORTFOLIO						
ESG	Impact Area	EPRA code	Units of measure	Indicator	Category	Third-party assured?	Absolute performance (Abs)		Like-for-Like performance (LfL)			Headquarters	
							2023	2024	2023	2024	% change	2023 (Abs)	2024 (Abs)
Water	Water-Abs, Water-LfL	m³/year	Water	For landlord shared services			44,438,036	43,898,725	43,791,945	43,555,638	-1%	47,963	44,795
				(Sub)metered exclusively to tenants			N/A	N/A	N/A	N/A	N/A	N/A	N/A
				Total landlord-obtained water	✓	44,438,036	43,898,725	43,791,945	43,555,638	-1%	47,963	44,795	
				Total tenant-obtained water			N/A	N/A	N/A	N/A	N/A	N/A	N/A
				Total water		44,438,036	43,898,725	43,791,945	43,555,638	-1%	47,963	44,795	
		m³/year	Total volume of water withdrawn by source	Municipal water supplies or other public or private utilities	✓	44,438,036	43,898,725				47,963	44,795	
				Other sources			N/A	N/A				N/A	N/A
						0.01	0.01	0.01	0.01	-14%	N/A	N/A	
		Water-Int	m³/revenue/year m³/m²/year	Water intensity	Landlord obtained water		1.25	1.25	1.26	1.25	-1%	0.20	0.19
						✓	554,610	548,084	545,360			722	606
	Waste	Waste-Abs, Waste-LfL	Tonnes	Proportion of water estimated	Water disclosure coverage		35,523,724	35,209,745	34,851,257			254,975	232,742
							14%	14%	14%	13%	-5%	69%	70%
					Total weight of waste generated		0	0	0	0	N/A	0	0
					Hazardous waste		371,485	363,134	365,968	361,205	-1%	835	803
					Non-hazardous waste		121,015	114,847	119,148	114,228	-4%	N/A	N/A
					Total weight of waste generated via disposal and diversion route		148,411	145,477	146,321	144,711	-1%	N/A	N/A
					Recycled		102,060	102,811	100,499	102,265	2%	N/A	N/A
					Landfill		53,146	49,003	52,328	48,738	-7%	N/A	N/A
					Composting								
Paper													
Waste-Abs, Waste-LfL	%	Composition of total weight of waste generated	Composition of total weight of waste generated	Metals			N/A	N/A	N/A	N/A	N/A	N/A	
				Glass			N/A	N/A	N/A	N/A	N/A	N/A	N/A
				Mixed municipal		318,339	314,131	313,639	312,466	0%	N/A	N/A	
				Food waste			N/A	N/A	N/A	N/A	N/A	N/A	N/A
				Proportion of total weight of waste generated		0%	0%	0%	0%	N/A	0%	0%	
				Hazardous waste	✓	100%	100%	100%	100%		100%	100%	
				Non-hazardous waste		32.6%	31.6%	32.6%	31.6%		N/A	N/A	
				Recycled		40.0%	40.1%	40.0%	40.1%		N/A	N/A	
				Landfill		27.5%	28.3%	27.5%	28.3%		N/A	N/A	
				Composting		14.3%	13.5%	14.3%	13.5%		N/A	N/A	
Waste-Abs, Waste-LfL	%	Composition of total waste generated	Composition of total waste generated	Metals			N/A	N/A	N/A	N/A	N/A	N/A	
				Glass			N/A	N/A	N/A	N/A	N/A	N/A	N/A
				Mixed municipal		85.7%	86.5%	85.7%	86.5%		N/A	N/A	
				Food waste			N/A	N/A	N/A	N/A	N/A	N/A	N/A
				No. of applicable properties		554,610	548,084	545,360			722	606	
				m² of applicable properties		35,523,724	35,209,745	34,851,257			254,975	232,742	
				%		N/A	N/A				N/A	N/A	
				Proportion of waste estimated									

EPRA SUSTAINABILITY PERFORMANCE MEASURES (ENVIRONMENT)							TOTAL PORTFOLIO						
ESG	Impact Area	EPRA code	Units of measure	Indicator	Category	Third-party assured?	Absolute performance (Abs)		Like-for-Like performance (LfL)			Headquarters	
							2023	2024	2023	2024	% change	2023 (Abs)	2024 (Abs)
Environment	Certifications	Cert-Tot	%	Mandatory (Energy Performance Certificates)	% portfolio certified by value (€)	☑	N/A	N/A					
					% portfolio certified by m²		94.4%	95.0%					
					A+		0.2%	0.2%					
					A		1.2%	1.3%					
					B		11.6%	11.7%					
					C		23.2%	23.7%					
					D		26.7%	26.8%					
					E		18.4%	18.0%					
					F		9.2%	9.3%					
					G		2.6%	2.7%					
					H		1.3%	1.2%					
				Voluntary (BREEAM)	Percentage of rental income from BREEAM certified assets		N/A	N/A					
				Voluntary (LEED)	Percentage of rental income from LEED certified assets		N/A	N/A					

