VONOVIA SE

ESG Factbook 2025

VONOVIA

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NOTE

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

Foreword

Dear readers,

As one of Europe's leading private residential real estate companies, we offer homes to more than one million people: our portfolio comprises around 531,000 of our own apartments in more than 62,000 buildings in Germany, Austria and Sweden, with a fair value of around € 84.4 billion.

Housing isn't just another product – it means providing our customers with a home. As such, we have a particular responsibility towards our shareholders, customers and society at large. We actively live up to this responsibility, be it through our commitment to mitigating climate change in our portfolio, expanding the number of senior-friendly homes we offer, promoting a sense of community spirit in our neighborhoods, or building the new homes that are urgently required.

Ensuring transparency and continuity in the way we present our sustainability data is a top priority for us. In recent years, our ESG Factbook has evolved into an important and established format that provides meaningful information to complement our ESG reporting and is underpinned by reliable facts and figures. It is a practical tool allowing us and our stakeholders to illustrate the progress made and the challenges we face. We also outline our sustainability strategy on our **website**, where we present the current status of our top sustainability priorities.

Particularly in times when sustainability issues face headwind in society, we remain steadfast in our commitment to the path we have mapped out. We are implementing our sustainability strategy systematically and making continuous improvements as we progress on our target pathways. The ESG Factbook documents this development and makes it transparent. In particular, we would like to emphasize the marked increase in customer and employee satisfaction this year. We are also making good progress in renovating our apartments to make them senior-friendly, creating homes that meet the needs of all generations.

As part of our climate protection efforts, we are continuing to implement energy-efficiency upgrades, the installation of heat pumps, and serial modernization in our neighborhoods.

With 735 trainees and a training rate of 5.8% in Germany, we are also an attractive employer for the younger generation and are making targeted investments in the skilled workers of tomorrow.

We invite you to be inspired by the facts and figures in this Factbook and to join us in taking a look behind the scenes of our commitment to a sustainable future.

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 publish a Non-financial Group Declaration (Sustainability Statement) in accordance with Sections 315b, 315c in conjunction with Sections 289c to 289e of the German Commercial Code (HGB). These necessary reporting requirements were implemented in the management report of the **2025 Annual Report**, which was published on March 19, 2026. 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.

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 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 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. 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 (2023, 2024 and 2025), we report on a consolidated basis, also making distinctions at country level (Germany, Austria and Sweden) for the current 2025 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 2025 fiscal year (January 1 to December 31, 2025), meaning that it picks up exactly where the **2024 ESG Factbook**, which was published in April 2025, 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, were adapted to reflect this reporting framework in the ESG Factbook, too, as of 2023.

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 2025 Annual Report that are also included in the consolidated financial statements. Entities with minority interests and apartments owned by third parties are not included.

This excludes the Deutsche Wohnen SE subsidiaries formerly allocated to the Care segment. This area was sold in full by Vonovia SE in the 2025 fiscal year. While the Care segment was classified and reported as discontinued operations in previous annual reports, the information presented in the ESG Factbook remains limited to Vonovia's continuing operations.

Coverage

Residential property is the primary asset class in Vonovia SE's real estate portfolio, accounting for 95.9% of rented units. With more than 62,000 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
Coverage		
Germany	86.4%	93.2%
Austria	4.7%	2.9%
Sweden	8.9%	3.9%

For a detailed segment analysis of the portfolio, please refer to the section entitled **Portfolio Structure** in the 2025 Annual Report.

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

Underlying Data/Estimation Techniques

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 resulting 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 (Revised) 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.

The information in this ESG Factbook was voluntarily compiled by the Executive Board of Vonovia SE in accordance with the definitions and criteria set forth in the ESG Factbook. As part of its due diligence obligations, the Management Board had the information reviewed by PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, in a limited assurance engagement in accordance with ISAE 3000 (Revised). An unqualified opinion was issued.

Key Figures

The information below presents 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 (2023, 2024 and 2025), 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 2025 reporting year.

Portfolio Description

					2025 by Country		
Key Figures	Unit	2023	2024	2025	Germany	Austria	Sweden
Portfolio [1]							
Buildings[2]	number	64,165	63,263	62,028	58,977	1,453	1,598
Units	number	554,610	548,084	539,503	477,096	20,597	41,810
of which residential units	in %	98.4	98.5	98.4	98.8	97.3	95.1
of which commercial units	in %	1.6	1.5	1.6	1.2	2.7	4.9
Rentable area	number	35,523,724	35,209,745	34,737,568	30,028,304	1,632,187	3,077,076
of which residential units	in %	96.3	96.1	95.9	96.6	90.6	92.2
of which commercial units	in %	3.7	3.9	4.1	3.4	9.4	7.8
Portfolio by age category	number	545,919	539,753	530,979	471,153	20,044	39,782
of which built before 1939	in %	19.5	19.5	19.7	21.7	8.5	1.6
of which built between 1940–1949	in %	2.2	2.2	2.2	2.1	6.6	1.5
of which built between 1950–1959	in %	22.9	23.0	23.2	25.4	4.8	5.9
of which built between 1960–1969	in %	20.5	20.5	20.5	19.2	10.6	41.2
of which built between 1970–1979	in %	17.0	16.9	16.6	14.8	11.7	40.6
of which built between 1980–1989	in %	9.1	9.0	8.7	8.5	18.7	6.1
of which built between 1990–1999	in %	7.0	6.9	6.9	6.8	19.4	2.0
of which built between 2000–2009	in %	0.6	0.6	0.6	0.4	6.7	0.0
of which built between 2010–2019	in %	0.5	0.5	0.7	0.4	7.9	0.4
of which built since 2020	in %	0.6	0.8	0.8	0.7	5.1	0.7
Buildings listed as historical landmarks	number	8,678	8,753	8,329	8,307	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 2024	Value 2025	Change compared to previous year	Target 2030
Carbon intensity of the housing stock [1]	Germany	35%	$kgCO_2e/m^2$	31.2	30.7	–1.4%	< 25
Average primary energy demand of new constructions [2]	Group	10%	kWh/m^2	22.0	21.9	–0.4%	< 25
Proportion of accessible (partially) modernized newly rented apartments	Germany	10%	%	29.5	36.8	7.3 ppts	approx. 27
Customer satisfaction (CSI)	Germany	20%	%	75.2	76.5	1.3 ppts	> 73
Employee satisfaction	Group	15%	%	79.0	85.0	6.0 ppts	≥ 77
Proportion of women in management positions [3]	Group	10%	%	25.8	26.7	1.0 ppts	≥ 30
SPI Total			**%**	**104.2**	**106.2**	**2.0 ppts**	**annually 100**

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_2 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** and **ESRS E5 Resource Use and Circular Economy** of our latest Annual Report and on our **website**.

