

Information and Key Figures

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ESG Ratings and Indices

GRI 103-3

We actively communicate our progress in terms of sustainability to the capital market, where ESG criteria are becoming an increasingly important factor in investment decisions. This allows us to maintain and even increase our attractiveness for investors over the long term.

Potential investors frequently look at the position of our company in recognized sustainability rankings and the resulting indices. This is why we participate in a wide range of national and international sustainability ratings and benchmarks. This allows us to measure and present our sustainability performance and relevant key figures against recognized standards and competitors.

See chapter → Appeal on the Capital Market

Selected Rankings and Results – ESG Ratings:



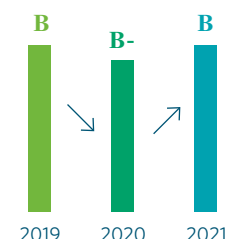
EPRA – sBPR

The European Public Real Estate Association (EPRA) evaluates the sustainability transparency of listed real estate companies based on the EPRA Sustainability Best Practice Recommendations (sBPR). In addition to our annual report and sustainability report, we publish a separate EPRA report every year, which is used for this assessment. In 2021, we received the Gold award for our governance, environmental and social performance for the fourth year running.



CDP – Climate Change

The Carbon Disclosure Project (CDP) helps companies to measure and manage their environmental performance and the associated opportunities and risks. Vonovia has been part of the CDP's Climate Change Program since 2017. We were awarded a B rating for our performance in 2021. This puts us on the same level as the European average and above our direct peer group and global averages.

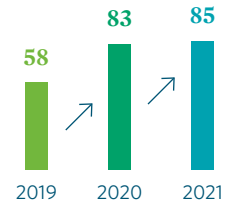




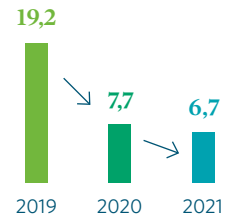
Sustainalytics

Sustainalytics is an independent, innovative service provider of responsible investment services. Sustainalytics takes all three dimensions of the ESG approach into account to analyze and evaluate the sustainability performance of companies and countries alike. Vonovia further improved its ESG company rating and achieved 85 points. In the ESG risk rating we received a mark of 6.7, putting us in the lowest risk category of “negligible risks”. Vonovia is therefore classed as one of the absolute top performers in an industry comparison, and among the top 30 in a global comparison across all industries.

ESG Company Rating

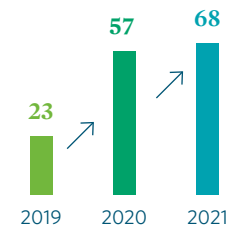


ESG Risk Rating



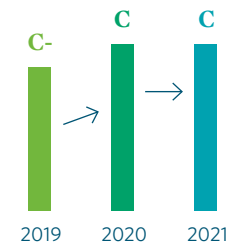
S&P Global CSA

The S&P Global Corporate Sustainability Assessment (CSA) evaluates the sustainability performance of around 8,000 international companies. Our performance is assessed in 61 industry-specific categories to encourage companies to bring their corporate strategies into line with social and ecological challenges. In 2021, Vonovia improved on the previous year’s very good ranking, and achieved 68 (2020: 57) out of a possible 100 points. This also consolidated the company’s position in the Dow Jones Sustainability Index Europe.



ISS ESG – ESG Corporate Rating

ISS ESG analyzes a company’s ESG management based on up to 100 criteria, many of which are sector-specific. Vonovia was given Prime status for the first time in 2020, indicating that it is outperforming its peers. The company also improved its rating from C- (2019) to C (2020). This good result was reconfirmed in 2021 and the company’s Prime status was maintained.



MSCI – ESG Research

MSCI ESG Research rates companies on a scale from AAA to CCC based on their ESG-related risk exposure and how they handle these risks compared to other companies. We were upgraded from BBB to A in the annual ranking for 2019 and have maintained this performance ever since.





GRESB

The GRESB (Global Real Estate Sustainability Benchmark) is an investor-initiated rating system for the sustainability performance of real estate companies. For the time being, we have made the decision to no longer participate in the rating. We have described the reasons for our decision transparently on our [Investor Relations website](#).

In return, we are participating in the GRESB Public Disclosure and achieved a full score (100%) for maximum transparency in 2021. The resulting assessment of A took us to first place in a comparison of German residential real estate companies and is significantly above the global average of C.



ESG Indices:

Dow Jones Sustainability Index Europe

Our repeated significant improvement in the S&P CSA meant we were able to consolidate our position in the Dow Jones Sustainability Index (DJSI) Europe in 2021. The DJSI index family tracks economic, ecological and social criteria. It was launched in 1999 as a collaboration between Switzerland-based S&P Global (formerly known as SAM) and the Dow Jones Indexes. S&P Global uses positive criteria to select the most sustainable companies for inclusion in the index in question.

DAX 50 ESG

Vonovia was included in the new DAX 50 ESG index in 2020. Companies have to meet certain ecological, social and governance criteria to be included in the index. A total of 50 companies from the DAX, MDAX and TecDAX were listed on the index. Vonovia ranks first place in the index's ESG ranking (as of March 4, 2022).

About This Report

GRI 102-45, 102-46, 102-48, 102-50, 102-51, 102-52, 102-54, 102-56

Content and Structure of the Report

This is our seventh sustainability report. It presents our company's performance based on financial and non-financial information. The aim of this reporting is to create transparency and comparability for sustainability activities with other companies on the market. This report only covers the activities and services of Vonovia SE and does not include Deutsche Wohnen SE, which was acquired on September 30, 2021. The process of integrating Deutsche Wohnen started in 2022 and is set to be completed by the start of 2023. As part of this integration process, all concepts, due diligence processes and performance indicators will be compared and integrated.

The thematic focal points of the Sustainability Report are the seven action areas that we identified as part of our materiality analysis – in accordance with the requirements of the Global Reporting Initiative (GRI) for the selection of → **Material Topics**:

- > Environment and climate
- > Sustainable construction and development
- > Society and contribution to urban development
- > Homes and customers
- > Corporate culture and employees
- > Governance and responsible business practices
- > Future fitness and capital market

The report is structured according to our sustainability activities, which reflect the material economic, social and ecological aspects of Vonovia SE.

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards (as amended in 2016) Core option. We have applied more recent versions of individual GRI standards where available. The GRI Universal Standards in the version dated October 2021 do not yet apply. The corresponding → **GRI Content Index** can be found in the appendix to this report. We have informed GRI of the

application of the GRI standards and the publication of this report.

Vonovia's Sustainability Report is published on an annual basis. This reporting period relates to the 2021 fiscal year (January 1 to December 31, 2021), meaning that it picks up exactly where the → **2020 Sustainability Report**, which was published in May 2021, left off.

As a capital market-oriented company, Vonovia SE is also required to make disclosures in accordance with Sections 315b, 315c in conjunction with Sections 289c to 289e HGB. (Non-financial Group Declaration). The necessary reporting requirements were implemented as part of the management report in the → **2021 Annual Report**, which was published on March 18, 2022.

In order to address the diverse stakeholder interests transparently and comprehensively, we are also guided – in addition to the GRI – by the EPRA Best Practice Recommendations on Sustainability Reporting (sBPR) (in its third version of 2017). For this purpose, we have prepared a separate EPRA report, which we publish on our → **website**. In addition, for the Real Estate reporting framework of the → **Sustainability Accounting Standards Board** (SASB), we create a mapping of the indicators to the content published in this report.

In this report, we also report on the implementation of the recommendations made by the Task Force on Climate-related Financial Disclosures (TCFD) (see → **Environment and Climate**).

The collection and calculation of environmental key figures was headed by the Controlling department and supported by Facility Management, Portfolio Management, Portfolio Controlling, Technical Service, Vonovia Energie- und Service GmbH, Customer Service, Data Management, Development/New Construction, Business Development, and the Procurement department. The key figures for employees were collected and consolidated by the HR department. The central Procurement department prepared the statements

relating to supplier management (procurement). Key figures from the governance area were provided by the Legal department.

Both the Non-financial Group Declaration and the Sustainability Report are audited by the auditor of the annual financial statements, KPMG. The Sustainability Report has been audited with limited assurance (see → **Independent Auditor's Report**). All references to content outside this report are considered additional information and are not covered by the audit performed by KPMG. Also excluded from the audit procedures are the "project profiles", which can be found in the substantive chapters of this report. These are clearly marked visually by a border and the heading "Project". SASB mapping is also excluded from the audit.

Organizational Boundaries/Scope of Consolidation

These key figures focus on the activities of Vonovia SE in Germany, Austria and Sweden using the financial control approach. Deutsche Wohnen SE, which belonged to the Vonovia Group since September 30, 2021, is not included in this report. The process of integrating Deutsche Wohnen started in 2022 and is set to be completed by the start of 2023. Sustainability information can then be reported on a consolidated basis as of the 2022 reporting year. The basic definition of the scope of the Sustainability Report on the consolidated companies is regularly reviewed for the next reporting cycle, and adjusted if necessary.

Key Figures

In this chapter, you will find selected key sustainability figures for our company. We are reporting differentiated data for each country (Germany, Austria and Sweden) as well as consolidated data for the whole Group. Figures for Deutsche Wohnen have not yet been included for the 2021 reporting year.

Portfolio Description

Key Figures	Unit	2019	2020	2021	2021 by region		
					Germany	Austria	Sweden
General Key Figures¹⁾							
Number of rented units	number	400,082	422,252	420,441	357,706	22,112	40,623
of which residential units	%	98.7	98.4	98.5	99.0	97.3	94.7
of which commercial units	%	1.3	1.6	1.5	1.0	2.7	5.3
Rentable area	m ²	25,991,328	27,545,128	27,422,827	22,686,189	1,752,265	2,984,373
of which residential area	%	96.5	96.4	96.4	97.4	90.9	92.1
of which commercial area	%	3.5	3.6	3.6	2.6	9.1	7.9
Portfolio by age category	number	394,850	415,688	413,967	353,963	21,518	38,486
of which built before 1939	%	12.8	12.1	12.0	13.4	8.3	1.1
of which built between 1940 and 1949	%	2.3	2.3	2.2	2.0	6.9	1.6
of which built between 1950 and 1959	%	26.9	25.7	25.7	29.0	6.3	5.8
of which built between 1960 and 1969	%	21.4	22.2	22.2	20.7	11.0	42.2
of which built between 1970 and 1979	%	18.6	19.7	19.7	17.8	12.1	41.2
of which built between 1980 and 1989	%	8.7	8.9	8.9	8.5	19.5	6.0
of which built between 1990 and 1999	%	7.9	7.5	7.5	7.3	20.6	1.8
of which built between 2000 and 2009	%	0.9	0.8	0.8	0.5	7.4	0.0
of which built between 2010 and 2019	%	0.6	0.7	0.6	0.3	5.7	0.2
of which built since 2020	%	0.0	0.1	0.5	0.4	2.4	0.1
Number of buildings listed as historical landmarks	number	4,456	4,461	4,540	4,520	20	0

1) Total portfolio including buildings listed as historical landmarks, excluding buildings that serve only as car parks.

Environment

GRI 302-1, 302-3, 302-4, 302-5, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5, 306-2

The section below shows the environmental key figures – broken down into key figures for the portfolio – for development/new construction, for business operations, for renewable energy and for the carbon footprint. You can find explanations of the content of the selected key figures presented here in the chapters → [Environment and Climate](#), and → [Sustainable Construction and Development](#). More detailed explanations on how the TCFD recommendations are applied can also be found in the chapter → [Environment and Climate](#).

