

VONOVIA SE

EPRA Sustainability Best Practice Recommendations 2025

VONOVIA

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EPRA Sustainability Best Practice Recommendations 2025

Introduction

Vonovia is a leading international residential real estate company with a portfolio of around 471,000 (December 31, 2025) residential units in almost all of Germany's attractive cities and regions, as well as around 20,000 apartments in Austria and approximately 40,000 in Sweden. We employ 12,708 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.

Coverage

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

Portfolio

The sustainability figures presented for 2025 include 539,503 residential and commercial units covering a total area of 34,737,568 m².

Residential and Commercial Units/Area per Region

Region	Residential and commercial units	Area in m ²
Germany	477,069	30,028,304
Austria	20,597	1,632,187
Sweden	41,810	3,077,076
Total	539,503	34,737,568

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 2024 and 2025 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. 84%), meaning that 16% of the data is based on consumption certificates. There is no energy certificate data available for 5.0% of our group 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 portfolio's waste volumes were collected by calculations mainly based on statistical figures and the portfolio structure.

Third-party Assurance

The key figures of the ESG Factbook 2025 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 track heating consumption through energy performance certificates across our entire portfolio. Water consumption billed by the landlord and waste disposal, as well as the electricity we provide to our tenants for common areas, are also included in the scope. Tenant-related utility services billed directly to tenants 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 rental unit area.

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 2025 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 98.4% of our portfolio, our reporting focus is on this asset class. A supplementary view on the building age classes can be found in our 2025 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 2025 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 (2023, 2024 and 2025) in the 2025 ESG Factbook. As far as the EPRA key figures are concerned, we refer to the 2024 and 2025 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 reported in fully compliance with the ESRS standards. The materiality analysis process and the currently applicable materiality assessment are described in detail in the [📄 ESRS 2 - IRO 1](#) section of the 2025 Annual Report.

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 2025 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 2025 ESG Factbook in the chapter [Reporting Framework](#).

Environmental Performance Measures

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)		Headquarter(s)			
							2024	2025	2024	2025	% change	2024 (Abs)	2025 (Abs)	
Environment	Energy	Elec-Abs, Elec-LfL	MWh	Electricity	For landlord shared services		160,652	166,323	158,302	164,343	4%	9,811	10,562	
					(Sub)metered exclusively to tenants		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
					Total landlord-obtained electricity		160,652	166,323	158,302	164,343	4%	9,811	10,562	
					Total tenant-obtained electricity		N/A	N/A	N/A	N/A	N/A	N/A	N/A	
					Total electricity		160,652	166,323	158,302	164,343	4%	9,811	10,562	
					Proportion of landlord obtained electricity from renewable sources		61%	62%				90%	90%	
					Quantity of landlord obtained electricity from renewable sources		97,880	103,651				8,810	9,489	
					Proportion of landlord obtained electricity by source:	Renewable	<input checked="" type="checkbox"/>	61%	62%			90%	90%	
						Non renewable		39%	38%			10%	10%	
						Nuclear		27%	24%			N/A	N/A	
					Quantity of landlord obtained electricity by source:	Renewable		109,863	100,117			8,810	9,489	
						Non renewable		70,457	60,535			1,001	1,073	
						Nuclear		43,537	40,084			N/A	N/A	
					No. of applicable properties			548,084	539,503			535,477	606	698
					m ² of applicable properties			35,209,745	34,737,568			34,229,856	232,742	243,332
%			3%	2%				73%	71%					