Greenhouse Gas Balance

					2025 by Country		
Key Figures	Unit	2023	2024	2025	Germany	Austria	Sweden
Greenhouse Gas Balance							
Emissions Scope 1+2+3							
Total portfolio + business operations location-based [1]	t CO_2e	**1,866,662**	**1,929,967**	**1,791,689**	**1,695,858**	**56,283**	**39,549**
of which emissions from portfolio	t CO_2e	1,667,474	1,547,831	1,524,297	1,429,180	56,105	39,012
of which emissions from business operations	t CO_2e	199,188	382,136	267,393	266,678	178	537
Total portfolio + business operations market-based [1]	t CO_2e	**1,796,191**	**1,891,414**	**1,705,871**	**1,622,308**	**51,819**	**34,586**
of which emissions from portfolio	t CO_2e	1,600,697	1,509,278	1,441,320	1,355,630	51,642	34,049
of which emissions from business operations	t CO_2e	195,494	382,136	264,551	266,678	178	537
Intensities							
Portfolio emissions per rental space [2]	kg CO_2e/ m^2	**30.0**	**29.4**	**28.5**	**30.7**	**26.5**	**8.4**
Portfolio emissions per € million Rental segment revenue [2]	t CO_2e/ in € million	327	312	290	318	343	66
Total emissions per € million Group segment revenue (location-based)	t CO_2e/ in € million	306	273	266	283	157	98
Total emissions per € million Group segment revenue (market-based)	t CO_2e/ in € million	295	267	253	271	145	86
Emissions Scope 1+2							
Total portfolio + business operations [1]	t CO_2e	**834,979**	**836,832**	**803,822**	**753,620**	**27,517**	**22,684**
of which emissions from portfolio	t CO_2e	808,374	811,344	778,346	728,737	27,370	22,239
of which emissions from business operations	t CO_2e	26,605	25,488	25,476	24,884	148	444
Scope 1 (Direct Emissions)							
Total portfolio + business operations [1]	t CO_2e	**508,141**	**539,867**	**530,690**	**513,891**	**16,393**	**405**
Scope 1 Portfolio							
Combustion processes of stationary plants	t CO_2e	**487,711**	**520,168**	**510,780**	**494,440**	**16,340**	**0**
of which heat from natural gas (ME)	%	93.2	93.5	94.1	94.5	82.6	0.0
of which heat from fuel oil (ME)	%	5.8	5.8	5.5	5.1	16.9	0.0
of which heat from coal (ME)	%	0.9	0.7	0.4	0.4	0.3	0.0
of which biomass (ME)	%	0.1	0.0	0.0	0.0	0.1	0.0

Key Figures	Unit	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Scope 1 Business Operations							
Combustion processes of business operations	t CO_2e	**20,430**	**19,699**	**19,910**	**19,452**	**53**	**405**
of which mobile plants	%	94.1	95.6	95.2	95.3	37.7	100.0
of which stationary plants	%	5.9	4.4	4.8	4.7	62.3	0.0
Scope 2 (Indirect Emissions from Energy Purchases)							
Total portfolio + business operations location-based [1]	t CO_2e	**393,615**	**335,518**	**356,108**	**313,279**	**15,587**	**27,242**
Total portfolio + business operations market-based [1] [3]	t CO_2e	**321,259**	**296,965**	**270,290**	**236,936**	**11,075**	**22,279**
Scope 2 Portfolio							
Energy supply location-based	t CO_2e	**387,440**	**329,730**	**350,543**	**307,847**	**15,493**	**27,202**
of which district heating (ME)	%	88.0	97.3	89.1	89.5	87.2	86.3
of which heat from electricity (ME)	%	3.0	0.8	3.0	2.7	8.6	3.0
of which electricity (common areas)	%	8.9	1.8	7.9	7.8	4.2	10.7
Energy supply market-based [4]	t CO_2e	**320,663**	**291,176**	**267,566**	**234,297**	**11,030**	**22,239**
of which district heating (ME)	%	94.2	97.1	98.6	99.6	81.8	96.4
of which heat from electricity (ME)	%	3.7	1.0	0.6	0.0	12.2	1.0
of which electricity (common areas) [5]	%	2.1	1.9	0.8	0.4	6.0	2.6
Scope 2 Business Operations							
Energy supply location-based	t CO_2e	**6,175**	**5,789**	**5,566**	**5,432**	**94**	**39**
of which electricity	%	69.5	67.6	65.4	65.4	53.9	100.0
of which district heating	%	30.5	32.4	34.6	34.6	46.1	0.0
Energy supply market-based [6]	t CO_2e	**596**	**715**	**2,724**	**2,639**	**46**	**39**
of which electricity	%	100.0	100.0	29.4	28.8	4.8	100.0
of which district heating	%	–	–	70.6	71.2	95.2	0.0
Scope 3 (Other Indirect Emissions)							
Total portfolio + business operations	t CO_2e	**964,906**	**1,054,582**	**904,891**	**868,687**	**24,302**	**11,902**
3.1 Emissions from purchased goods and services [1]	t CO_2e	**81,021**	**170,748**	**143,033**	**143,033**	**0**	**0**
3.2 Emissions from capital goods [1] [7]	t CO_2e	**72,361**	**132,075**	**78,556**	**78,556**	**0**	**0**
3.3 Fuel and energy-related emissions (not Scope 1+2) [1] [8]	t CO_2e	**210,026**	**205,634**	**197,948**	**184,590**	**9,726**	**3,632**
Portfolio	t CO_2e	204,800	200,366	193,132	179,897	9,695	3,540
Business operations	t CO_2e	5,226	5,268	4,816	4,693	30	93
3.11 Emissions from use of sold products [1]	t CO_2e	**13,974**	**48,557**	**15,511**	**15,511**	**0**	**0**
3.13. Downstream leased assets [1]	t CO_2e	**587,523**	**497,568**	**469,843**	**446,997**	**14,576**	**8,270**
Downstream leased assets WEG [9]	t CO_2e	52,274.98	24,153	20,186	13,987	6,199	0
Household electricity [10]	t CO_2e	535,248.04	473,415	449,657	433,010	8,378	8,270