Footnotes

We report in accordance with the EPRA sBPR in its fourth edition (2024). As a result, we use the table template provided by EPRA. This provides for the fields marked here with grey boxes to be left blank. In particular, the scope of the like-for-like performance indicators differs from our reports in previous years.

Impact Area Energy:

You can also find the energy data for the portfolio and for our office buildings, including explanatory information, in the [2024 ESG Factbook](#) in the table Energy (Consumption and Generation).

Impact Area Greenhouse Gas:

You can also find the carbon footprint for the portfolio as well as our business operation, including explanatory information, in the [2024 ESG Factbook](#) in the table Greenhouse Gas Balance.

Impact Area Water:

The water data for the portfolio and our business operations can also be found in the [2024 ESG Factbook](#) in the table Water Consumption.

Impact Area Waste:

You can also find data on the portfolio's and business operation's waste volumes, including explanatory information, in the [2024 ESG Factbook](#) in the table Waste Volume.

Cert-Tot:

You can also find the energy data for the portfolio and for our office buildings, including explanatory information, in the [2024 ESG Factbook](#) in the table Energy (Consumption and Generation).

Social Performance Measures

EPRA SUSTAINABILITY PERFORMANCE MEASURES (SOCIAL)						CORPORATE PERFORMANCE			
Impact ESG Area	EPRA code	Units of measure	Indicator	Category	Third-party assured?	Total Portfolio			
						2023		2024	
						Male	Female	Male	Female
Social	Diversity	%	Gender diversity	Proportion of male and female employees	☑	71.0%	29.0%	71.1%	28.9%
				Board of Directors members		50%	50%	40%	60%
			Gender by level	Executive Management		80%	20%	80%	20%
				Managers		75.4%	24.6%	74.2%	25.8%
				All employees		71.0%	29.0%	71.1%	28.9%
				Over 50 years old		9		9	
	Diversity	Number	Number of governing bodies by age range	30 - 50 years old		1		1	
				Under 30 years old		0		0	
	Diversity-Pay	Ratio (men/women)	Male and female remuneration by level	Board of Directors members	☑	☑-☐ Remuneration Report 2023, p. 23 et seq.		☑-☐ Remuneration Report 2024, p. 27 et. seq.	
				Executive Management		☑-☐ Remuneration Report 2023, p. 4 et seqq.		☑-☐ Remuneration Report 2024, p. 7 et. seqq.	
				Managers		14.6%		7.8%	
	Employees	Emp-Training	Number of hours	Average hours of training per employee	☑	-5.7%		-6.7%	
		Emp-Dev	% of employees	Employees receiving performance appraisals	☑	45.0%		42.7%	
		Emp-Turnover		Total number of employees	☑	36.2%	66.5%	34.0%	64.0%
		Number of employees	Total rate of turnover (departures)			8,482	3,464	8,571	3,485
						1,384	614	1,505	570
						69.3%	30.7%	72.5%	27.5%
						1,615	614	1,405	548
						19.2%		16.7%	

EPRA SUSTAINABILITY PERFORMANCE MEASURES (SOCIAL)						CORPORATE PERFORMANCE			
Impact ESG Area	EPRA code	Units of measure	Indicator	Category	Third-party assured?	Total Portfolio			
						2023		2024	
						Male	Female	Male	Female
Social	Health & Safety	H&S-Emp	Per 100,000 hours worked	Injury rate	Direct employees	1.7		2.1	
			Per 100,000 hours worked	Lost day rate	Direct employees	2.5		2.7	
			Days per employee	Absentee rate	Direct employees	6.3		6.2	
			Total number	Fatalities	Direct employees	0		0	
			%	% assets	Asset health and safety assessments	121.4		85.3	
			Total number	Number of assets	Number of incidents	0		0	
Community	Comty-Eng	%	% of assets	Community engagement, impact assessments & development programmes		100		100	

Footnotes

Diversity-Emp:

The key figures for diversity are calculated on the basis of Vonovia's headcount, and not based on full-time equivalents (FTEs). A calculation based on FTEs would produce a rate of 27.6% of female employees in 2023 and 27.4% in 2024. The figures for the management show the first and second level below the Management Board.