Carbon Emissions

The scope of consolidation relevant for calculating carbon emissions was defined in coordination with the scope of consolidation for the other environmental key figures. The carbon emission calculations were based on the greenhouse gas protocol (GHG Protocol), the internationally recognized standard for calculating carbon emissions. Carbon emissions were calculated as CO₂ equivalents (CO₂e). Carbon dioxide equivalent (CO₂e) is a standardized unit to measure the relative contributions of various gases to the greenhouse gas effect. Emissions that harm the climate are not only caused by carbon dioxide (CO₂), although it is the most well-known. Other gases, such as methane (CH₄) and nitrous oxide (N₂O), are converted to CO₂ equivalents using a conversion factor, which simplifies comparability in terms of detrimental effects on the climate. Only the calculations of emission savings (e.g., from modernization and heating renewal projects) are presented in tons of CO₂ and not in CO₂ equivalents.

We updated the data sources and harmonized the emission factors for the calculation of carbon emissions in the 2020 Sustainability Report. The values for 2021 and 2020 are therefore not directly comparable with figures for previous years.

The CO₂e factors from the GEMIS database version 4.95 (2019) and version 5.0 (2020/2021) were predominantly used to calculate the emissions. 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 GEMIS data was selected because it is generally accepted, up-to-date and consistent, and was recommended by the Initiative Wohnen.2050 (IW.2050). If other emission factors are applied in individual cases, this is indicated accordingly.

Portfolio

The calculation of carbon emissions in the portfolio is conducted according to the “Financial Control Approach”. Emissions produced as a result of portfolio operations are disclosed under Scope 1 and Scope 2 emissions. This takes into consideration the actual financial control exercised over the portfolio that exists for the majority of the portfolio area or rental units (Germany region: 97%, Austria region: 83%, Sweden region: 100%). For the rest of the portfolio, in which the company holds a minority interest, the carbon emission figures are fully reported under Scope 3. To calculate the market-based emissions from district heating and electricity, we used the providers’ exact emission factors to calculate the emissions.

Business Operations

CO₂e factors from the GEMIS database version 4.95 (2019) and version 5.0 (2020/2021) were also applied for the majority of the emissions resulting from business operations. To calculate the market-based emissions from electricity, we used the electricity providers’ exact emission factors to calculate the emissions. To calculate Scope 3 emissions from rail business travel, we used emission factors taken from Deutsche Bahn and Österreichische Bundesbahnen. Business travel and transport are also reported for Sweden for the first time this year. GHG Protocol factors from external travel agencies were applied for flights.

Portfolio Environmental Figures

Key Figures	Unit	2019	2020	2021	2021 by region			
					Germany	Austria	Sweden	
Energy Consumption in the Portfolio								302-1, 302-3
Energy consumption¹⁾	MWh	4,318,235	4,548,951	4,447,794	3,527,373	343,998	576,422	
Energy intensity								
Energy intensity of rentable area	kWh/m ²	166.1	165.1	162.2	155.5	196.3	193.1	
of which from supply of heating	kWh/m ²	163.5	160.9	157.7	153.2	192.1	171.9	
of which from general electricity consumption	kWh/m ²	2.6	4.2	4.5	2.3	4.2	21.3	
Energy intensity per rented unit	MWh/rented unit	10.8	10.8	10.6	9.9	15.6	14.2	
of which from supply of heating	MWh/rented unit	10.6	10.5	10.3	9.7	15.2	12.6	
of which from general electricity consumption	MWh/rented unit	0.2	0.3	0.3	0.1	0.3	1.6	
Heating consumption in the portfolio²⁾								
Heating consumption in the portfolio	MWh	4,249,600	4,433,194	4,325,611	3,476,009	336,644	512,959	
from renewable sources	%	0	0	0.3	0	2.0	1.4	
from non-renewable sources	%	100	100	99.7	100	98.0	98.6	
Natural gas	MWh	2,086,988	2,090,876	2,034,751	1,911,305	123,445	0	
District heating	MWh	1,799,648	2,029,574	2,015,140	1,360,651	153,811	500,678	
Heating oil	MWh	207,233	181,555	167,659	140,122	27,537	0	
Electricity	MWh	98,131	74,596	67,541	37,113	25,214	5,215	
Coal	MWh	47,672	37,367	26,817	26,817	0	0	
Other ³⁾	MWh	9,927	19,226	13,703	0	6,637	7,067	
Electricity consumption in communal areas								
Total electricity consumption in communal areas	MWh	68,635	115,757	122,182	51,365	7,355	63,463	
from renewable sources ⁴⁾	%	46.7	77.3	76.9	96.6	85.9	59.8	
from non-renewable sources ⁴⁾	%	53.3	22.7	23.1	3.4	14.1	40.2	

- 1) Consists of electricity consumption in the portfolio's communal spaces and total heat consumption in the portfolio (according to energy certificates, calculated for living and communal areas).
- 2) When calculating the heat energy used, the rental areas were extrapolated to the total building area in accordance with ENEC 2020 §82 (2) by adding 20% for the common areas. However, the denominator of this key figure remains the rental space without common areas. In 2019, calculation for the Austrian region according to extrapolated consumption in line with the Klimaaktiv Pact.
- 3) Other includes: Biomass, solar thermal, heat pumps.
- 4) Calculation based on the share of renewable energy in the Swedish electricity mix according to the Swedish Energy Agency, and in the Austrian electricity mix according to the E-Control 2020 electricity disclosure report (in each case location-based approach). For the Germany region since 2020, all volumes handled via VESG by means of 100% green electricity proof of origin, cleared via the Federal Environment Agency's register of guarantees of origin. Remainder and previously: electricity mix for Germany.

Key Figures	Unit	2019	2020	2021	2021 by region		
					Germany	Austria	Sweden
Refurbishment							
Number of modernized buildings	number	1,745	1,382	1,152	1,027	22	103 ¹⁾
Number of modernized rented units	number	14,229	11,299	9,420	8,230	495	695¹⁾
Modernized rentable area	million m ²	0.88	0.69	0.58	0.49	0.03	0,05 ¹⁾
Number of rented units with upgraded heating systems	number	7,939	7,247	5,025	4,087	162	776¹⁾
refurbishment rate	%	3.6	2.7	2.2	2.3	2.2	1,7¹⁾
Expenses for maintenance and ongoing maintenance	in € million	481.6	592.0	666.4	541.7	53.3	71.4
Maintenance intensity	€/m ² /a	19.0	22.3	25.2	24.5	33.0	26.0
Expenses for modernization	in € million	996.5	908.4	758.6	594.1	1.6	162.9
Modernization intensity	€/m ² /a	39.4	34.2	28.7	26.9	1.0	59.4
Investment in the portfolio	in € million	1,478.1	1,500.4	1,425.0	1,135.8	54.8	234.3
Investment intensity	€/m ² /a	58.4	56.6	53.8	51.4	33.9	85.4
Expenses for new construction	in € million	493.0	435.5	526.6	389.1	119.4	18.0
Total investment intensity	in € million	1,971.1	1,935.9	1,951.6	1,525.0	174.3	252.4
Rented units modernized using KfW funds	number	10,146	4,906	4,300	4,300	0	0

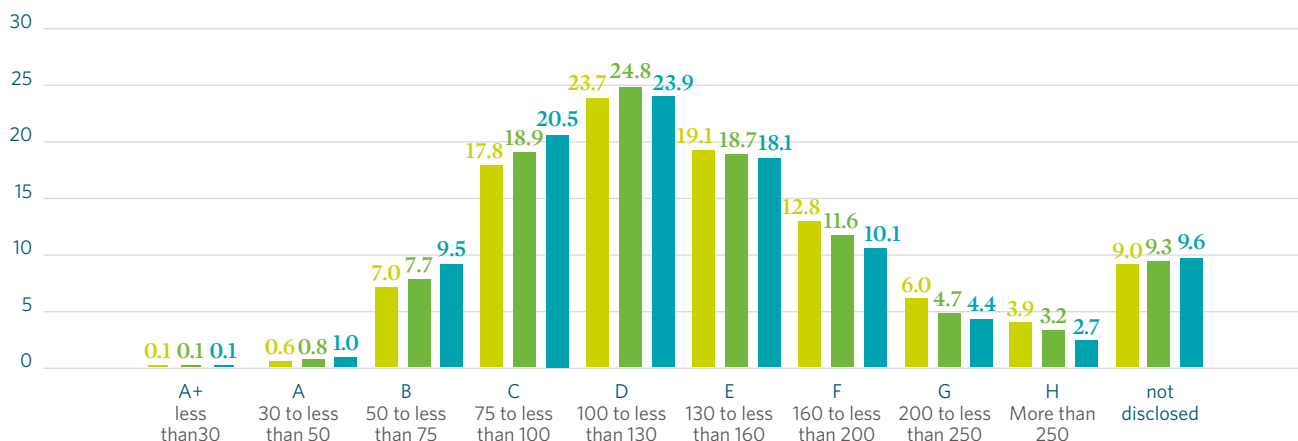
1) As in the previous years, refurbishments and modernizations with a total investment sum of more than €500 per square meter of rental space per business unit were taken into account for the Sweden region.

Key Figures	Unit	2019	2020	2021	2021 by region		
					Germany	Austria	Sweden
Energy Efficiency Standards by Energy End-use Efficiency Class¹⁾							
Rental area	m ²	25,991,328	27,545,128	27,422,827	22,686,189	1,752,265	2,984,373
of which energy level A+	%	0.1	0.1	0.1	0.1	0.4	0.0
of which energy level A	%	0.6	0.8	1.0	1.0	2.7	0.0
of which energy level B	%	7.0	7.7	9.5	10.5	9.9	1.1
of which energy level C	%	17.8	18.9	20.5	23.3	10.9	4.8
of which energy level D	%	23.7	24.8	23.9	25.0	12.9	21.8
of which energy level E	%	19.1	18.7	18.1	16.9	9.5	32.5
of which energy level F	%	12.8	11.6	10.1	9.3	12.2	15.2
of which energy level G	%	6.0	4.7	4.4	3.9	11.0	4.1
of which energy level H	%	3.9	3.2	2.7	2.4	11.1	0.2
of which not disclosed	%	9.0	9.3	9.6	7.5	19.4	20.2

1) Existing buildings including listed buildings excluding pure car park buildings. Classification of all buildings according to German final energy classifications. No like-for-like consideration, therefore the change is also influenced by purchases.

Energy Efficiency Standards in the Portfolio (Total Vonovia) – 31.1% in Efficiency Class C or Better*

Portfolio share in % (relates to final energy demand and rentable area)
Energy efficiency classes in kWh/(m²a)



* Not a like-for-like assessment. Classification in each case in German energy efficiency classes.

■ 2018 ■ 2019 ■ 2020

Key Figures	Unit	2019 ¹⁾	2020	2021	2021 by region			
					Germany	Austria	Sweden	
Fresh Water Consumption in the Portfolio ¹⁾							303-5	
Water consumption	million m ³	45.2	53.2	49.6	40.6	3.5	5.5	
Water intensity	m ³ /m ²	1.98	1.93	1.81	1.79	1.97	1.85	

1) For the 2019 financial year, only the Germany region.