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)			Headquarter(s)		
							2024	2025	2024	2025	% change	2024 (Abs)	2025 (Abs)	
Environment	Energy	DH&C-Abs, DH&C-LFL	MWh	District heating and cooling	For landlord shared services		2,435,310	2,372,300	2,365,317	2,350,609	-1%	11,933	12,247	
					(Sub)metered exclusively to tenants		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
					Total landlord-obtained district heating and cooling		2,435,310	2,372,300	2,365,317	2,350,609	-1%	11,933	12,247	
					Total tenant-obtained district heating and cooling		N/A	N/A	N/A	N/A	N/A	N/A	N/A	
					Total heating and cooling		2,435,310	2,372,300	2,365,317	2,350,609	-1%	11,933	12,247	
					Proportion of landlord obtained district heating and cooling from renewable sources	<input checked="" type="checkbox"/>	37%	48%					0%	0%
					Renewable		37%	48%					0%	0%
					Non-renewable		63%	52%					100%	100%
					Quantity of landlord obtained heating and cooling by source		Renewable	901,188	1,133,075				0	0
					Non-renewable		1,534,122	1,239,225					11,933	12,247
					No. of applicable properties		Heating and cooling disclosure coverage	257,556	250,785			249,236	302	348
					m ² of applicable properties		16,654,376	16,255,492			16,102,184	180,843	178,475	
					%		Proportion of heating and cooling estimated	6%	6%				75%	74%
					Energy	Fuels-Abs, Fuels-LfL	MWh	Fuels	For landlord shared services		2,624,935	2,621,792	2,566,074	2,581,109
	(Sub)metered exclusively to tenants		N/A	N/A					N/A	N/A	N/A	N/A	N/A	
	Total landlord-obtained fuels		2,624,935	2,621,792					2,566,074	2,581,109	1%	79,291	80,234	
	Total tenant-obtained fuels		N/A	N/A					N/A	N/A	N/A	N/A	N/A	
	Total fuel		2,624,935	2,621,792					2,566,074	2,581,109	1%	79,291	80,234	
	Proportion of landlord-obtained fuels from renewable sources		0%	0%									0%	0%
	Natural Gas		95%	95%									5%	6%
	Oil	<input checked="" type="checkbox"/>	4%	4%									95%	94%
	Coal		0%	0%									0%	0%
	Bioenergy: Wood pellets		0%	0%									0%	0%
	Natural Gas		2,493,695	2,496,814									4,312	4,517
	Oil		117,684	110,637									74,980	75,717
	Coal		11,064	5,860									0	0
	Bioenergy: Wood pellets		2,492	8,480									0	0
	No. of applicable properties		Fuel disclosure coverage	258,054	255,481			254,114	304	350				
m ² of applicable properties		16,395,685	16,275,168			16,020,423	60,193	64,857						
%		Proportion of fuel estimated	7%	7%			7%	7%	78%	80%				
Energy-Int	kWh/m ² /year kWh/revenue (€)/year	Energy intensity	Landlord-obtained energy		<input checked="" type="checkbox"/>	148.3	148.6				110.9	107.4		
						0.752	0.78				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)			Headquarter(s)					
							2024	2025	2024	2025	% change	2024 (Abs)	2025 (Abs)				
Environment	Greenhouse Gas						Total Direct Scope 1					19,699	19,910				
							Natural Gas	520,168	510,780				869	910			
							GHG-Dir-Abs	Direct	Oil	486,332	480,530	☑			18,830	19,000	
									Coal	29,934	28,208				0	0	
									Bioenergy: Wood pellets	3,898	2,015				0	0	
									Total Indirect Scope 2 Market based	2	27				2,595	2,724	
							GHG-Indir-Abs	Indirect (Scope 2)	Scope 2 Electricity	291,176	267,566					721	800
									Local District Heating	8,385	3,676					1,875	1,923
									Total Indirect Scope 2 Location based	282,791	263,890					5,789	5,623
									Scope 2 Electricity	329,354	350,543					3,914	3,699
									Local District Heating	8,384	38,116					1,875	1,923
							GHG-Indir-Abs	Indirect (Scope 3)	Total Scope 3	320,970	312,427					4,723	4,825
									Bioenergy: Wood pellets	224,519	213,317					0	0
							Outside of scopes	Direct	Bioenergy: Biopropane	0	0	☑				0	0
									Indirect	Bioenergy: Biogas	0	0				0	0
							Total	%	Scope 1 + Scope 2 (location based)	849,522	861,322					25,488	25,533
									Scope 1 + Scope 2 (market based)	811,344	778,346					22,295	22,634
							Total	%	Scope 1 + Scope 2 (location based) + Scope 3	1,074,041	1,074,640					30,211	30,357
									Scope 1 + Scope 2 (market based) + Scope 3	1,035,863	991,663					27,018	27,458
							GHG-Int	GHG emission intensity	Proportion of Scope 1 + Scope 2 (location based) estimated	7%	7%					N/A	N/A
Proportion of Scope 1 + Scope 2 (market based) estimated	7%	7%							N/A	N/A							
GHG-Int	GHG emission intensity	Proportion of Scope 3 estimated	8%	7%					N/A	N/A							
		kgCO ₂ e/m ² /year	30.5	30.9					28.6	26.8							
GHG-Int	GHG emission intensity	kgCO ₂ e/revenue/year	0.152	0.159					N/A	N/A							
		kgCO ₂ e/m ² /year	29.4	28.5					14.9	14.9							
GHG-Int	GHG emission intensity	kgCO ₂ e/revenue/year	0.146	0.147					N/A	N/A							
		kgCO ₂ e/m ² /year	30.5	30.9					28.6	26.8							
No. of applicable properties		GHG disclosure coverage	548,084	539,503	☑			535,477	606	698							
m ² of applicable properties		GHG disclosure coverage	35,209,745	34,737,568				34,229,856	232,742	243,332							
%	%	Proportion of Scope 1 + Scope 2 (location based) + Scope 3 estimated	7%	7%					N/A	N/A							