Diversity-Pay:

Vonovia is committed to ensuring the greatest possible degree of transparency in matters relating to pay. As the components of the remuneration paid to the Supervisory Board and the Management Board depend on several remuneration components, we have not shown a ratio here. Please refer to the [Remuneration Report](#) for this information.

Emp-Training:

The calculation is performed based on the total hours of vocational and further training divided by the total hours for all employees (FTE). Further information and additional key figures on this can be found in the [2024 ESG Factbook](#) in the table Training and Education.

Emp-Dev:

You can find more information in the [2024 ESG Factbook](#) in the table Performance Appraisal.

Emp-Turnover:

The turnover rate is calculated in accordance with the German Commercial Code (excluding trainees, external staff, bodies and miscellaneous employees). Employees leaving the company include voluntary resignations, dismissals, retirement and deaths. They exclude traineeships that have come to an end and integration-related dismissals. You can find more information in the [2024 ESG Factbook](#) in the table Employee Turnover.

H&S-Emp:

Vonovia does not yet record the accident figures of subcontractors.

Lost day rate: Occupational diseases cannot be evaluated as the reason for occupational diseases is not recorded in Germany. Number of occupational accidents with at least one day lost per 1 million working hours (= LTIFR).

While the calculation in the [ESG Factbook](#) differs slightly from the information presented in the EPRA sBPR, the figures on which the information is based are identical. You can find more information in the table Occupational Health and Safety.

H&S-Asset:

Safety checks are conducted at Vonovia at regular intervals (every two years) from the date of the first inspection; the annual certificates are therefore not distributed exactly equally (50%-50%). Inspections carried out up to Dec. 31; figures above 100% are the result of inspections carried out in the previous year.

H&S-Comp:

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 request prompt handling. These processes continued to function perfectly during the reporting period. This information relates to the German region. No evaluations have been performed for Austria or Sweden yet. You can find more information in the [2024 ESG Factbook](#) in the table Safety Inspections (in Germany).

Comty-Eng:

Vonovia is involved in local communities and in activities affecting its own tenants in a variety of ways. Proximity to our customers and making it convenient for them to contact us are key elements of our customer service philosophy. Our tenants can reach us 24/7 via our caretakers, our rental offices, the customer portal app our customer hotline. We have an extensive hardship management system in place to provide individual support to all tenants faced with difficult situations. This applies to 100% of our assets under operational control.

In addition, we rely on extensive neighborhood development measures. By way of example, consultation procedures are used in all modernization processes so that tenants can help to shape the change processes involved. The vast majority of our existing buildings, however, are not undergoing any changes, meaning that consultation procedures play less of a role. The consultation procedures are organized and implemented individually by local Vonovia representatives.

Social and charitable organizations make a big contribution to vibrant neighborhoods. Vonovia supports these organizations based on the local requirements, by providing rent-free or discounted commercial premises or financial support. This is based on Group guidelines that set out the scope of support provided and the objective of the commitment. Any support provided must serve to strengthen a sense of community spirit. An amount of approx. € 940,000 in grants for social projects and facilities was invested in 2024.

You can find further key figures on our social commitment in the table Social Key Figures (in Germany) in the [2024 ESG Factbook](#).

You can find descriptions of a large number of projects at: <https://www.vonovia.de/de-de/vor-ort> (only available in German).

Governance Performance Measures

		EPRA SUSTAINABILITY PERFORMANCE MEASURES (GOVERNANCE)				CORPORATE PERFORMANCE			
Impact ESG Area	EPRA code	Units of measure	Indicator	Category	Third-party assured?	Total Portfolio			
						2023		2024	
						Male	Female	Male	Female
Governance	Board	Gov-Board	Board composition	Composition of highest governance body	☑	10		10	
				Executive		0	0	0	0
				Non-executive (members)		10	10	10	10
				Average tenure in years		7		7	
				Total non-executives with environmental and social competencies		6		8	
	%	Proportion of	Total non-executives with environmental and social competencies	60%		80%			
	Gov-Selec	Narrative	Board selection	📄-📄 Annual Report 2024 page 28 et seqq.					
Conflicts of interest	Gov-Col	Narrative	Conflicts of Interest	📄-📄 Annual Report 2024 page 32					

Footnotes:

Due to the ESRS requirements for sustainability reporting, more detailed information on the performance measures mentioned here (Gov-Board, Gov-Selece, Gov-Col) can be found in several places in the [2024 Annual Report](#) – in particular in the Sustainability Statement (especially section [ESRS 2 - Gov 1](#)) and in the [Corporate Governance Report](#).

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