Key Figures	Unit	2019 ¹⁾	2020	2021	2021 by region			
					Germany	Austria	Sweden	
Waste Volume in the Portfolio ²⁾							306-2	
Waste volume	t	485,828	519,402	561,643	515,894	21,657	24,092	
of which residual waste	%	37.0	36.3	37.3	36.9	36.8	47,2 ³⁾	
of which waste paper	%	34.7	33.4	30.8	32.2	16.3	13.1	
of which recycling ⁴⁾	%	7.8	9.1	9.3	8.2	20.2	23.6	
of which organic waste	%	20.4	21.3	22.6	22.7	26.7	16.0	
Recycling ratio ⁵⁾	%	63.0	63.7	62.7	63.1	63.2	52.8	

1) For the 2019 financial year, only the Germany region.

2) Calculations, especially for the regions of Austria and Sweden, are mainly based on statistical data due to lack of data availability.

3) Reflects residual waste including bulky waste and incineration for energy generation.

4) Region Germany and Austria: Glass, packaging, metals, wood, plastics, textiles. Region Sweden: Material from recycling centres and packaging waste.

5) Calculation of recycling rate via share of waste generation in tons. The recycling rate takes into account not only the volume of recycled waste but also the reusability of waste paper and organic waste.

Development and New Construction

Completion of new construction

Key Figures	Unit	2021	2021 by region		
			Germany	Austria	Sweden
General Project Data					
Rented units ¹⁾	number	2,201	1,751	275	175
Rentable area	m ²	153,651	130,752	14,294	8,605
of which residential area	%	98.8	98.7	100.0	98.6
of which commercial area	%	0.5	0.5	0.0	1.4
of which social institutions ²⁾	%	0.7	0.8	0.0	0.0
Site area	m ²	119,995	101,022	10,771	8,202
of which green spaces	%	29.7	27.8	30.1	52.5
Energy and Heat Supply					
Rentable area not including vertical expansion	m ²	134,669	115,141	14,294	5,235
of which district heating ³⁾	%	50.7	50.1	37.8	100.0
of which renewable energy sources/ hybrid systems ⁴⁾	%	19.5	15.0	62.2	0.0
of which fossil energy sources ⁵⁾	%	29.8	34.9	0.0	0.0
of which primary energy requirement of ≤30 kWh/m ² a	%	35.9	37.3	37.8	0.0
of which primary energy requirement of >30 and ≤50 kWh/m ² a	%	45.5	53.3	0.0	0.0
of which primary energy requirement of >50 and ≤75 kWh/m ² a	%	9.9	9.4	0.0	48.0
of which primary energy requirement of >75 kWh/m ² a	%	8.6	0.0	62.2	52.0
Average primary energy requirement ⁶⁾	kWh/m ² a	38.6	33.7	62.6	79.8
Installed output of photovoltaic systems	kWp	255	255	0	0
Mobility⁷⁾					
Proportion of projects featuring charging stations ⁸⁾	%	29.6	26.1	50.0	50.0
Proportion of projects featuring empty cable conduits for charging stations	%	25.9	26.1	0.0	50.0
Number of bicycle parking spaces per rented unit	Avg.	1.7	1.7	1.4	1.6
Number of vehicle parking spaces per rented unit	Avg.	0.6	0.6	0.7	0.3
Minutes to reach the nearest public transport connection on foot	Avg.	3.9	3.5	6.1	3.4
<p>1) Both projects to hold and to sell included. Including commercial, therefore not identical with the residential units reported in the Annual Report (2,200 units). Relative figures refer to rental space.</p> <p>2) Category includes kindergartens, schools, homes and similar institutions.</p> <p>3) Separate presentation, as both renewable and fossil energy sources can be used in district heating supply.</p> <p>4) At least proportionate supply from renewable energy sources: biogas, biomass, wood pellets and heat pump (additional condition: Heat pump must be partly supplied with RE (solar thermal, geothermal, PV, or similar)).</p> <p>5) Fossil energy sources: natural gas, crude oil, non-renewably generated electricity.</p> <p>6) Based on completed rental space without extensions and without purely commercial buildings (analogous to Sustainability Performance Index indicator).</p> <p>7) Calculated exclusively on the basis of completed projects without taking into account vertical expansion.</p> <p>8) Charging stations can be publicly accessible or assigned to a private parking space.</p>					

New construction project pipeline

Key Figures	Unit	2021	2021 by region		
			Germany	Austria	Sweden
Project Pipeline New Buildings ¹⁾					
Rented units	number	12,737	9,407	2,934	396
Rentable area	m ²	928,890	700,055	208,385	20,450
of which residential area	%	92.8	92.0	94.6	99.6
of which commercial area	%	4.5	4.4	4.9	0.4
of which social institutions ²⁾	%	2.8	3.5	0.4	0.0
of which completion in 2022	%	26.6	12.6	74.6	18.0
of which completion in 2023	%	20.5	22.7	10.5	49.4
of which completion in 2024	%	27.9	36.0	0.0	32.6
of which completion after 2024	%	25.0	28.8	14.9	0.0

- 1) Projects under construction and projects with planned construction start in 2022. Both projects to hold and to sell taken into account. Relative key figures refer to rental space.
 2) Kindergartens, schools, homes and comparable institutions.

Environmental Key Figures on Business Operations

Key Figures	Unit	2019	2020	2021	2021 by region		
					Germany	Austria	Sweden
Energy Consumption in Business Operations ¹⁾						302-1, 302-3	
Energy consumption	MWh	30,001	28,163	31,306	30,018	975	313
of which electricity consumption	MWh	11,225	8,995	10,300	9,754	396	150
Proportion electricity from renewable energy sources ²⁾	%	60.4	72.2	72.3	71.4	100.0	60.1
Heat consumption	MWh	18,776	19,168	21,006	20,264	579	164
of which natural gas	MWh	4,909	4,632	5,550	5,305	245	0
of which district heating	MWh	13,867	13,722	15,293	14,958	334	0
of which other ³⁾	MWh		813	164	0	0	164
Energy intensity	kWh/m ²	163.7	157.8	154.0	157.9	100.0	91.9
Water Consumption in Business Operations ⁴⁾						303-5	
Water consumption	m ³	103,328	68,448	67,407	60,877	5,932	598
Water intensity	m ³ /m ²	0.53	0.39	0.33	0.32	0.61	0.18

- 1) 2019 includes the locations in Germany and Austria, since 2020 also the energy consumption of the office locations in Sweden (of which heat consumption from energy performance certificate data). Partially limited comparability due to delayed availability of actual data.
 2) The share of renewable energies is based on the information provided by the individual energy suppliers per location (market-based approach). Alternatively, the German electricity mix according to the BDEW location-based approach was used for the German region.
 3) Other energy sources include heating oil and heat pumps.
 4) From 2021, Swedish office locations will also be taken into account for water consumption and water intensity. Partially limited comparability due to delayed availability of actual data.

Key Figures	Unit	2019	2020	2021	2021 by region			
					Germany	Austria	Sweden ¹⁾	
Waste Volume in Business Operations								306-2
Total volume of commercial municipal waste	t	899	811	667	539	128	-	
of which recycled commercial municipal waste	%	45.5	31.5	35.6	37.5	27.9	-	
of which residual commercial municipal waste	%	54.5	68.5	64.4	62.5	72.1	-	
Other waste ²⁾	t	0	93	29	0	29	-	

1) No data collected for the Sweden region so far.

2) Other waste includes bulky waste, wood, iron and steel. Increased other waste generation in the Austria region due to relocation to new headquarters in 2020.

Key Figures	Unit	2019	2020	2021	2021 by region			
					Germany	Austria	Sweden	
Mobile Combustion in Business Operations¹⁾								302-1
Fuel consumption	MWh	76,190	76,108	75,893	74,311	667	915	
of which diesel	MWh	71,792	72,002	71,475	70,426	472	577	
of which gasoline	MWh	4,373	4,085	4,415	3,882	195	337	
of which other ²⁾	MWh	25	22	7	7	0	0	
Vehicles (yearly average)	number	5,265	5,685	5,746	5,491	32	223	
Distance traveled	million km	92.7	104.9	109.9	107.4	0.8	1.7	
Average fuel consumption	liters/100 km	8.2	7.3	6.9	6.9	8.8	5.6	
Average emissions	gCO ₂ e/km	250	221	210	211	259	163	

1) Only the fuel consumption of the vehicle fleet was taken into account. First data collection region Sweden in 2020.

2) Position Other includes: Natural gas, LPG, electricity.

Key Figures	Unit	2019	2020	2021	2021 by region		
					Germany	Austria	Sweden ¹⁾
Travel and Transport in Business Operations							
By rail	million pkm ²⁾	4.17	1.99	2.08	1.99	0.02	0.08
By plane	million pkm ²⁾	4.12	0.95	0.93	0.70	0.14	0.09
By private vehicle	million km	3.14	2.78	2.88	2.21	0.20	0.47

1) First survey of business trips from the Sweden region for 2021.

2) "Passenger-kilometer" unit (pkm) stands for the kilometers travelled in passenger transport multiplied by the number of passengers.

Renewable energy

Key Figures	Unit	2019	2020	2021	2021 by region			
					Germany	Austria	Sweden	
Renewable Energy Generation								302-1
Energy generated ¹⁾	MWh	5,652	7,324	12,838	12,040	184	615	
of which from renewable sources	%	100	100	100	100	100	100	
of which from photovoltaic systems	%	100	100	100	100	100	100	
Installed output ²⁾	MWp	10.2	15.9	16.8	15.9	0.2	0.7	
Portfolio	number	295	424	451	427	4	20	
Avoided emissions ³⁾	t CO ₂ e	3,447	4,458	8,343	8,247	47	49	

- 1) Photovoltaic systems owned by Vonovia as of the reporting date of Dec. 31; electricity generated 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 electricity grid. Calculated with emission factor for electricity displacement mix PV, source: Federal Environment Agency (for Germany). Comparability with previous years only possible to a limited extent due to different emission factors per kWh of electricity over time. Correction of data for 2019 and 2020.

Key Figures	Unit	2019	2020	2021	2021 by region			
					Germany	Austria	Sweden	
Energy Sales								302-1
Total energy sold	MWh	58,096	71,070	87,730	87,730	0	0	
of which to rentable areas ¹⁾	MWh	19,398	26,949	39,794	39,794	0	0	
of which general electricity ²⁾	MWh	38,698	44,120	47,936	47,936	0	0	
Share of electricity from renewable energy sources ³⁾	%	57.8	100.0	100.0	100.0	0.0	0.0	
Avoided emissions	t CO ₂ e	0	17,395	18,312	18,312	0	0	
Total gas sold ⁴⁾	MWh	864,959	859,140	1,208,240	1,208,240	0	0	

- 1) Electricity sold by VESG for private use by tenants.
- 2) Electricity sold by VESG for the common areas of the portfolio.
- 3) Since 2020, 100% green electricity by means of a guarantee of origin, deleted via the Federal Environment Agency's register of guarantees of origin. Previously: Electricity mix Germany.
- 4) 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.