1) Calculation logic according to ESRS E1-6.
2) 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).
3) Corresponds to the sum of Scope 2 emissions from the portfolio (market-based) and business operations (location-based) for 2023 and 2024, as there was insufficient data available for district heating in 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) 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.
6) 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).
7) Of which 100% from emissions caused by new construction/development.
8) Includes fuel- and energy-related emissions of the entire portfolio (incl. WEG share), in each case stationary combustion.
9) 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.
10) 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 German Association of German Housing and Real Estate Companies (GdW), "Arbeitshilfe 85 (CO_2 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 used for the other key environmental figures in this ESG Factbook. Greenhouse gas emissions were calculated in CO_2 equivalents (CO_2e), the standard unit for measuring the relevant contribution to the greenhouse effect for the greenhouse gases regulated in the Kyoto Protocol (CO_2, CH_4, N_2O, SF_6, HFCs and PFCs).

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 corresponding Scope 1 and Scope 2 emissions 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 associated with supplying heat to buildings in the portfolio 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_2e factors from version 5.1 of the GEMIS database were used for the portfolio in Germany. 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. The emission factors of the Environment Agency Austria are used for Austria, while the Swedenenergy emission factors are used for Sweden.

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 other emission factors are used in isolated 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/m²) 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 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, Scope 3.13 includes the Scope 1 and 2 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	2023	2024	2025	2025 by Country: Germany	2025 by Country: Austria	2025 by Country: Sweden
Energy Consumption							
Energy Consumption total (portfolio and business operations) [1]	MWh	**5,410,828**	**5,322,850**	**5,263,457**	**4,468,858**	**260,886**	**533,713**
	MWh	558,962	1,013,469	1,260,860	698,019	99,267	463,573
of which from renewable sources	%	10.3	19.0	24.0	15.6	38.1	86.9
	MWh	4,851,866	4,309,381	4,002,597	3,770,838	161,619	70,140
of which from non-renewable sources	%	89.7	81.0	76.0	84.4	61.9	13.1
	MWh	27,698	59,196	57,110	0	0	57,110
of which from nuclear power	%	0.5	1.1	1.1	0.0	0.0	10.7
Energy consumption in the portfolio [2]	MWh	**5,306,599**	**5,221,193**	**5,160,414**	**4,369,070**	**259,862**	**531,481**
of which from renewable sources	%	10.4	19.2	24.1	15.7	37.9	86.9
Energy consumption in business operations	MWh	**104,229**	**101,657**	**103,043**	**99,788**	**1,024**	**2,231**
of which from renewable sources	%	8.2	9.0	8.8	8.3	40.2	15.3
Energy intensities [3]							
Energy intensity of rentable area: portfolio	kWh/m²	149.4	148.3	148.6	145.5	159.2	172.7
Energy intensity per € million Group segment revenue (total net revenue)	MWh/ in € million	888	752	780	747	729	1,327
Heating Consumption							
Heating consumption total (portfolio and business operations)	MWh	**5,195,339**	**5,120,247**	**5,063,224**	**4,320,996**	**255,045**	**487,183**
of which from renewable sources	%	8.6	18.2	23.2	14.4	36.9	94.8
Heating consumption in the portfolio [4]	MWh	**5,177,337**	**5,103,930**	**5,046,238**	**4,304,606**	**254,518**	**487,113**
Natural gas	MWh	2,446,243	2,493,695	2,496,814	2,410,396	86,418	0
District heating	MWh	2,540,912	2,435,310	2,372,300	1,759,609	139,517	473,174
of which from renewable sources [5]	%	15.9	37.0	47.8	33.7	56.1	97.6
Heating oil	MWh	116,713	117,684	110,637	100,066	10,572	0
Electricity (incl. heat pumps)	MWh	51,260	43,685	52,146	24,785	13,423	13,939
of which from renewable sources	%	64.6	67.4	68.0	96.3	86.3	0.0
of which from nuclear power	%	9.6	27.1	24.1	0.0	0.0	90.2
Coal	MWh	12,544	11,064	5,860	5,413	448	0
Other (biomass, solar thermal)	MWh	9,665	2,492	8,480	4,339	4,141	0
Heating consumption in business operations	MWh	**18,002**	**16,317**	**16,987**	**16,389**	**527**	**70**
of which natural gas	MWh	5,953.0	4,311.8	4,516.9	4,351.6	165.3	0.0
of which heating oil	MWh	0.0	0.0	153.1	153.1	0.0	0.0
of which district heating	MWh	11,976.9	11,933.2	12,246.7	11,884.6	362.1	0.0
of which electricity (heat pumps)	MWh	72.2	72.2	70.1	0.0	0.0	70.1

Key Figures	Unit	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Electricity Consumption (excl. Heat Supply)							
Electricity consumption total	MWh	**138,920**	**127,623**	**124,669**	**74,013**	**5,758**	**44,898**
Share of electricity consumption from renewable energy	%	80.9	60.8	62.0	97.1	87.4	0.8
Electricity consumption in communal areas	MWh	**129,262**	**117,263**	**114,177**	**64,464**	**5,344**	**44,368**
of which from renewable sources [6)]	%	80.3	58.4	59.7	98.6	86.5	0.0
Electricity consumption in business operations incl. vehicle fleet	MWh	**9,658**	**10,360**	**10,492**	**9,549**	**414**	**530**
Share of electricity consumption from renewable energy	%	89.0	88.1	86.4	87.1	99.4	64.3
Additional Energy Consumption (Vehicle Fleet)							
Combustion processes in business operations [7)]	MWh	**76,569**	**74,980**	**75,564**	**73,850**	**82**	**1,632**

1) Calculation logic according to ESRS E1-5.
2) 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).
3) Calculation logic according to GRI 302-3.
4) 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. The denominator of this key figure remains the rental space excluding communal areas. Renewable energy from electricity in each case location-based.
5) Calculation of renewable energy share based on location-based approach. Determination for Germany based on data from the German Association of Energy and Water Industries (BDEW), for Austria based on data from the Federal Ministry for Climate Protection (BMK), and for Sweden based on data from Swedenenergy (Energiföretagen Sverige).
6) For Germany, all volumes traded via Vonovia Energy Service GmbH (VESG) are 100% green electricity with proof of origin, deleted via the Federal Environment Agency's register of guarantees of origin (market-based approach). Remaining electricity volume purchased for Germany calculated according to data from the German Association of Energy and Water Industries (BDEW) (location-based approach). Calculation for Austria based on the Austrian electricity mix according to the E-Control statistics brochure 2025 (location-based approach). Calculation for Sweden based on proof of origin verified as 100% nuclear-generated energy (market-based approach).
7) Mobile combustion only (vehicle fleet) – diesel, gasoline, gas.