		Proportion of Scope 1 + Scope 2 (market based) + Scope 3 estimated	7%	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)			Headquarter(s)			
							2024	2025	2024	2025	% change	2024 (Abs)	2025 (Abs)		
Water	Water-Abs, Water-Lfl		m³/year	Water	For landlord shared services (Sub)metered exclusively to tenants		43,898,725	43,160,692	43,583,146	42,580,909	-2%	44,795	45,107		
					Total landlord-obtained water	✓	43,898,725	43,160,692	43,583,146	42,580,909	-2%	44,795	45,107		
					Total tenant-obtained water		N/A	N/A	N/A	N/A	N/A	N/A	N/A		
					Total water		43,898,725	43,160,692	43,583,146	42,580,909	-2%	44,795	45,107		
					Total volume of water withdrawn by source	✓	43,898,725	43,160,692				44,795	45,107		
	Water-Int		m³/revenue/year	m³/m²/year	Water intensity	Municipal water supplies or other public or private utilities		N/A	N/A				N/A	N/A	
						Other sources		0.01	0.01	0.01	0.01	3%	N/A	N/A	
	Environment	Waste-Abs, Waste-Lfl		Tonnes	Landlord obtained water	Landlord obtained water		1.25	1.24	1.25	1.24	-1%	0.19	0.19	
						No. of applicable properties	✓	548,084	539,503		535,477		606	698	
						m² of applicable properties		35,209,745	34,737,568		34,229,856		232,742	243,332	
						%		14%	14%	13%	13%	-1%	70%	68%	
						Proportion of water estimated		0	0	0	0	N/A	0	0	
		Waste			%	Composition of total weight of waste generated	Total weight of waste generated		363,134	367,663	355,304	364,760	3%	803	824
							Total weight of waste generated via disposal and diversion route		114,847	114,127	112,293	113,215	1%	N/A	N/A
							Recycled		145,477	146,079	142,497	144,951	2%	N/A	N/A
Landfill								102,811	107,457	100,514	106,594	6%	N/A	N/A	
Composting								49,003	47,227	47,917	46,851	-2%	N/A	N/A	
Waste	Waste-Abs, Waste-Lfl		%	Composition of total weight of waste generated	Metals		N/A	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		314,131	320,436	307,388	317,909	3%	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%		
	Waste			%	Proportion waste generated via disposal and diversion route	Non-hazardous waste	✓	100%	100%	100%	100%		100%	100%	
						Recycled		31.6%	31.0%	31.6%	31.0%		N/A	N/A	
						Landfill		40.1%	39.7%	40.1%	39.7%		N/A	N/A	
						Composting		28.3%	29.2%	28.3%	29.2%		N/A	N/A	
						Paper		13.5%	12.8%	13.5%	12.8%		N/A	N/A	
Waste			%	Composition of total waste generated	Metals		N/A	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		86.5%	87.2%	86.5%	87.2%		N/A	N/A		
					Food waste		N/A	N/A	N/A	N/A		N/A	N/A		
					No. of applicable properties		548,084	539,503		535,477		606	698		
Waste			%	Proportion of waste estimated	m² of applicable properties		35,209,745	34,737,568		34,229,856		232,742	243,332		
							N/A	N/A				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)		Headquarter(s)		
							2024	2025	2024	2025	% change	2024 (Abs)	2025 (Abs)
Environment	Certifications	Cert-Tot	%	Mandatory (Energy Performance Certificates)	Mandatory (Energy Performance Certificates)	☑	% portfolio certified by value (€)	N/A	N/A				
							% portfolio certified by m ²	95.0%	95.0%				
							A+	0.2%	0.2%				
							A	1.3%	1.4%				
							B	11.7%	10.9%				
							C	23.7%	23.8%				
							D	26.8%	27.2%				
							E	18.0%	18.6%				
							F	9.3%	9.1%				
							G	2.7%	2.7%				
				H		1.2%	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 [2025 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 [2025 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 [2025 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 [2025 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 [2025 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							
						2024		2025					
						Male	Female	Male	Female				
Social	Diversity-Emp	%	Gender diversity	Proportion of male and female employees	☑	71.1%	28.9%	71.1%	28.9%				
			Board of Directors members	40%		60%	60%	40%					
			Executive Management	80%		20%	80%	20%					
			Managers	74.2%		25.8%	73.3%	26.7%					
			All employees	71.1%		28.9%	71.1%	28.9%					
			Over 50 years old	9		10							
			30 - 50 years old	1		0							
			Under 30 years old	0		0							
			Diversity-Pay	Ratio (women/man)		Male and female remuneration by level	Board of Directors members	☑	☑	☑	☑	☑	☑
							Executive Management	☑	☑	☑	☑	☑	☑
	Managers												
	All employees												
	Employees	Emp-Training	Number of hours	Average hours of training per employee	All employees	☑	52.0	34.2	56.0	33.1			
				Total	☑	42.7%	65.5%						
Emp-Dev		% of employees	Employees receiving performance appraisals	Total	☑	34.0%	64.0%	65.7%	65.0%				
				by gender									
Emp-Turnover		Number of employees	Total rate of turnover (departures)	Direct employees			8571	3485	9040	3668			
				Total number of new hires			1505	570	1767	588			
				Rate of new hires in %	Total number of employees	☑	72.5%	27.5%	75.0%	25.0%			
			Total turnover (departures)			1405	548	1401	484				
			Total rate of turnover (departures)			16.7%		15.3%					