Carbon Emissions

Key Figures	Unit	2019	2020	2021	2021 by region		
					Germany	Austria	Sweden
Total Emissions in the Portfolio¹⁾					305-1, 305-2, 305-3, 305-4, 305-5		
Emissions in the portfolio	t CO ₂ e	1,176,496	1,021,319	988,942	871,290	80,407	37,244
Emissions from rented units	t CO ₂ e	1,153,003	1,013,197	980,721	869,981	78,510	32,231
Emissions from communal areas ²⁾	t CO ₂ e	23,493	8,122	8,221	1,310	1,898	5,014
Intensity of rentable area³⁾	kg CO ₂ e/m ²	45.3	37.1	36.1	38.4	45.9	12.5
Intensity	kg CO ₂ e/r.u.	2,941	2,419	2,352	2,436	3,636	917
Emission savings due to heating modernization⁴⁾	t CO ₂ e	3,055	3,560	2,883	2,883	-	-
Emission savings due to modernization⁴⁾	t CO ₂ e	11,562	13,152	8,529	8,529	-	-
Scope 1 (direct carbon emissions)							
Combustion processes at stationary plants	t CO ₂ e	571,744	466,848	448,790	422,026	26,533	232
of which heating from natural gas (r.u.)	%	86.5	87.5	88.6	89.5	74.9	0
of which heating from heating oil (r.u.)	%	10.7	9.8	9.4	8.4	25.1	100
of which heating from coal (r.u.)	%	2.8	2.8	2.0	2.2	0.0	0
Scope 2 (indirect carbon emissions)							
Energy delivery⁵⁾	t CO ₂ e	466,892	410,369	401,316	331,432	32,928	36,956
of which heating from district heating (r.u.)	%	86.8	92.9	93.8	96.1	79.8	85.4
of which heating from electricity (r.u.)	%	8.2	5.1	4.2	3.5	14.4	1.1
of which electricity (communal areas) ²⁾	%	5.0	2.0	2.0	0.4	5.8	13.6
Scope 3 (other indirect carbon emissions)							
Commodities leased downstream⁶⁾	t CO ₂ e	37,292	35,085	33,596	22,724	10,872	0
of which natural gas (r.u.)	%	60.3	59.4	60.6	66.1	49.3	-
of which heating from district heating (r.u.)	%	24.7	28.2	27.9	21.0	42.3	-
of which heating oil (r.u.)	%	8.8	6.8	6.1	7.9	2.3	-
of which heating from electricity (r.u.)	%	5.3	4.4	4.3	3.5	6.1	-
of which coal (r.u.)	%	0.9	1.2	1.1	1.6	0.0	-
Fuel- and energy-related emissions (not Scope 1 and 2)⁷⁾	t CO ₂ e	100,568	109,018	105,240	95,109	10,074	57
of which upstream, natural gas (r.u.)	%	88.1	89.5	90.4	91.2	83.6	0
of which upstream, heating oil (r.u.)	%	9.5	8.6	8.2	7.2	16.4	100
of which upstream, coal (r.u.)	%	2.4	1.9	1.4	1.6	0.0	0

Greenhouse gases included in the calculation: CO₂ equivalents (greenhouse gases regulated in the Kyoto Protocol: CO₂, CH₄, N₂O, SF₆, HFC and H-HFC).

Sources of emission factors: GEMIS 4.95, GEMIS 5.0, Defra, Federal Ministry of the Environment Germany, Federal Ministry of the Environment Austria, Covenant of Mayors for Climate and Energy and Swedenergy (Swedish non-profit organisation).

Complete conversion of emissions calculation in Germany from 2020 and Austria from 2021 to GEMIS 5.0, therefore limited comparability with previous years (explanation on page 120).

1) Consideration of the regions Sweden (part Hembla) from 2020 onwards.

2) For the Germany region since 2020, all volumes traded via the VESG (approx. 93% of general electricity consumption) via guarantee of origin 100% green electricity, cleared via the Federal Environment Agency's register of guarantees of origin.

3) Including fuel- and energy-related emissions from the upstream chain (Scope 3.3).

4) So far no calculation for the regions Austria and Sweden. In the modernisation sector, correction of previous years in favour of exclusive allocation of emission savings by year of completion.

5) Calculation using supplier-specific emission factors (market-based), if available in qualified form. Otherwise, use of location-specific emission factors (location-based).

6) Rental units that belong to a condominium 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 the Sweden region.

7) Contains the fuel- and energy-related emissions of the entire portfolio (incl. WEG share), stationary combustion in each case.

Key Figures	Unit	2019	2020	2021	2021 by region		
					Germany	Austria	Sweden
Total Emissions in Business Operations¹⁾					305-1, 305-2, 305-3, 305-4, 305-5		
Emissions	t CO ₂ e	38,493	32,043	32,910	32,015	482	413
Emissions intensity ¹⁾	kg CO ₂ e/ m ²	55.2	45.7	44.7	46.5	22.5	7.3
Scope 1 (direct carbon emissions)							
Combustion processes at stationary plants	t CO ₂ e	1,222	1,084	1,118	1,069	49	0
of which natural gas	%	100.0	86.1	100.0	100.0	100.0	-
of which heating oil	%	0.0	13.9	0.0	0.0	0.0	-
Combustion processes at mobile plants	t CO ₂ e	23,169	19,127	19,071	18,677	166	228
of which diesel	%	94.9	94.8	94.4	94.9	71.4	63.9
of which gasoline	%	5.1	5.2	5.6	5.1	28.6	36.1
of which natural gas	%	0.0	0.0	0.0	0.0	0.0	0.0
Scope 2 (indirect carbon emissions)²⁾							
Location-based	t CO ₂ e	8,757	6,814	7,707	7,529	154	25
of which electricity	%	59.4	49.6	49.8	49.5	56.4	100
of which district heating	%	40.6	50.4	50.2	50.5	43.6	0
Market-based	t CO ₂ e	3,116	1,437	1,726	1,726	0	-
of which electricity ³⁾	%	100	100	100	100	-	-
of which district heating ⁴⁾	%	-	-	-	-	-	-
Scope 3 (other indirect carbon emissions)							
Business travel and transport⁵⁾	t CO ₂ e	999	710	709	540	60	109
of which by private vehicle	%	2.0	1.6	0.0	0.0	0.3	0.0
of which by plane	%	55.6	15.3	13.8	13.1	29.0	9.0
of which by rail	%	42.3	83.1	86.1	86.9	70.7	91.0
Fuel- and energy-related emissions (not Scope 1 and 2)	t CO ₂ e	4,347	4,308	4,304	4,199	54	51
of which upstream, natural gas (stationary combustion)	%	4.7	5.0	6.0	5.7	31.1	0.0
of which upstream, heating oil (stationary combustion)	%	0.0	0.8	0.0	0.0	0.0	0.0
of which upstream, diesel (mobile combustion)	%	88.9	88.3	87.7	88.6	46.5	59.5
of which upstream, petrol (mobile combustion)	%	6.0	5.8	6.3	5.7	22.4	40.5
of which upstream, natural gas (mobile combustion)	%	0.4	0.0	0.0	0.0	0.0	0.0

Greenhouse gases included in the calculation: CO₂ equivalents (greenhouse gases regulated in the Kyoto Protocol: CO₂, CH₄, N₂O, SF₆, HFC and H-HFC).

Sources of emission factors: GEMIS 4.95, GEMIS 5.0, Defra, Federal Ministry of the Environment Germany, Federal Ministry of the Environment Austria, Covenant of Mayors for Climate and Energy and Swedenergy (Swedish non-profit organization).

Complete conversion of the emission calculation for Germany as of 2020 and Austria as of 2021 to GEMIS 5.0, therefore limited comparability with previous years (explanation on page 120). From 2020 onwards, the emission factors of the Germany region according to GEMIS 5.0 were applied to mobile combustion across all regions.

1) Only stationary emissions considered.

2) For the sake of completeness, the location-based approach was used to calculate the total amount of CO₂ emissions from business processes.

3) For locations in the Austria region: 100% green electricity.

4) Due to missing supplier data/certificates, the scope 2 emissions for district heating cannot be reported according to the market-based calculation.

5) From 2021 Sweden region included.

Social

GRI 102-7, 102-8, 203-1, 401-1, 401-3, 403-9, 403-10, 404-1, 404-3, 405-1, 405-2

The selected indicators presented under Social include personnel indicators, occupational safety data and indicators

covering social issues. You will find explanations of the contents in the chapters → **Corporate Culture and Employees**, → **Homes and Customers** and → **Society and Contribution to Urban Development**. You can find a lot of additional information on the latter point in particular on our [company website](#).

Employee Key Figures

Key Figures	2019		2020		2021		2021 by region		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
							number	number	number
Employees by employment contract and gender									
	102-7, 102-8								
Total headcount ^{1), 2), 3)}	10,059		10,622		10,768		9,900	377	491
of which female	2,401	23.9	2,626	24.9	2,764	25.7	2,370	240	154
Full-time equivalents	9,688		10,118		10,305		9,503	338	464
of which female	2,188	22.6	2,385	23.6	2,492	24.2	2,142	209	140
Employees with temporary contracts	651		584		919		821	7	91
of which female	215		199		330		297	5	28
Employees with permanent contracts	9,028	89.8	9,569	90.8	9,849	91.5	9,079	370	400
of which female	2,034		2,263		2,434		2,073	235	126
Temporary workers	58		51	0.5	182	1.7	107	0	75
of which female	21		18		63		22	0	41

- 1) Germany: Total number of employees according to the German Commercial Code (HGB) (excluding trainees, external staff, members of executive bodies, miscellaneous employees, employees on parental leave, employees with pre-retirement part-time work arrangements).
- 2) Austria: All employees, excl. pre-retirement part-time work arrangements, parental/educational leave, Management Board, but incl. management.
- 3) Sweden: All employees, excl. parental leave and members of executive bodies (CEO + CFO).

Key Figures	2021 by region											
	2019		2020		2021		Germany		Austria		Sweden	
	number	in %	number	in %	number	in %	number	in %	number	in %	number	in %
Total number of permanent employees by type of employment and gender												102-9
Full-time employees ¹⁾	9,121		9,521		9,617		8,905		277		435	
of which female	1,792		1,959	20.6	2,009		1,728		159		122	
Part-time employees ^{1), 2)}	938		1,018		1,151		995		100		56	
of which female	609		667		755		642		81		32	
Proportion of part-time employees ³⁾		9.3		9.7		10.7		10.1		26.5		11.4
of which female		64.9		65.5		65.6		64.5		81.0		57.1
of which male		35.1		34.5		34.4		35.5		19.0		42.9
Marginal employees ²⁾	158		171		179		172		7		0	
of which female	51	32.3	62	36.3	71	39.7	66		5		0	

- 1) 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) The marginally employed are included in the number of part-time employees.
 3) Number of part-time employees/total number of employees.