Key Figures	Unit	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Energy Efficiency Standards by Energy End-use Efficiency Class [1]							
Rental area	m²	35,515,118	35,209,745	34,737,568	30,028,304	1,632,187	3,077,076
of which x <= 30 kWh/m² (EPC A+)	%	0.2	0.2	0.2	0.2	1.0	0.0
of which 30 < x <= 50 kWh/m² (EPC A)	%	1.2	1.3	1.4	1.3	5.8	0.0
of which 50 < x <= 75 kWh/m² (EPC B)	%	11.6	11.7	10.9	11.6	15.9	0.6
of which 75 < x <= 100 kWh/m² (EPC C)	%	23.2	23.7	23.8	25.4	20.3	10.1
of which 100 < x <= 130 kWh/m² (EPC D)	%	26.7	26.8	27.2	26.5	19.8	37.5
of which 130 < x <= 160 kWh/m² (EPC E)	%	18.4	18.0	18.6	17.3	8.2	37.5
of which 160 < x <= 200 kWh/m² (EPC F)	%	9.2	9.3	9.1	8.8	8.5	12.4
of which 200 < x <= 250 kWh/m² (EPC G)	%	2.6	2.7	2.7	2.7	7.9	0.1
of which x > 250 kWh/m² (EPC H)	%	1.3	1.2	1.2	0.9	7.6	0.0
of which not disclosed	%	5.6	5.0	5.0	5.3	4.9	1.8

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 and sales.

Key Figures	Unit	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Renewable Energy Generation							
Energy generated [1]	MWh	**16,843**	**21,468**	**76,579**	**74,567**	**357**	**1,656**
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 [2]	MWp	53.1	136.4	190.7	188.2	0.3	2.2
Portfolio	number	1,353	3,681	5,447	5,382	23	42
Avoided emissions [3]	t CO_2e	**11,095**	**14,187**	**51,614**	**51,451**	**54**	**109**

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	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Energy Sales [1]							
Total energy sold	MWh	**110,954**	**114,110**	**126,565**	**126,565**	**0**	**0**
of which to rentable areas [2]	MWh	51,870	55,927	68,200	68,200	0	0
of which general electricity [3]	MWh	59,084	58,184	58,364	58,364	0	0
Share of electricity from renewable energy sources [4]	%	100.0	100.0	100.0	100.0	0.0	0.0
Avoided emissions [5]	t CO_2e	**55,294**	**50,849**	**54,286**	**54,286**	**0**	**0**
Total gas sold [6]	MWh	**1,062,616**	**1,046,028**	**1,060,172**	**1,060,172**	**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) Gray electricity quantities according to the German electricity mix were completely deleted using the Federal Environment Agency's register of guarantees of origin; calculation for electricity from photovoltaics using displacement electricity emission factor. Including emissions from the upstream chain (Scope 3.3) in each case.
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	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Mobile Combustion in Business Operations							
Fuel consumption	MWh	**76,902**	**75,601**	**76,913**	**74,727**	**100**	**2,086**
of which diesel	MWh	70,714	69,132	67,316	66,413	1	903
of which gasoline	MWh	5,855	5,848	8,247	7,437	82	729
of which electricity	MWh	333	621	1,350	877	18	454
Vehicles (yearly average)	number	6,081	6,061	6,326	6,039	26	261
Distance traveled [1]	million km	99.4	99.0	101.6	95.9	0.7	4.9
Average fuel consumption [2]	liters/ 100 km	**7.9**	**8.0**	**8.1**	**8.2**	**7.0**	**6.0**
Average emissions [1]	gCO_2e/km	**236**	**234**	**231**	**238**	**40**	**107**

1) Incl. mileage of purely electric vehicles.
2) Excl. distances traveled and energy consumed by electric vehicles.

New Construction and Conversions

Completion of New Buildings

Key Figures	Unit	2023	2024	2025	2025 by Country: Germany	2025 by Country: Austria	2025 by Country: Sweden
General Project Data							
Rented units	number	**2,460**	**3,747**	**2,090**	**2,067**	**0**	**23**
Rentable area	m²	166,284	277,588	157,239	155,883	0	1,356
of which residential area	%	94.6	90.1	89.2	89.1	0.0	100.0
of which commercial area	%	3.4	9.9	10.2	10.3	0.0	0.0
of which social institutions [1]	%	1.9	0.0	0.6	0.7	0.0	0.0
Site area	m²	117,812	252,359	96,165	96,165	0	0
of which green spaces	%	36.8	13.2	42.8	42.8	0.0	0.0
Expenses: new construction	in € million	291.2	224.5	354.0	192.3	161.3	0.4
Energy and Heat Supply							
Rentable area not including vertical expansion	m²	154,646	271,503	150,846	150,846	0	0
of which district heating [2]	%	71.5	91.4	81.9	81.9	0.0	0.0
of which renewable energy sources/hybrid systems [3]	%	21.1	8.6	18.1	18.1	0.0	0.0
of which fossil energy sources [4]	%	7.4	0.0	0.0	0.0	0.0	0.0
of which primary energy requirement of ≤30 kWh/m²a	%	61.8	93.9	76.5	76.5	0.0	0.0
of which primary energy requirement of >30 and ≤50 kWh/m²a	%	31.4	5.0	22.2	22.2	0.0	0.0
of which primary energy requirement of >50 and ≤75 kWh/m²a	%	5.8	0.0	0.7	0.7	0.0	0.0
of which primary energy requirement of >75 kWh/m²a [5]	%	1.4	1.2	0.5	0.5	0.0	0.0
Average primary energy requirement [6]	kWh/m²a	**25.3**	**22.0**	**21.9**	**21.9**	**0.0**	**0.0**
Share with building certification [7]	%	**16.0**	**29.7**	**39.3**	**39.3**	**0.0**	**0.0**
Installed output of photovoltaic systems	kWp	360.6	190.1	271.8	271.8	0.0	0.0