EPRA SUSTAINABILITY PERFORMANCE MEASURES (SOCIAL)						CORPORATE PERFORMANCE				
Impact ESG Area	EPRA code	Units of measure	Indicator	Category	Third-party assured?	Total Portfolio				
						2024		2025		
						Male	Female	Male	Female	
Social	Health & Safety	H&S-Emp	Per 100,000 hours worked	Injury rate	Direct employees		2.7		2.5	
			Per 100,000 hours worked	Lost day rate	Direct employees	☑	N/A		61.2	
			Days per employee	Absentee rate	Direct employees		6.2		7.0	
	Community	Comty-Eng	Total number	Fatalities	Direct employees		0		0	
			H&S-Asset	%	% assets	Asset health and safety assessments	☑	85.3		98.6
			H&S-Comp	Total number	Number of assets	Number of incidents		0		0
				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 27.4% of female employees in 2024 and 27.3% in 2025. 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 [2025 ESG Factbook](#) in the table Training and Education.

Emp-Dev:

You can find more information in the [2025 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 [2025 ESG Factbook](#) in the table Employee Turnover.

H&S-Emp:

Vonovia does not yet record the accident figures of subcontractors.

Lost day rate: Change in methodology in 2025; therefore, no figures are available for the previous year. Calculation: Number of occupational accidents with at least one day lost per 100,000 hours actually worked.

While the calculation in the [2025 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 [2025 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. € 2.1 million in grants for social projects and facilities was invested in 2025.

You can find further key figures on our social commitment in the table Social Key Figures (in Germany) in the [2025 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			
						2024		2025	
						Male	Female	Male	Female
Governance	Board	Total number	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		5	
				Total non-executives with environmental and social competencies		6		7	
	Total non-executives with environmental and social competencies	60%		70%					
	Gov-Board								
	Gov-Selec	Narrative	Board selection	📄-📄 Annual Report 2025 page 26 et seqq.					
	Conflicts of interest	Gov-Col	Narrative	Conflicts of Interest	📄-📄 Annual Report 2025 page 31				

Footnotes:

Due to the ESRS requirements for sustainability reporting, more detailed information on the performance measures mentioned here (Gov-Board, Gov-Selec, Gov-Col) can be found in several places in the 📄 **2025 Annual Report** - in particular in the Sustainability Statement (especially section 📄 **ESRS 2 - Gov 1**) and in the 📄 **Corporate Governance Report**.

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