Key Figures	2021 by region										
	2019		2020		2021		Germany	Austria	Sweden		
	number	in %	number	in %	number	in %	number	number	number		
Personnel turnover											401-1
Newly hired employees ¹⁾	2,364	23.5	1,616	15.2	1,907	17.7	1,674	60	173		
of which female	-	-	409	25.3	548	28.7	447	42	59		
of which under 30 years of age	-	-	386	23.9	670	35.1	587	32	51		
of which 30-50 years of age	-	-	770	47.6	951	49.9	829	23	99		
of which over 50 years of age	-	-	214	13.2	286	15.0	258	5	23		
Employees leaving the company ^{1), 2)}	1,793		1,510		1,617		1,414	55	148		
of which female	-	-	318	21.1	360	22.3	262	36	62		
of which under 30 years of age	-	-	327	21.7	459	28.4	390	20	49		
of which 30-50 years of age	-	-	762	50.5	799	49.4	696	26	77		
of which over 50 years of age	-	-	362	24.0	359	22.2	328	9	22		
Turnover rate (in %) ³⁾		17.8		14.2		15.0	14.8	14.6	30.1		

- 1) All figures on employees joining and leaving the company calculated according to HGB: Headcount excluding trainees, members of executive bodies, other employees, external staff, temporary staff, working students, marginal employees, interns and school students. Differentiation by age group and female employees newly introduced for 2020.
 2) Employees leaving the company include voluntary resignations, dismissals, retirement and deaths, but exclude traineeships that have come to an end and integration process-related dismissals.
 3) Employees leaving the company/headcount (adjusted to reflect integration process-related dismissals) as of Dec. 31, 2021 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 excluding trainees, members of executive bodies, other employees, external staff, temporary staff, working students, marginal employees, interns and school students).

Key Figures	2019		2020		2021		2021 by region		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
	number	number	number	number	number	number	number	number	

Employees by category, gender, age group and disability 405-2

Total headcount ¹⁾	10,059		10,539		10,768		9,900	377	491
Total headcount, commercial ²⁾	2,401	23.9	3,917	37.2	4,743	44.0	4,071	377	295
of which female	-	-	1,701	43.4	2,152	45.4	1,767	240	145
of which under 30 years of age	-	-	573	14.6	674	14.2	561	43	70
of which 30-50 years of age	-	-	1,982	50.6	2,541	53.6	2,101	259	181
of which over 50 years of age	-	-	1,362	34.8	1,527	32.2	1,408	75	44
of which with disabilities ³⁾	-	-	197	5.0	195	4.1	191	4	0
Total headcount, technical trade ⁴⁾	-	-	5,774	54.8	6,025	56.0	5,829	0	196
of which female	-	-	534	9.2	612	10.2	603	0	9
of which under 30 years of age	-	-	922	16.0	868	14.4	849	0	19
of which 30-50 years of age	-	-	3,282	56.8	3,406	56.5	3,298	0	108
of which over 50 years of age	-	-	1,570	27.2	1,751	29.1	1,682	0	69
of which with disabilities ³⁾	-	-	171	3.0	185	3.1	185	0	0
Average age (in years) ⁵⁾	42.3		42.5		42.8		43.0	41.1	40.7
Employees with disabilities ³⁾	350	3.5	368	3.5	380	3.5	376	4	0

- 1) Sweden: All employees, excl. parental leave and members of executive bodies (CEO + CFO).
- 2) New breakdown by operating company in 2020: Commercial employee headcount is based on figures for Germany. Classification by operating company is not carried out for Austria and Sweden. A retroactive breakdown by operating company is not provided in 2018 and 2019.
- 3) Germany: According to the socio-legal 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.
- 4) New breakdown by operating company in 2020.
- 5) Average age (in years) of the total workforce on the reporting date of Dec. 31, 2021.

Key Figures	2019		2020		2021		2021 by region		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
	number	in %	number	in %	number	in %	number	number	number
Employees on parental leave 401-3									
Employees entitled to parental leave ¹⁾		100.0		100.0		100.0	100%	100%	100%
Total number of employees on parental leave ²⁾	272		302		399		286	14	99
of which female	108	39.7	134	44.4	176	44.1	115	14	47
of which male	164	60.3	168	55.6	223	55.9	171	0	52
Employees returning to their workplace after parental leave within the reporting period ³⁾	253		260		404		302	17	85
of which female	95	-	90	34.6	155	38.4	106	15	34
of which male	158	-	170	65.4	249	61.6	196	2	51
Employees returning to their workplace after parental leave and still employed 12 months after their return ⁴⁾	163		196		299		229	9	61
of which female	52	-	67	34.2	100	33.4	68	7	25
of which male	111	-	129	65.8	199	66.6	161	2	36

- 1) There is a legal entitlement for all employees in Germany, Austria and Sweden (excl. interns).
- 2) All employees who took parental leave in 2021 (Austria: excl. educational leave and family end-of-life care leave).
- 3) All employees that returned from parental leave in 2021.
- 4) All employees that returned from parental leave in 2020 and were still with the company as of Dec. 31, 2021.

Key Figures	2019		2020		2021		2021 by region		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
	number	in %	number	in %	number	in %	number	number	number
Performance appraisal 404-3									
Employees who have had an appraisal interview/performance appraisal ^{1), 2)}	3,379	33.6	3,715	35.0	3,970	38.6	3,655	315	-
of which female		41.8		42.5		45.4	1,606	196	-
of which male		58.2		57.5		54.6	2,049	119	-
Employees who have had an appraisal interview/performance appraisal, by employee category ^{1), 2)}									
of which management level ³⁾		-		76.9		91.9	147	24	-
of which other employees ⁴⁾		-		32.8		37.0	3,508	291	-
Trainees ⁵⁾		-		100.0		100.0	526	4	-

- 1) The key figure 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) Statistics not yet available for Sweden.
- 3) Germany: First and second level below the Management Board. Surveyed for the first time in 2020. The indicator will not be reported for 2019.
- 4) Germany: All employees excluding, marginal employees, trainees, interns, works council members. Surveyed for the first time in 2020. The indicator will not be reported for 2019.
- 5) Germany: Includes assessment meetings that have been conducted within the framework of training. Surveyed for the first time in 2020. The indicator will not be reported for 2019.

Key Figures	2019		2020		2021		2021 by region		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
Training and education									
404-1									
Vocational training									
Total number of trainees ¹⁾	473		510		530		526	4	-
of which female	100	21.1	103	20.2	116	21.9	113	3	-
Commercial trainees	143	30.2	152	29.9	154	29.1	150	4	-
of which female	79	55.2	84	55.3	92	59.7	89	3	-
Technical trade trainees	328	69.3	357	70.1	376	70.9	376	0	-
of which female	21	6.4	19	5.3	24	6.4	24	0	-
Trainees in part-time training	2		3	0.6	3	0.6	3	0	-
Proportion of total workforce (in %) ²⁾		4.5		4.6		4.9	5.0	1.0	-
Proportion taken on (in %) ³⁾		68.8		73.6		68.5	68.5	0	-
Further training									
Total number of participants in further training ^{4), 5)}	3,069		2,302		6,089		5,779	310	-
of which female	-		1,159	50.3	2,639	43.3	2,431	208	-
Further training rate (in %) ⁶⁾		30.5		21.7		56.3	55.4	81.4	-
Further training intensity ⁷⁾	0.9		0.5		5.2		5.2	6.1	-
Training and education									
Total training and education days ⁸⁾	-	-	45,545		54,348		52,270	2,078	-
Average training and education days per employee ⁹⁾	-	-	4.3		5.0		5.0	5.5	-
Total hours of further training ¹⁰⁾	-	-	364,360		434,787		418,164	16,624	-
Average hours of further training per employee ¹¹⁾	-	-	34.5		40.2		40.1	43.6	-
of which per female employee	-	-	8.2		10.2		9.6	27.6	-
of which per male employee	-	-	26.4		30.0		30.6	16.0	-
of which per commercial employee	-	-	31.5		17.2		16.2	43.6	-
of which per technical trade employee	-	-	21.1		23.0		23.9	0.0	-
Training and further education costs (in € million)	-	-	3.5		1.8		1.4	0.2	0.2
Average training and education cost per employee ¹²⁾	-	-	332.4		142.5		132.3	205.0	-

1) In Sweden, there is currently no traineeship program. In Austria it was introduced in 2021.

2) Change in the calculation methodology (to population) in 2020. Therefore, restatement for 2019.

3) Number of trainees taken on/all trainees who had completed their training by Dec. 31, 2021 x 100%.

4) Statistics not yet available for Sweden.

5) Including works council.

6) Number of participants in further training/total employees (headcount); if employees participated in several different courses, they are counted only once.

7) 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).

8) Starting in 2020, education and training will be mapped together, so no values are available for prior years.

9) Total training days/number of employees (by headcount).

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

11) Total training hours/total number of employees (headcount).

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

Key Figures	2019		2020		2021		2021 by region		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
							in %	in %	in %
Female managers 405-1									
Proportion of women in total workforce ^{1), 2), 3)}	2,401	23.9	2,626	24.9	2,764	25.7	23.9	63.7	31.4
Proportion of women at the first two levels below the Management Board ⁴⁾		23.9		25.9		28.0	27.8	32.0	16.7

1) Germany: Total number of employees according to the German Commercial Code (HGB) (excluding trainees, external staff, members of executive bodies, miscellaneous employees, employees on parental leave, employees with pre-retirement part-time work arrangements).
 2) Austria: All employees, excl. pre-retirement part-time work arrangements, parental/educational leave, Management Board, but incl. management.
 3) Sweden: All employees, excl. parental leave and members of executive bodies (CEO + CFO).
 4) Cumulation of the first two management levels below the Management Board as a total value for the Group.

Key Figures	2019		2020		2021		2021 by region		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
							number	number	number
Gender pay ratio 405-2									
Total average income ^{1), 2), 3)}	-		37,985		39,102		38,471	51,154	42,880
of which female	42,903		39,962		40,946		40,484	44,621	42,129
of which male	36,960		37,372		38,484		37,859	64,106	43,223
Total salary ratio in % (women/men)		-		106.9		106.4	106.9	69.6	97.5
Management level total salary ratio in % (women/men) ⁴⁾		-		-		-	91.5	102.6	-
Non-management level total salary ratio in % (women/men) ⁵⁾		-		-		-	106.6	70.7	-

1) Germany: Employees counted in accordance with the German Commercial Code (HGB) (excluding the Management Board and one management level below the Management Board, executive employees, temporary staff, marginal employees, students): basic monthly salary + allowances + holiday and vacation bonus (in line with the EPRA definition of "basic salary"). Surveyed for the first time in 2020. The indicator will not be reported for 2019.
 2) Austria: All employees, excluding pre-retirement part-time work arrangements and parental/educational leave, Management Board, management, heads of department. In line with the EPRA definition of "basic salary". Surveyed for the first time in 2020. The indicator will not be reported for 2019.
 3) Sweden: All employees, excluding employees on parental leave as well CEO + CFO. In line with the EPRA definition of "basic salary". Conversion of Swedish salaries based on the exchange rate as of Dec. 31, 2021 (EUR 1 = SEK 10,29255).
 4) First and second levels below the Management Board. Surveyed for the first time for Germany in 2020 and Austria in 2021. The indicator will not be reported for 2018 and 2019.
 5) All levels starting from the third level below the Management Board. Surveyed for the first time for Germany in 2020 and Austria in 2021. The indicator will not be reported for 2018 and 2019.