Key Figures	Unit	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Mobility [8]							
Proportion of projects featuring charging stations [9]	%	**30.0**	**32.4**	**54.8**	**54.8**	**0.0**	**0.0**
Proportion of projects featuring empty cable conduits for charging stations	%	28.3	41.2	51.6	51.6	0.0	0.0
Number of bicycle parking spaces per rented unit	Avg.	1.5	0.8	2.0	2.0	0.0	0.0
Number of vehicle parking spaces per rented unit	Avg.	0.7	0.7	0.6	0.6	0.0	0.0
Minutes to reach the nearest public transport connection on foot	Avg.	3.5	2.9	3.2	3.2	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 rental 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	2023	2024[1]	2025	2025 by Country: Germany	Austria	Sweden
Refurbishment							
Modernized buildings	number	818	655	970	910	19	41 [2]
Modernized rented units	number	**7,759**	**6,800**	**8,121**	**7,138**	**189**	**794** [2]
avoided emissions due to modernization [3]	t CO_2e	4,586	5,332	6,425	6,284	99	42 [2]
Modernized rentable area	million m^2	0.48	0.41	0.52	0.45	0.01	0.06 [2]
Rented units with upgraded heating systems	number	**934**	**2,217**	**2,777**	**2,409**	**368**	**0** [2]
avoided emissions due to upgraded heating systems projects [3]	t CO_2e	697	2,154	2,074	1,608	466	0 [2]
Refurbishment rate	%	**1.4**	**1.2**	**1.5**	**1.5**	**0.9**	**1.9** [2]
Investment in the portfolio	in € million	1,235.8	1,376.5	1,618.7	1,413.6	60.9	144.2
Investment intensity	€/m^2/a	36.0	40.4	48.3	0.0	0.0	0.0
of which expenses for maintenance	in € million	722.5	764.8	811.2	674.8	57.1	79.3
Maintenance intensity	€/m^2/a	21.0	22.5	24.2	23.1	38.3	28.0
of which expenses for modernization	in € million	513.3	611.8	807.5	738.8	3.8	64.9
Modernization intensity	€/m^2/a	14.9	18.0	24.1	25.3	2.5	23.0

1) Correction of data on modernization and heating system replacement projects for 2024, resulting in a minor adjustment to the renovation rate for 2024. Data on investment in existing buildings and the resulting intensities are not affected by the correction.
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.
3) Regardless of when during the year the measure is completed, the reported avoided emissions refer to a one-year period. Emissions resulting from the implementation of the measures are not taken into account.

Water and Waste

Key Figures	Unit	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Water Consumption [1]							
Portfolio							
Water consumption [2]	million m³	44.4	43.9	43.2	35.6	2.7	4.9
Water intensity	m³/m²	**1.25**	**1.25**	**1.24**	**1.19**	**1.64**	**1.59**
Business Operations							
Water consumption [3]	m³	47,963	44,795	45,107	43,949	794	363
Water intensity	m³/m²	0.20	0.19	0.19	0.19	0.08	0.15

1) Partially limited comparability due to delayed availability of actual data.
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. Water consumption at office locations in Austria based on projections from previous years.

Key Figures	Unit	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Waste Volume [1]							
Portfolio [2]							
Waste volume	t	**371,485**	**363,134**	**367,663**	**324,258**	**19,210**	**24,195**
of which residual waste	%	40.0	40.1	39.7	37.3	36.8	74.4[3]
of which waste paper	%	14.3	13.5	12.8	13.2	14.3	7.5
of which recycling [4]	%	18.3	18.1	18.2	18.9	20.3	7.1
of which organic waste	%	27.5	28.3	29.2	30.6	28.6	11.0
Recycling ratio [5]	%	**60.0**	**59.9**	**60.3**	**62.7**	**63.2**	**25.6**
Business Operations [6]							
Total volume of commercial municipal waste	t	835.5	803.4	824.0	700.2	123.8	0.0
of which recycled commercial municipal waste	%	40.4	40.0	40.0	42.7	25.3	0.0
of which residual commercial municipal waste	%	59.6	60.0	60.0	57.3	74.7	0.0
Other waste [7]	t	12.4	12.2	12.2	0.7	11.5	0.0

1) Calculation excl. waste from construction and refurbishment.
2) Calculation based on statistical data.
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 the recycling rate based on the proportion of total waste generated in tons, with recycled materials, waste paper, and organic waste considered reusable.
6) Reported changes compared to the previous year are based exclusively on the addition of new office locations and the discontinuation of previously used office locations. No survey has been conducted for the Sweden region to date.
7) Other waste includes bulky waste, wood, iron and steel.

Biodiversity

Key Figures	Unit	2023	2024	2025
Green Spaces (in Germany)				
Green areas [1]	m^2	**24,290,305**	**24,150,501**	**24,076,010**
of which lawns	%	75.0	74.9	74.8
of which hedges	%	1.8	1.8	2.0
of which copses	%	23.2	23.3	23.2
Degree of sealing of the properties [2]	%	**45.7**	**44.6**	**41.5**
Trees on the property	number	**263,190**	**257,424**	**255,508**
Average crown diameter	m	7.2	7.1	7.1
Proportion of climate resilient trees [3]	%	38.5	38.7	38.9
Playgrounds	number	**1,972**	**1,944**	**1,939**

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 S1 – Own Workforce** and **ESRS S4 – Consumers and End Users** in the Non-financial Group Declaration in the Annual Report, and on our website in the descriptions of the **Corporate Culture and Employees**, **Housing 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 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 2025 Annual Report.

