

## Fact Sheet

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## Separation Agreement Rolf Buch

*Bochum, 30 March 2026* – The Supervisory Board is committed to capital market's expectations regarding transparency in remuneration decisions. With this document we provide additional information on the severance arrangements agreed with Mr. Rolf Buch, former CEO of Vonovia SE, who left the company as of 31 December 2025.

### 1. Severance payment

The severance amount was the result of negotiations with Mr. Buch. The amount is compliant with the severance pay cap under Vonovia's remuneration system and the recommendations of the German Corporate Governance Code (GCGC). It has two elements:

- **Cash payment** to settle all future claims in respect of base salary, fringe benefits, STI and pension allowance = EUR 5,785,600 gross. That is exactly twice what Mr. Buch earned in 2024 (excluding his LTI claims).
- **Virtual shares** to settle all future claims in respect of LTI = 210,528 virtual shares. That is exactly twice the number of virtual shares awarded in 2024. Virtual shares will be settled on basis of average share price as of 60 days preceding 12/31/2027.

### 2. Transparency

In accordance with past practice and statutory requirements Vonovia generally reports payments in the FY when they are actually made. As the cash payment was not due before January 2026, it was not reported for Mr. Buch in the Remuneration Report for 2025. Vonovia will report it in the Remuneration Report for 2026. The severance arrangements with Mr. Buch were, however, described in the Interim Financial Report H1/2025 in the context of HR-related special effects. The cash payment amount of EUR 5,785,600 was disclosed in Vonovia's Annual Report 2025 in line with applicable IFRS standards.

### 3. Post-contractual non-compete

The post-contractual non-compete arrangement without a waiving right for Vonovia and without offsetting the severance payment was a legacy element in Mr. Buch's service agreement that originally was agreed upon about a decade ago. Please note that the recommendation to offset severance payments from a non-compete compensation was introduced in the GCGC not before 2020. Since then, Vonovia has annually reported the deviation from such new recommendation in its Statements of Conformity (*Entsprechenserklärung*). The non-compete compensation shall be calculated on basis of the respective provisions of the German Commercial Code. Hence, final calculation will be possible only in view of LTI remuneration in 2029. All payments under non-compete recommendation shall be reported when actually made.

### 4. Outlook and Commitment of Supervisory Board

The Supervisory Board is fully committed to ensure that its remuneration practices meet highest standards. All service contracts have been fully aligned with best practices:

- **Full compliance with the GCGC:** All service contracts for Management Board members are fully compliant with the recommendations of GCGC.
- **Shorter appointment period:** New appointments to the Management Board are generally made for a term of no more than three years.
- **Non-competes:** Non-competes, if agreed, can be waived by the company and any severance payments are offset against the non-compete compensation.

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