Occupational Health and Safety

Key Figures	Unit	2019	2020	2021	2021 by region		
					Germany	Austria	Sweden ¹⁾
Occupational Health and Safety					403-9, 403-10		
Total occupational and commuting accidents (from 3 days lost time)	number	420	289	297	295	2	/
of which commuting accidents	number	33	26	30	29	1	/
of which occupational accidents	number	387	263	267	266	1	/
of which occupational accidents, commercial	number	43	30	28	26	2	/
of which occupational accidents, technical trade	number	344	233	240	240	0	/
Number of occupational and commuting accidents per 1,000 employees ²⁾	number	43	29	28.7	29.8	5.3	/
Accident rate (reportable occupational accidents) ^{3), 4)}	number	26.1	15.5	14.0	14.0	/	/
Accident rate (from 1 day lost time/LTIFR) ^{3), 5)}	number	-	26.1	21.0	21.0	/	/
Work-related fatalities	number	0	0	1	0	1	/
Work-related fatalities (ODR) ^{2), 6)}	in %	0.0	0.0	0.0	0	/	/
Time lost (in days) ^{3), 7)}	number	5,095	4,137	4,274	4,274	/	/
Time lost ^{3), 8)}	in %	0.2	0.2	0.2	0.2	/	/
Absence (in days) ^{3), 9)}	number	117,227	118,209	138,068	138,068	/	/
Absence ^{3), 10)}	in %	5.6	5.4	5.6	5.6	/	/

Vonovia does not yet record the accident figures of subcontractors.

1) Sweden: no statistics are kept/consolidated at present.

2) Total value = relates to Germany and Austria.

3) Total value = relates to Germany.

4) Number of notifiable occupational accidents (from 3 days lost) per 1 million working hours; indicator renamed: recorded in previous year as "Workplace accidents per 1 million working hours".

5) Number of occupational and commute-related accidents with at least one day lost per 1 million working hours (= LTIFR); new indicator introduced in 2020, therefore no data for previous year.

6) Fatalities/number of working hours of all employees (ODR).

7) Only time lost due to occupational and commuting accidents; occupational diseases cannot be evaluated as the reason for occupational diseases is not recorded in Germany.

8) Total days lost due to work-related accidents of all employees/total required working days of all employees (FTE).

9) Absence due to any type of incapacity for work (not limited to work-related accidents and occupational diseases). Not including approved absences such as vacation or parental leave and not including long-term illness.

10) Total days lost due to illness of all employees/total required working days of all employees (FTE) (= absentee rate).

Social Key Figures

	2019	2020	2021
Social Key Figures (in Germany) ¹⁾			
Voluntary commitments			
Average modernization cost allocation ²⁾	€ 1.36/m ²	€ 1.24/m ²	€ 1.24/m ²
Customer care for modernization work (hardship management) ³⁾	863 positive decisions ⁴⁾ reached out of 1,346 hardship objection cases	753 ⁵⁾ positive decisions ⁴⁾ reached out of 1,017 hardship objection cases	654 positive decisions ⁴⁾ reached out of 874 hardship objection cases
Protection for older tenants ⁶⁾	176 positive decisions ⁴⁾ reached out of 315 requests	201 ⁵⁾ positive decisions ⁴⁾ reached out of 346 requests	161 positive decisions ⁴⁾ reached out of 316 requests
<p>1) All key figures refer to Germany.</p> <p>2) Related to the modernization program and modernization work within the scope of community development; excluding heating renovation. Vonovia has committed to limiting costs allocated to tenants for modernization work in Germany to max. € 2/m².</p> <p>3) Individual support for customers in cases of rent increases due to modernization work.</p> <p>4) Rent increases were not implemented or were not implemented in the planned amount, or other support (e.g., help with moving, moving furniture, or finding an alternative apartment).</p> <p>5) Correction due to cases received by 31.12.2020 but not positively decided until 2021.</p> <p>6) Guarantee that apartments will remain affordable for people aged over 70 even if the standard local comparative rent changes.</p>			

	2019	2020	2021
Tenant participation			
Tenant meetings and consultation processes ¹⁾	179	158 ²⁾	79 ²⁾
Proportion of tenants involved (units) in modernization/construction measures	8,000 tenants reached in relation to 13,200 modernized residential units around 60%	6,534 tenants reached in relation to 11,299 modernized residential units ²⁾ 57.8%	3,631 tenants reached in relation to 8,230 modernized residential units ²⁾ 44.1%
<p>1) Includes tenant meetings, workshops, advisory boards, consultation hours, neighborhood walks, etc.</p> <p>2) Decline mainly due to limited opportunities during the coronavirus pandemic.</p>			

		2019		2020		2021
Grants and social support						
Grants for social/cultural projects and facilities¹⁾		917,270 €		1,478,790 €		1,464,060 €
of which locally through regional contributions	77 projects	223,220 €	202 projects	408,925 €	176 projects	575,072 €
of which centrally via a funding program for social projects	94 projects	185,598 €	156 projects	387,715 €	146 projects	373,993 €
of which in Duisburg and Dresden via customer service ("Vonovia bewegt")	12 projects	12,000 €	24 projects	24,000 €	0 ²⁾	0 €
of which via foundations	Grants from foundations: Vonovia Stiftung (Vonovia foundation), Vonovia Mieterstiftung e.V., Stiftung Mensch und Wohnen and Stiftung Pro Bochum	198,852 €	Grants from foundations: Vonovia Stiftung (Vonovia foundation), Vonovia Mieterstiftung e.V. and Stiftung Mensch und Wohnen	202,440 €	Grants from foundations: Vonovia Stiftung (Vonovia foundation), Vonovia Mieterstiftung e.V. and Stiftung Mensch und Wohnen	208,810 €
of which via central cooperation projects	Stifterverband, Jewish Museum in Frankfurt, Teach First Germany	297,600 €	Stifterverband, Jewish Museum in Frankfurt, Josef Albers Museum Bottrop, Ackademia e. V., Dialog mit der Jugend, Wir im Revier, Freundeskreis Schauspielhaus Bochum, Freunde & Förderer Zollverein Essen	455,710 €	Stifterverband, Jewish Museum in Frankfurt, Acker e. V., Dialog mit der Jugend, Freundeskreis Schauspielhaus Bochum, Freunde & Förderer Zollverein Essen	306,185 €
Units targeted via the central funding program for social projects	94 projects	131,383 units³⁾	156 projects	232,573 units⁴⁾	146 projects	181.600 units⁵⁾
Rent-free or discounted commercial premises provided to social/charitable organizations	59 commercial units	5,911 m²	71 commercial units	6,624 m²	89 commercial units	8.782 m²

1) Includes both cash and in-kind contributions.

2) Adjusted in 2021.

3) 37% of the 355,708 units in Germany.

4) 65% of the 355,285 units in Germany.

5) 51% of the 353,963 units in Germany.

Governance

GRI 102-9, 102-22, 204-1, 205-3, 206-1, 308-1, 308-2, 405-1, 406-1, 413-1, 414-1, 414-2, 416-1

Governance

You can find explanations of the content of the selected key figures presented here in the Governance section in the chapters → **Responsible Business Practices and Governance**, → **Corporate Culture and Employees**, and → **Environment and Climate**.

Further key figures and policies can be found in the [Annual Report](#) and on our [Investor Relations website](#).

Key Figures	Unit	2019	2020	2021
Diversity of Controlling Bodies ¹⁾				
Supervisory Board members	number	12	12	12
	number	4	4	4
of which female	%	33.3	33.3	33.3
of which under 30 years of age ²⁾	%	-	0	0
of which 30–50 years of age ²⁾	%	-	8.3	0
of which over 50 years of age ²⁾	%	-	91.7	100
of which independent Supervisory Board members	number	12	12	12
Average term of office of Supervisory Board members	number	5	6	7
Supervisory Board members with sustainability-related skills	number	4	5	5

- 1) Further information on the composition of the controlling bodies can be found at: <https://reports.vonovia.de/2021/annual-report/company-shares/corporate-governance/recruitment.html>.
 2) Differentiation by age group newly introduced in 2020.

Key Figures	Unit	2019	2020	2021	2021 by region		
					Germany	Austria	Sweden
Anti-corruption							
Proven cases of corruption	number	0	0	0	0	0	0
Proven cases of money laundering	number	0	0	0	0	0	0
Confirmed cases in which employees have been dismissed or issued with warnings due to corruption ¹⁾	number	-	0	0	0	0	0
Confirmed cases in which contracts with business partners have been terminated or not renewed due to corruption ¹⁾	number	-	0 ³⁾	0	0	0	0
Number of public legal proceedings relating to corruption ¹⁾	number	-	0	0	0	0	0
Legal actions for anti-competitive behavior ²⁾	number	3	1	0	0	0	0

- 1) New indicator introduced in 2020, therefore no survey in 2019.
 2) All legal actions relate to the issue of VESG's energy supply contracts with our tenants. The matter in dispute related to whether so-called "opt-out clauses" (tenants have to actively delete the passage on energy supply) are legally permissible. Vonovia stopped using these clauses in February 2019.
 3) No data has yet been collected for the Austria and Sweden regions for the 2020 fiscal year.

Key Figures	Unit	2019	2020	2021
Discrimination				
Incidents of discrimination	number	0	0	0

Portfolio security

Key Figures	Inspection schedule	Unit	2019		2020		2021			
			Inspections carried out ²⁾		Inspections carried out ²⁾		Total inspection list	Target inspections ¹⁾	Inspections carried out ²⁾	
			number	in %	number	in %				
Safety Inspections Vonovia Germany 416-1										
Buildings	Every 2 years	number	30,578	113	28,465	111	53,983	31,428	28,739	91
Open spaces with buildings	Every 2 years	m ²	23,911,016	112	18,038,049	97	37,072,494	18,508,140	18,508,140	100
Open spaces without buildings	Every 2 years	m ²	1,239,618	102	1,353,458	89	2,673,013	1,161,258	1,161,258	100
Trees	Depending on type of tree and pre-existing damage, every 1, 2 or 3 years	number	160,888	107	151,560	101	214,890	174,951	177,801	102
Playgrounds	One to four times a year depending on playground equipment category	number	2,844	103	2,804	105	1,280	2,682	2,804	105

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.

- 1) 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.
- 2) Inspections carried out up to Dec. 31; figures above 100% are the result of inspections carried out in the previous year.

Procurement Practices

Key Figures	Unit	2019	2020	2021	2021 by region		
					Germany	Austria	Sweden
Supplier Structure							
Supplier¹⁾	Number	8,533	8,997	9,243	5,022	1,653	2,568
from home country	Number	8,493	8,942	9,172	4,987	1,622	2,563
from Europe (excloding home country)	Number	40	55	71	35	31	5
contract partner (small repairs, maintenacne, renovation, refurbishment, construction) ²⁾	Number	1,518	1,392	1,230	751	47	432
material supplier ³⁾	Number	415	408	545	173	0	372
operating costs ⁴⁾	Number	169	313	402	95	12	295
other material and other services costs ⁵⁾	Number	409	958	1,067	446	234	387
Share of expenses for local suppliers⁶⁾	in %	98.0	99.4	99.2	99.3	98.1	99.8

- 1) The figure includes all suppliers that are actively managed by the purchasing departments in the central procurement process. Suppliers with micro-sales have been cleaned up.
- 2) The figure reflects the active contract partners in the construction work.
- 3) The figure includes all suppliers that are actively managed by material purchasing team for construction in the central procurement process. Suppliers with micro-sales have been cleared.
- 4) Includes all suppliers managed by the purchasing department through SAP with the industry code "Supplier".
- 5) Includes e.B tools, work clothes, office and business equipment, IT, telecommunications.
- 6) Definition of "local": home country, i.e. Germany, Austria and Sweden.
Definition of "important operating sites": entire country in each case, as we are active in a decentralised manner.