Key Personnel Figures

							2025 by Country		
	2023		2024		2025		Germany	Austria	Sweden
Key Figures	number	in %	number	in %	number	in %	number	number	number
Employees by Employment Contract and Gender									
Total headcount [1) 2)]	**11,946**		**12,056**		**12,708**		**11,849**	**365**	**494**
of which female	3,464	29.0	3,485	28.9	3,668	28.9	3,272	242	154
Full-time equivalents	11,408		11,488		12,155		11,353	326	476
of which female	3,147	27.6	3,144	27.4	3,322	27.3	2,970	207	145
Employees with temporary contracts [2)]	1,213		1,300		1,244		1,162	8	74
of which female	381		390		383		358	6	19
Employees with permanent contracts [2)]	**10,733**	**89.8**	**10,756**	**89.2**	**11,464**	**90.2**	**10,687**	**357**	**420**
of which female	3,083		3,095		3,285		2,914	236	135
Temporary workers [3)]	65	0.5	18	0.1	52	0.4	15	–	37
of which female	29		7		26		6	–	20

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.

	2023		2024		2025		2025 by Country					
							Germany		Austria		Sweden	
Key Figures	number	in %	number	in %	number	in %	number	in %	number	in %	number	in %
Number of Permanent Employees by Type of Employment and Gender [1]												
Full-time employees [2]	**10,480**		**10,525**		**11,121**		**10,406**		**253**		**462**	
of which female	2,498		2,454		2,575		2,298		142		135	
Part-time employees [2] [3]	1,466		1,531		1,587		1,443		112		32	
of which female	966		1,031		1,093		974		100		19	
Proportion of part-time employees		**12.3**		**12.7**		**12.5**		**12.2**		**30.7**		**6.5**
of which female		65.9		67.3		68.9		67.5		89.3		59.4
of which male		34.1		32.7		31.1		32.5		10.7		40.6
Marginal employees [3]	196		192		164		153		3		8	
of which female	63	32.1	62	32.3	50	30.5	43	28.1	2	66.7	5	62.5

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.

	2023		2024		2025		2025 by Country		
							Germany	Austria	Sweden
Key Figures	number	in %	number	in %	number	in %	number	number	number
Employee Turnover									
Newly hired employees [1]	**1,998**	**17.2**	**2,075**	**17.7**	**2,355**	**19.1**	**2,177**	**39**	**139**
of which female	614	30.7	570	27.5	588	25.0	529	28	31
Employees leaving the company [1] [2]	**2,229**		**1,953**		**1,885**		**1,700**	**42**	**143**
of which female	614	27.5	548	28.1	484	25.7	426	27	31
Turnover rate (in %) [3]		**19.2**		**16.7**		**15.3**	**14.8**	**11.6**	**29.4**

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).

	2023		2024		2025		2025 by Country		
							Germany	Austria	Sweden
Key Figures	number	in %	number	in %	number	in %	number	number	number
Employees by Category, Gender, Age Group and Disability									
Total headcount [1) 2)]	**11,946**		**12,056**		**12,708**		**11,849**	**365**	**494**
Total headcount, commercial [2) 3) 4)]	**5,992**	**50.2**	**5,978**	**49.6**	**6,182**	**48.6**	**5,529**	**365**	**288**
of which female	2,710	45.2	2,700	45.2	2,785	45.1	2,397	242	146
of which under 30 years of age	781	13.0	796	13.3	818	13.2	716	37	65
of which 30–50 years of age	2,994	50.0	2,949	49.3	3,089	50.0	2,717	216	156
of which over 50 years of age	2,217	37.0	2,233	37.4	2,275	36.8	2,096	112	67
Total headcount, technical trade [2) 3) 4)]	**5,954**	**49.8**	**6,078**	**50.4**	**6,526**	**51.4**	**6,320**	**–**	**206**
of which female	754	12.7	785	12.9	883	13.5	875	–	8
of which under 30 years of age	777	13.1	825	13.6	923	14.1	902	–	21
of which 30–50 years of age	3,189	53.6	3,219	53.0	3,429	52.5	3,346	–	83
of which over 50 years of age	1,988	33.4	2,034	33.5	2,174	33.3	2,072	–	102
Average age (in years) [5)]	**44.3**		**44.4**		**45.3**		**45.4**	**44.0**	**43.7**
Employees with disabilities [6)]	**360**	**3.2**	**377**	**3.3**	**379**	**3.1**	**375**	**4**	**–**

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.
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	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Work-Life Balance Metrics [1]							
Proportion of employees entitled to family-related leave [2]	in %	95	96.2	96.5	96.2	100.0	100.0
Proportion of eligible employees who have taken family-related leave	in %						
of which male	in %	3.9	3.4	3.4	2.7	18.7	15.0
of which female	in %	7.3	7.0	6.9	4.8	28.1	16.9

1) 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.

	2023		2024		2025		2025 by Country: Germany	Austria	Sweden
Key Figures	number	in %	number	in %	number	in %	number	number	number
Performance Appraisal									
Employees who have had an appraisal interview/performance appraisal [1] [2]	**5,370**	**45.0**	**5,146**	**42.7**	**8,321**	**65.5**	**7,689**	**302**	**330**
of which female	2,302	66.5	2,231	64.0	2,383	65.0	2,084	195	104
of which male	3,068	36.2	2,915	34.0	5,938	65.7	5,605	107	226
Share of target checks [2] [3]		84.1		93.0		81.1	80.4	92.9	87.8
Employees who have had an appraisal interview/performance appraisal, by employee category [1] [4]	**5,370**		**5,146**		**8,321**		**7,689**	**302**	**330**
of which management level [5]	187	79.9	197	89.1	132	60.0	110	21	1
of which other employees [6]	5,183	44.3	4,949	41.9	8,189	65.6	7,579	281	329
Trainees [7]		100.0		100.0		100.0			

1) 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.
2) Calculation logic according to ESRS S1-13.
3) Share of performance appraisals carried out in the planned target reviews.
4) Calculation logic according to GRI 404-3.
5) First and second level below the Management Board.
6) All employees excl. management level.
7) Those who are being trained in vocational training recognized by the state on the basis of a training contract.

Key Figures	2023 number	2023 in %	2024 number	2024 in %	2025 number	2025 in %	2025 by Country Germany	Austria	Sweden [5]
Training and Education									
Vocational training									
Total number of trainees [1]	**632**		**664**		**735**		**735**	**–**	**–**
of which female	132	20.9	143	21.5	170	23.1	170	–	–
Commercial trainees [2]	190	30.1	200	30.1	222	30.2	222	–	–
of which female	107	56.3	116	58.0	130	58.6	130	–	–
Technical trade trainees [2]	442	69.9	464	69.9	513	69.8	513	–	–
of which female	25	5.7	27	5.8	40	7.8	40	–	–
Proportion of total workforce (in %) [3]		**5.0**		**5.2**		**5.5**	**5.8**	**–**	**–**
Proportion taken on (in %) [4]		69.2		69.9		69.7	69	100	–
Further training									
Total number of participants in further training [6]	6,993		7,007		10,067		9,339	358	370
of which female	2,848	40.7	2,827	40.3	3,107	30.9	2,747	237	123
Further training rate (in %) [7]		**58.5**		**58.1**		**79.2**	**78.8**	**98.1**	**74.9**
Further training intensity [8]	**6.1**		**6.5**		**6.8**		**7.2**	**2.9**	**0.6**
Training and education									
Total training and education days	69,929		74,712		83,188		81,968	951	269
Average training and education days per employee [9]	**5.9**		**6.2**		**6.5**		**6.9**	**2.6**	**0.5**
Total hours of further training [10]	559,429		597,696		665,505		655,748	7,604	2,153
Average hours of further training per employee [11]	**46.8**		**49.6**		**52.4**		**55.3**	**20.8**	**4.4**
of which per female employee	31.7		34.2		33.1		35.4	18.5	3.8
of which per male employee	49.6		52.0		56.0		58.3	25.5	4.6
of which per commercial employee	33.4		27.9		25.0		26.4	20.8	4.1
of which per technical trade employee	55.2		65.0		71.8		73.8	–	4.7
Training and further education costs (in € million)	**3.2**		**2.5**		**2.9**		**2.6**	**0.2**	**0.1**
Average training and education cost per employee (in €) [12]	416.9		328.7		265.2		261.4	428.2	210.7

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.
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%. In Austria, two trainees were taken on during the reporting period.
5) 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.
12) Total costs for training and education/total number of trainees + total number of participants in further training.

							2025 by Country		
	2023		2024		2025		Germany	Austria	Sweden
Key Figures	number	in %	number	in %	number	in %	in %	in %	in %
Female Managers									
Proportion of women in total workforce [1) 2)]	3,464	29.0	3,485	28.9	3,668	28.9	27.6	66.3	31.2
Proportion of women at the first two levels below the Management Board [3)]		**24.6**		**25.8**		**26.7**	**26.9**	**31.8**	**11.1**

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.

					2025 by Country		
	Unit	2023	2024	2025	Germany	Austria	Sweden
Remuneration Metrics (Pay Gaps) [1) 2)]							
Total gender pay gap [3)]	**in %**	**-5.7**	**-6.7**	**-1.8**	**-1.6**	**27.1**	**13.8**
Gender pay gap: management level [4)]	in %	14.6	7.8	17.1	16.1	25.3	-26.4
Gender pay gap: non-management level [5)]	in %	-7.6	-8.2	-3.2	-2.6	18.2	11.3

1) 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	2023	2024	2025	2025 by Country: Germany	2025 by Country: Austria	2025 by Country: Sweden
Occupational Health and Safety							
Coverage of employees by OH&S [1]	in %	100	100	100	100	100	100
Work-related fatalities [2]	number	0	0	0	0	0	0
Work-related fatalities (ODR) [3]	in %	0.0	0.0	0.0	0.0	0.0	0.0
Total recordable occupational accidents [4]	number	**354**	**491**	**438**	**434**	**1**	**3**
of which occupational accidents, commercial	number	141	178	143	142	1	0
of which occupational accidents, technical trade	number	213	313	295	292	0	3
Accident rate [5]	LTIFR	**24.8**	**27.0**	**24.7**	**26.3**	**2.0**	**4.0**
Time lost [6] [9]	in days	9,045	9,146	10,855	10,805	28	22
Time lost [7] [9]	in %	0.3	0.3	0.5	0.5	0.0	0.0
Absence [8] [9]	in days	189,804	189,076	160,762	154,752	3,459	2,551
Absence [10]	in %	**6.3**	**6.2**	**7.0**	**7.2**	**5.7**	**2.7**

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) Calculation logic according to ESRS S1-14. 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) In 2023 and 2024, reportable workplace accidents were included as follows: in Germany, for absences of at least four working days; in Austria, for cases of total or partial incapacity to work lasting more than three days; and in Sweden, for injuries of a severity level requiring reporting. Starting in 2025, all work-related accidents with at least 1 day off in accordance with ESRS S1-14 are included. In Sweden, from a reportable severity of injury.
5) Calculation logic according to GRI 403-9. Number of occupational accidents with at least one day lost per 1 million working hours (= LTIFR). For 2023 and 2024, working hours are based on scheduled working hours; starting in 2025, they are based on actual working hours in accordance with ESRS S1-14.
6) Only time lost due to work-related occupational and commuting accidents; occupational diseases cannot be evaluated as the reason as occupational diseases are not recorded in Germany, Austria and Sweden. For 2023 and 2024, based on business days; starting in 2025, based on calendar days in accordance with ESRS S1-14.
7) Total days lost (working days) due to work-related accidents of all employees/total actual workdays of all employees. For 2023 and 2024, based on absence days calculated as weekdays and the ratio to scheduled working days; starting in 2025, absence days will be calculated based on calendar days, and the metric will be based on actual working days.
8) 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.
9) The figures for 2023 were adjusted as part of a data review in the previous reporting year.
10) Total days lost due to illness of all employees/total actual workdays of all employees (= absentee rate).

Social Key Figures

	2023	2024	2025
Social Key Figures (in Germany)			
Voluntary Commitments			
Average modernization cost allocation [1]	1.32 €/m²	1.25 €/m²	0.75 €/m²
Customer care for modernization work (hardship management) [2]	290 [4] positive decisions [3] reached out of 460 hardship objection cases	220 [4] positive decisions [3] reached out of 439 hardship objection cases	171 positive decisions [3] reached out of 449 hardship objection cases
Protection for older tenants [5]	310 [4] positive decisions [3] reached out of 635 requests	351 [4] positive decisions [3] reached out of 660 hardship objection cases	342 positive decisions [3] reached out of 795 hardship objection cases

1) Related to the modernization program and modernization work within the scope of community development, excluding heating renovation.
2) Individual support for customers in cases of rent increases due to modernization work.
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).
4) Correction due to cases received by December 31 but not finally decided to be positive until the following year.
5) Guarantee that apartments will remain affordable for people aged over 70 even if the standard local comparative rent changes.