Key Figures	Unit	2020	2021	2021 by region		
				Germany	Austria ²⁾	Sweden ^{2), 3)}
Review of suppliers¹⁾						
Number of new suppliers	Number	1,104	1,442	236	610	596
Number of new suppliers surveyed according to sustainability criteria	Number	230	181	95	86	-
environmental criteria	in %	50.5	21.4	40.3	14.1	-
social criteria (human rights, labor standards, corruption)	in %	50.5	21.4	40.3	14.1	-
Number of existing suppliers surveyed according to sustainability criteria	Number	1,098	2,270	371	800	1,099
environmental criteria ⁴⁾	Number	1,098	1,171	371	800	-
social criteria (human rights, labor standards, corruption) ⁴⁾	Number	1,098	1,171	371	800	-
Number of suppliers that have not met the following criteria	Number	5	8	5	0	3
environmental criteria	Number	0	0	0	0	-
social criteria (human rights, labor standards, corruption)	Number	0	5	2	0	3
others	Number	5	3	3	0	-
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	5	8	5	0	3
environmental criteria	Number	0	0	0	0	-
social criteria (human rights, labor standards, corruption)	Number	0	5	2	0	3
others	Number	5	3	3	0	-

- 1) Newly introduced category from 2020 survey.
- 2) An audit or verification of supplier does not take place systematically; before the connection, all suppliers are obliged to meet standards by the Business Partner Code.
- 3) Due to the integration of Hembla and further restructuring, supplier management in Sweden is being reorganised. This leads to the high number of "new" suppliers. An evaluation of the new suppliers is not possible at this point in time, therefore the Swedish contract partners are not included in the evaluation of the new suppliers.
- 4) Related to the new suppliers from Germany and Austria.

GRI Content Index

GRI 102-55

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards (as amended in 2016) Core option. In the GRI Content Index we report on at least one associated indicator for every issue that has been identified as material in order to make our performance in this area transparent. In addition, this report also covers our contribution to the principles of the UN Global Compact (UNGC). We refer to the sections in the report that demonstrate our progress in terms of the UNGC Communication on Progress.*

GRI Standard	Disclosures	Page in the Report	Omissions	UNGC Principle
GRI 101: Foundation 2016				
GRI 102: General Disclosures 2016				
Organizational Profile				
102-1	Name of the organization	7		
102-2	Activities, brands, products, and services	7		
102-3	Location of headquarters	7		
102-4	Location of operations	7		
102-5	Ownership and legal form	7		
102-6	Markets served	7		6
102-7	Scale of the organization	7, 130, AR 2021: U3		
102-8	Information on employees and other workers	7, 78, 130, 131		
102-9	Supply chain	41, 42, 92, 99, 112, 141		
102-10	Significant changes to the organization and its supply chain	108, 119, AR 2021: 24 et seqq., 46 et seqq.		
102-11	Precautionary Principle or approach	25, 92, 93, 108		
102-12	External initiatives	84		7
102-13	Membership of associations	25, 41, 42, 64, 65, 92, 93, 100, 155		
Strategy				
102-14	Statement from senior decision-maker	2		
102-15	Key impacts, risks, and opportunities	10, 24, 111, 112		
Ethics and integrity				
102-16	Values, principles, standards, and norms of behavior	92, 93, For mission statement see Sustainability Report 2018 or https://investoren.vonovia.de/en/corporate-governance/compliance-and-policies/attitude/		10

* The principles not covered by GRI indicators can be found here: Principle 1: p.41 et seqq., p. 52 et seqq., p. 64 et seqq., p. 92 et seqq; Principle 2: p. 92 et seqq.; Principle 3: p. 78 et seqq.; Principle 4: p. 92 et seqq.; Principle 5: p. 92 et seqq. and at <https://investoren.vonovia.de/en/corporate-governance/compliance-and-policies/attitude/>.

GRI Standard	Disclosures	Page in the Report	Omissions	UNGC Principle
Governance				
102-18	Governance structure	10, AR 2021: 38 et seq.		
102-20	Executive-level responsibility for economic, environmental, and social topics	13, see 102-18 The distribution of responsibilities can also be found in the section "Organizational Focus" for each material topic.		
102-22	Composition of the highest governance body and its committees	93, 95, 139 AR 2021: 24, 35		
102-24	Nominating and selecting the highest governance body	92, 93, AR 2021: 40 et seq.		
102-25	Conflicts of interest	92, 93, AR 2021: 43		
102-30	Effectiveness of risk management processes	13, 111 AR 2021: 132 et seq.		
102-31	Review of economic, environmental, and social topics	10, 13, 92, 93		
102-32	Highest governance body's role in sustainability reporting	10, 13 The Supervisory Board commissions the external assurance of the Sustainability Report.		
102-35	Remuneration policies	89, 92, 93, AR 2021: 28 Note: In the future, and as a result of the German Act Implementing the Second Shareholder Rights Directive (ARUG II), remuneration will be reported on the Vonovia SE website. Remuneration Report 2021, download at: https://investoren.vonovia.de/en/news-and-publications/reports-publications/		
102-36	Process for determining remuneration	92, Remuneration Report 2021, download at: https://investoren.vonovia.de/en/news-and-publications/reports-publications/		
102-37	Stakeholders' involvement in remuneration	Remuneration Report 2021, download at: https://investoren.vonovia.de/en/news-and-publications/reports-publications/		
Stakeholder engagement				
102-40	List of stakeholder groups	15, 100		
102-41	Collective bargaining agreements		Vonovia guarantees its employees freedom of association and the opportunity to organize themselves into trade unions. We do not disclose the percentage of employees covered by collective bargaining agreements.	3
102-42	Identifying and selecting stakeholders	15, 100		
102-43	Approach to stakeholder engagement	15, 100		
102-44	Key topics and concerns raised	15, 100		

GRI Standard	Disclosures	Page in the Report	Omissions	UNGC Principle
Reporting practice				
102-45	Entities included in the consolidated financial statements	117		
102-46	Defining report content and topic Boundaries	15, 117		
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102-55	GRI Content Index	143 et seqq.		
102-56	External assurance	117, 153 et seq.		

Material Topics

Material topic: Community Development and Contribution to Infrastructure

Material topic: Living at Fair Prices

GRI 203: Indirect Economic Impacts 2016

GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	15, 52, 53, 64, 65		
103-2	The management approach and its components	20, 52, 53, 64, 65		
103-3	Evaluation of the management approach	52, 53, 64, 65		
GRI 203: Indirect Economic Impacts 2016				
203-1	Infrastructure investments and services supported	52, 53, 138 AR 2021: 58 et seq.		
203-2	Significant indirect economic impacts	64, 65		
Performance indicator	Average rent per m ²	9, 68		
Performance indicator	Average modernization cost allocation	20, 64, 68, 137		

Material topic: Governance and Compliance

GRI 205: Anti-corruption 2016

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GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	16, 92, 93		
103-2	The management approach and its components	20, 92, 93, 96		
103-3	Evaluation of the management approach	92, 93		
GRI 205: Anti-corruption 2016				
205-3	Confirmed incidents of corruption and actions taken	93, 139		

Material topic: Renewable Energies and Energy Mix

Material topic: Sustainable Construction and Refurbishment

GRI 302: Energy 2016

7, 8, 9

GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	16, 22, 34, 41, 42		
103-2	The management approach and its components	19, 22, 34, 41, 42		
103-3	Evaluation of the management approach	22, 34, 41, 42		

GRI Standard	Disclosures	Page in the Report	Omissions	UNGC Principle
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	39, 120, 125, 126, 127		
302-2	Energy consumption outside of the organization		We report energy consumption outside of the organization only in the form of emissions (Scope 3), see p. 128/129.	
302-3	Energy intensity	25, 31, 120, 125		
302-4	Reduction of energy consumption	34, 120		
302-5	Reductions in energy requirements of products and services	41, 42, 124, 125		
Performance indicator	Average primary energy requirement - new construction	41, 42, 43, 124		

Material topic: Reducing CO₂ in the Real Estate Portfolio/Energy-efficient Modernization

GRI 305: Emissions 2016

GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	16, 22, 25		
103-2	The management approach and its components	19, 22, 25		
103-3	Evaluation of the management approach	22, 25		
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	25, 128, 129		
305-2	Energy indirect (Scope 2) GHG emissions	25, 128, 129		
305-3	Other indirect (Scope 3) GHG emissions	25, 128, 129		
305-4	GHG emissions intensity	22, 25, 128, 129		
305-5	Reduction of GHG emissions	22, 25, 128, 129		

Material topic: Attractiveness as an Employer

GRI 401: Employment 2016

GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	16, 78, 79		
103-2	The management approach and its components	20, 78, 79		
103-3	Evaluation of the management approach	78, 79		
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	78, 79, 131		
401-3	Parental leave	78, 79, 133		
Performance indicator	Employee satisfaction	79		

Material topic: Approach to Diversity and Equal Opportunities

GRI 405: Diversity and Equal Opportunity 2016

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GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	16, 78, 84		
103-2	The management approach and its components	20, 78, 84		
103-3	Evaluation of the management approach	78, 84		
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	78, 84, 132, 135, 139		
405-2	Ratio of basic salary and remuneration of women to men	78, 84, 135		
Performance indicator	Proportion of women in management roles	78, 84, 135		

GRI Standard	Disclosures	Page in the Report	Omissions	UNGC Principle
Material Topics Not Covered by GRI Indicators But Material to Vonovia Under GRI Based on Materiality Analysis				
Material topic: Customer Satisfaction and Service Quality				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	16, 64, 73		
103-2	The management approach and its components	20, 64, 73, 74		
103-3	Evaluation of the management approach	64, 73		
Performance indicator	Customer Satisfaction Index (CSI)	73, 74, 75		
Material topic: Appeal on the Capital Market				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	16, 103, 104		
103-2	The management approach and its components	20, 103, 104		
103-3	Evaluation of the management approach	103, 104, 135		
Performance indicator	Performance in relevant ESG ratings	103, 104, 114 et seqq.		
Material topic: Needs-based Housing and Action in Relation to Demographic Change				
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	16, 64, 70		
103-2	The management approach and its components	20, 64, 70		
103-3	Evaluation of the management approach	64, 70		
Performance indicator	Proportion of accessible (partially) modernized newly rented apartments	70, 71, 72		

Other Topics

In the following section, we report on other topics that are important to us, but which are not material topics for Vonovia within the meaning of the GRI. With this step, we hope to further increase our reporting transparency.

GRI Standard	Disclosures	Page in the Report	Omissions	UNGC Principle
GRI 201: Economic Performance 2016				7
201-1	Direct economic value generated and distributed	AR 2021: 19 et seqq., 55 et seqq.		
201-2	Financial implications and other risks and opportunities due to climate change	11, AR 2021: 132 et seqq.		
GRI 204: Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	141		
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal proceedings for anti-competitive behavior	139		

GRI Standard	Disclosures	Page in the Report	Omissions	UNGC Principle
GRI 207: Tax 2019				
207-1	Approach to tax	92, 98		
207-2	Tax governance, control, and risk management	92, 98		
207-3	Stakeholder engagement and management of concerns related to tax	92, 98		
207-4	Country-by-country reporting	https://investoren.vonovia.de/en/corporate-governance/compliance-and-policies/taxes/		
GRI 303: Water and Effluents 2018				
303-5	Water consumption	38, 123, 125		
GRI 306: Effluents and Waste 2016				
306-2	Waste by type and disposal method	38, 123, 126		
GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	50, 142		
308-2	Negative environmental impacts in the supply chain and actions taken	50, 142		
GRI 403: Occupational Health and Safety 2018				
403-2	Hazard identification, risk assessment, and incident investigation	78, 88		
403-4	Worker participation, consultation, and communication on occupational health and safety	78, 88		
403-5	Worker training on occupational health and safety	78, 88		
403-6	Promotion of worker health	78, 88		
403-9	Work-related injuries	136		
403-10	Work-related ill health	136		
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	78, 85, 134		
404-3	Percentage of employees receiving regular performance and career development reviews	133		
GRI 406: Non-discrimination 2016 6				
406-1	Incidents of discrimination and corrective actions taken	60, 84, 139		
GRI 407: Freedom of Association and Collective Bargaining 2016 6				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Vonovia minimizes the risks associated with contractors in the area of labor law through its Business Partner Code	
GRI 413: Local Communities 2016 6				
413-1	Operations with local community engagement, impact assessments, and development programs	60, 137 et seq.		