	Unit	2023	2024	2025
Grants and Social Support				
Grants for social/cultural projects and facilities [1]	€	1,136,218	833,908	1,946,731
Grants by foundations [2]	€	210,490	105,886	157,008
Proportion of socially used commercial space [3]	%	–	14.0	13.9

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 2023 by the amount of grants from foundations. Limited comparability with previous years.
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.
3) Key figure newly introduced in 2024, therefore no disclosure for 2023. 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 Annual Report – chapter ESRS S4.

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	2023	2024	2025
Diversity of Controlling Bodies [1]				
Supervisory Board members	number	**10**	**10**	**10**
	number	5	6	4
of which female	%	50.0	60.0	40.0
of which under 30 years of age [2]	%	0.0	0.0	0.0
of which 30–50 years of age [2]	%	10.0	10.0	0.0
of which over 50 years of age [2]	%	90.0	90.0	100.0
of which independent Supervisory Board members	number	10	10	10
Average term of office of Supervisory Board members	number	7	7	5

1) As of reporting date December 31. Further information on the composition of the controlling bodies can be found at: https://report.vonovia.com/2025/q4/en/recruitment
2) Calculation logic according to GRI 405-1.

Key Figures	Unit	2023	2024	2025	2025 by Country: Germany	Austria	Sweden
Incidents of Corruption or Bribery							
Number of court convictions for bribery and corruption offenses [1]	number	**0**	**0**	**0**	**0**	**0**	**0**
Confirmed incidents of corruption or bribery [1] [2]	number	1	2	7	6	1	0
Confirmed incidents in which the company's own workers were dismissed or disciplined for corruption or bribery-related incidents [1]	number	1	2	2	2	0	0
Confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery [1]	number	0	0	2	2	0	0

1) 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	2023	2024	2025
Cases of Discrimination				
Reported incidents of discrimination: employees [1]	number	4	7	14
Reported incidents of discrimination: tenants [2]	number	4	4	13

1) This indicator refers to confirmed incidents received via our whistleblowing channels. Cases where the employee is in the role of the victim are counted.
2) 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.

Thematic focus of the training	Target group	Format and scope	Frequency
Compliance Training (in Germany) [1]			
Code of Conduct	all employees [2]	online, 60 minutes	yearly
Data protection training	all employees	online, 30 minutes	every two years
Training on preventing bribery and corruption	at-risk functions [3]	online, 60 minutes	every two years
Money laundering prevention	all sales-related employees	online, 60 minutes	every two years
Human Rights Due Diligence	at-risk functions [3]	online, 60 minutes	once

1) In Sweden, all employees receive training on compliance topics (including the Code of Conduct, bribery, and corruption) during their onboarding and then annually in a 45- to 60-minute combined training session. In Austria, compliance training is conducted in a comparable approach to Germany, though it differs in frequency, format and scope.
2) Excluding employees on parental leave, on long-term sick leave and employees without IT end devices. Managers and executive bodies are also included.
3) Functions-at-risk are defined as those with specific exposure to corruption and bribery risks due to their job functions. These risks are mitigated through the assignment of relevant training. This encompasses all managers at Vonovia.

Portfolio Security

			2023		2024		2025			
				Inspections carried out [2]		Inspections carried out [2]	Total inspection list [3]	Target inspections [4]		Inspections carried out [2]
Key Figures	Inspection schedule	Unit	number	in %	number	in %			number	in %
Safety Inspections (in Germany) [1]										
Buildings	**Every 2 years**	**number**	**41,063**	**121.4**	**28,695**	**85.3**	**65,707**	**37,200**	**36,679**	**98.6**
Open spaces [5]	Every 2 years	m^2	25,611,803	100.0	26,250,100	100.0	50,033,493	23,992,495	23,975,312	99.9

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 total inspection list is based on a bi-annual plan agreed upon with a service provider. Deviations result from inflows and outflows during the year, new acquisitions, and carryovers from the previous year.
4) 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.
5) Includes open spaces with and without buildings.

Procurement Practices

Key Figures	Unit	2023	2024	2025	2025 by Country: Germany	2025 by Country: Austria	2025 by Country: Sweden
Supplier Management [1]							
Number of suppliers [2]	number	**9,434**	**8,230**	**8,148**	**5,069**	**1,041**	**2,038**
from home country	number	9,361	8,182	8,091	5,030	1,028	2,033
from Europe (excl. home country)	number	67	48	57	39	13	5
Share of expenses for local suppliers [3]	in %	**99.2**	**99.4**	**99.3**	**99.2**	**98.8**	**99.8**
Number of new suppliers	number	1,223	1,303	1,203	496	311	396
Number of **new suppliers** surveyed according to sustainability criteria	number	729	846	794	260	138	396
environmental criteria [4]	in %	59.6	64.9	66.00	52.4	44.4	100
social criteria (human rights, labor standards, corruption) [5]	in %	59.6	64.9	66.00	52.4	44.4	100
Number of **existing suppliers** surveyed according to sustainability criteria	number	1,808	1,227	1,172	797	306	69
environmental criteria [6]	number	1,788	1,164	1,103	797	306	0
social criteria (human rights, labor standards, corruption) [7]	number	1,808	1,227	1,172	797	306	69
Number of suppliers that have not met the following criteria	number	**49**	**75**	**70**	**6**	**0**	**64**
environmental criteria [6]	number	0	0	0	0	0	0
social criteria (human rights, labor standards, corruption) [7]	number	0	0	0	0	0	0
others [8]	number	49	75	70	6	0	64
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	number	**36**	**17**	**7**	**4**	**0**	**3**
environmental criteria [6]	number	0	0	0	0	0	0
social criteria (human rights, labor standards, corruption) [7]	number	0	0	0	0	0	0
others [8]	number	36	17	7	4	0	3

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) Calculation logic according to GRI 308–1.
5) Calculation logic according to GRI 414–1.
6) Calculation logic according to GRI 308–2.
7) Calculation logic according to GRI 414–2.
8) Other criteria include, for example, impending insolvency, legal disputes, liquidity issues or poor performance.

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