GRI Standard	Disclosures	Page in the Report	Omissions	UNGC Principle
GRI 414: Supplier Social Assessment 2016				6
414-1	New suppliers that were screened using social criteria	92, 99, 142		
414-2	Negative social impacts in the supply chain and actions taken	92, 99, 142		
GRI 415: Public Policy 2016				
415-1	Political contributions	92, 100		
GRI 416: Customer Health and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	73, 140		

SASB Mapping Vonovia 2021

SASB Real Estate Standard

Energy Management

Accounting Metric	Category	Code	GRI Disclosure	References
Energy consumption data coverage as a percentage of total floor area, by property subsector	Quantitative	IF-RE-130a.1	N/A	See: Sustainability Report 2020, p. 104 et seqq., "About This Report" We show the coverage here for the corporate carbon footprint. It can also be seen analogously for energy consumption. More detailed information is provided in the EPRA Report: https://investoren.vonovia.de/en/vonovia-at-a-glance/esg/esg-publications-and-downloads/ . Vonovia does not disclose this metric for each property subsector
1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Quantitative	IF-RE-130a.2	302-1 302-2	We report for the entire portfolio. Missing coverage has been forecasted through projections. Therefore, the values in the following tables refer to the entire portfolio (100% coverage). Sustainability Report 2020, p. 108, table "Energy Consumption in the Portfolio" Vonovia does not disclose this metric for each property subsector
Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Quantitative	IF-RE-130a.3	302-1 302-2	The like-for-like disclosure is provided in our EPRA report: https://investoren.vonovia.de/en/vonovia-at-a-glance/esg/esg-publications-and-downloads/ Vonovia does not disclose this metric for each property subsector
Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Quantitative	IF-RE-130a.4	N/A	1) Sustainability Report 2020, p. 109, table "Energy Efficiency Standards by Energy End-use Efficiency Class" 2) not applicable
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Discussion and Analysis	IF-RE-130a.5	302-4	Sustainability Report 2020, p. 21 et seqq., chapter "Environment and Climate"

Water Management

Accounting metric	Category	Code	GRI Disclosure	References
Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with high or extremely high baseline water stress, by property subsector	Quantitative	IF-RE-140a.1	N/A	<p>1) Sustainability Report 2020, p. 109, table "Fresh Water Consumption in the Portfolio" and p. 104 et seqq., chapter "About This Report". See also EPRA report: https://investoren.vonovia.de/en/vonovia-at-a-glance/esg/esg-publications-and-downloads/. We report for the entire portfolio. Missing coverage has been forecasted through projections. Therefore, the values in the following tables refer to the entire portfolio (100% coverage).</p> <p>2) Vonovia's portfolio is based in Germany, Austria and Sweden. None of the assets are based in regions with high or extremely high baseline water stress. Therefore water consumption is not a material topic for Vonovia.</p>
(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with high or extremely high baseline water stress, by property subsector	Quantitative	IF-RE-140a.2	303-5 Water Consumption	<p>1) We report for the entire portfolio. Missing coverage has been forecasted through projections. Therefore, the values in the following tables refer to the entire portfolio (100% coverage). See: Sustainability Report 2020, p. 109, table "Fresh Water Consumption in the Portfolio"</p> <p>2) see above</p>
Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Quantitative	IF-RE-140a.3	303-5 Water Consumption	<p>The like-for-like disclosure is provided in our EPRA report: https://investoren.vonovia.de/en/vonovia-at-a-glance/esg/esg-publications-and-downloads/</p>
Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	IF-RE-140a.4	303-1	<p>The management approach regarding water consumption is provided on p. 36 Sustainability Report 2020.</p>

Management of Tenant Sustainability Impacts

Accounting metric	Category	Code	GRI Disclosure	References
(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area, by property subsector	Quantitative	IF-RE-410a.1	N/A	<p>1) We provide detailed information about our energy renovations, e.g. about the refurbishment rate: Sustainability Report 2020, p. 109, table "Refurbishment" and p. 124, table "Social Key Figures (in Germany)", KPI "Average modernization cost allocation"</p> <p>2) Sustainability Report 2020, p. 109, table "Refurbishment"</p>
Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	Quantitative	IF-RE-410a.2	N/A	<p>Vonovia does not disclose this metric.</p>
Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Discussion and Analysis	IF-RE-410a.3	N/A	<p>Sustainability Report 2020, p. 21 et seqq., chapter "Environment and climate" and p. 58 et seqq., chapter "Living at fair prices"</p>

Climate Change Adaptation

Accounting metric	Category	Code	GRI Disclosure	
Area of properties located in 100-year flood zones, by property subsector	Quantitative	IF-RE-450a.1	N/A	Vonovia does not disclose this metric (not material, see above IF-RE-140a.1 (2))
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Discussion and Analysis	IF-RE-450a.2	N/A	Sustainability Report 2020, p. 21 et seqq., chapter "Environment and climate" and p. 11 et seq., chapter "Implementation of the TCFD Recommendations" and p. 98 et seqq., chapter "Managing Opportunities and Risks" and Annual Report 2020, p. 124 et seqq., chapter "Opportunities and Risks"

Activity metrics

Accounting metric	Category	Code	GRI Disclosure	References
Number of assets, by property subsector	Quantitative	IF-RE-000.A	N/A	Sustainability Report 2020, p. 107, table "General Key Figures", and p. 8, "Vonovia in Figures" and Annual Report 2020, p. 73 et seqq., chapter "Portfolio in the Property Management Business" and p. 77 et seqq., chapter "Development Business"
Leasable floor area, by property subsector	Quantitative	IF-RE-000.B	N/A	Sustainability Report 2020, p. 107, table "General Key Figures", and p. 8, "Vonovia in Figures" and Annual Report 2020, p. 73 et seqq., chapter "Portfolio in the Property Management Business"
Percentage of indirectly managed assets, by property subsector	Quantitative	IF-RE-000.C	N/A	Annual Report 2020, p. 73 et seqq., chapter "Portfolio in the Property Management Business" Vonovia manages 74,021 residential units for other owners (15.1%).
Average occupancy rate, by property subsector	Quantitative	IF-RE-000.D	N/A	Annual Report 2020, p. 266, "EPRA Vacancy Rate"

Limited Assurance Report of the Independent Auditor Regarding Sustainability Information*

GRI 102-56

To the Management Board of Vonovia SE, Bochum

We have performed an independent limited assurance engagement on the sustainability information published in the report "Sustainability Report 2021" (further "Report") of Vonovia SE, Bochum, (further "Company") for the period from January 1 to December 31, 2021.

It was not part of our engagement to review the examples labelled with "Project" in each chapter and references to external websites and information sources, as well as future-related statements in the Sustainability Report.

Management's Responsibility

The legal representatives of the Company are responsible for the preparation of the Report and the determination and presentation of the sustainability information in accordance with the Reporting Criteria. Vonovia SE applies the principles and standard disclosures of the Standards of the Global Reporting Initiative (GRI) as Reporting Criteria.

This responsibility of the legal representatives includes the selection and application of appropriate methods to prepare the Report and the use of assumptions and estimates for individual disclosures which are reasonable under the given circumstances. Furthermore, the legal representatives are responsible for the internal controls they deem necessary for the preparation of Report that is free of - intended or unintended - material misstatements.

Practitioner's Responsibility

It is our responsibility to express a conclusion on the Report based on our work performed within a limited assurance engagement.

We conducted our work in the form of a limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information", published by IAASB.

Accordingly, we have to plan and perform the assurance engagement in such a way that we obtain limited assurance as to whether any matters have come to our attention that cause us to believe that the Sustainability Report of the Company for the period from January 1 to December 31, 2021 has not been prepared, in all material respects, in accordance with the Reporting Criteria.

We do not, however, issue a separate conclusion for each disclosure. As the assurance procedures performed in a limited assurance engagement are less comprehensive than in a reasonable assurance engagement, the level of assurance obtained is substantially lower. The choice of assurance procedures is subject to the auditor's own judgement.

* Our engagement applied to the German version of the Sustainability Report. This text is a translation of the Independent Assurance Report issued in German, whereas the German text is authoritative.

Within the scope of our engagement we performed, amongst others, the following procedures:

- > Inquiries of personnel who are responsible for the materiality analysis to get an understanding of the process for identifying material topics and respective report boundaries of Vonovia SE
- > A risk analysis, including a media research, to identify relevant information about sustainability performance of Vonovia SE in the reporting period
- > Reviewing the suitability of internally developed Reporting Criteria
- > Evaluation of the design and implementation of the systems and processes for determining, processing and monitoring of sustainability disclosures included in the scope of this engagement, including the consolidation of the data
- > Inquiries of personnel who are responsible for determining disclosures on concepts, due diligence processes, results and risks, the conduction of internal controls and consolidation of the disclosures
- > Evaluation of selected internal and external documents
- > Analytical evaluation of data and trends of quantitative disclosures which are reported by all sites at group level
- > Assessment of the overall presentation of the disclosures

In our opinion, we obtained sufficient and appropriate evidence for reaching a conclusion for the assurance engagement.

Independence and Quality Assurance on the Part of the Auditing Firm

In performing this engagement, we applied the legal provisions and professional pronouncements regarding independence and quality assurance, in particular the Professional Code for German Public Auditors and Chartered Accountants (in Germany) and the quality assurance standard of the German Institute of Public Auditors (Institut der Wirtschaftsprüfer, IDW) regarding quality assurance requirements in audit practice (IDW QS 1).

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the sustainability information in Sustainability Report 2021 of Vonovia SE for the period January 1 to December 31, 2021, has not been prepared, in all material respects, in accordance with the Reporting Criteria.

Restriction of Use/Clause on General Engagement Terms

This assurance report is issued for purposes of the Executive Board of Vonovia SE, Bochum, only. We assume no responsibility with regard to any third parties.

Our assignment for the Executive Board of Vonovia SE, Bochum, and professional liability as described above was governed by the General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) in the version dated January 1, 2017 (https://www.kpmg.de/bescheinigungen/lib/aab_english.pdf). By reading and using the information contained in this assurance report, each recipient confirms notice of the provisions contained therein including the limitation of our liability as stipulated in No. 9 and accepts the validity of the General Engagement Terms with respect to us.

Düsseldorf, April 27, 2022

KPMG AG

Wirtschaftsprüfungsgesellschaft

Original German version signed by

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Note

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The Sustainability Report can be found on the website at www.vonovia.de/en.

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