

VONOVIA SE

ESG Factbook 2023

VONOVIA

Contents

Sustainability

- 3 Foreword
- 4 Reporting Framework

Key Figures

- 6 Portfolio Description

- 7 Environment
 - 7 Greenhouse Gas Balance
 - 11 Energy (Consumption and Generation)
 - 14 New Construction and Conversions
 - 16 Water and Waste
 - 17 Biodiversity

- 18 Social
 - 18 Key Personnel Figures
 - 25 Occupational Health and Safety
 - 26 Social Key Figures

- 28 Governance
 - 28 Governance
 - 30 Portfolio Security
 - 31 Procurement Practices

Information

- 32 Independent Practitioner's Limited Assurance Report
- 34 Contact, Imprint

REFERENCES

→ to page(s) in the Report

🌐 to website

NOTE

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

Foreword

Dear readers,

As one of Europe's leading private residential real estate companies with a portfolio comprising almost 550,000 apartments in around 65,000 buildings and a fair value of almost € 84 billion, we are aware of our particular responsibility towards our shareholders, tenants and society at large.

Vonovia provides homes and quality of life in almost all of Germany's attractive cities and regions as well as in Austria and Sweden. We take this responsibility seriously and actively seek to find answers to pressing social issues on the housing front. We are committed to greater climate protection, create more senior-friendly apartments and foster community spirit in our neighborhoods. We also make a key contribution to building new apartments and our core business helps to support processes of social and ecological change.

Sustainability is thus a key component of our corporate strategy.

In order to provide transparent and comprehensive information on the progress we have made, and our performance, in the field of sustainability, we started publishing a separate annual Sustainability Report nine years ago.

Sustainability reporting has been subject to ongoing changes ever since. We are currently faced with more, and very far-reaching, changes as a result of the Corporate Sustainability Reporting Directive (CSRD). The Directive means that the Annual Report is increasingly becoming the focal point of reporting, and will also provide considerably more quantitative information going forward.

Back in 2023, we revamped our website and, alongside our customer website (www.vonovia.de available in German only), also created a Group website (www.vonovia.com). The latter provides us with a whole host of opportunities for presenting information that we used to report in the Sustainability Report on the website in a corporate context.

This prompted us to take the next step with our sustainability reporting and, instead of publishing a separate Sustainability Report, to present our sustainability strategy and all relevant sustainability topics on our [Group website](#).

We also started enhancing our climate reporting by publishing our answers in the context of the Carbon Disclosure Project Assessment (CDP Climate Change). Our EPRA and PAI reports, which you will also find under the [Investor Relations](#) section of our website, create additional transparency.

A key component of our new reporting approach remains extensive figures that are audited by an independent third-party body. This ESG Factbook sees us continue with our tradition of detailed and audited ESG reporting.

The ESG Factbook supplements the Annual Report and the information provided on our website. All of the tables in the ESG Factbook are available to be downloaded as Excel files to make them more practical to use and analyze. We have kept the structure of the table formats more or less the same to ensure continuity and comparability, so a lot of the tables will be familiar to you if you have used our sustainability reports in the past.

We hope that this information goes some way to providing you with the knowledge you have been looking for. If you have any further questions, my team and I will be happy to help.

Catrin Coners

Head of Sustainability/Strategy at Vonovia SE

Reporting Framework

Principles/Material Topics

Vonovia conducts regular materiality analyses to identify and validate the sustainability topics that are relevant to the company. The current requirements set out by the Global Reporting Initiative (GRI) and, from the 2024 financial year, the European Sustainability Reporting Standards (ESRS) provide the framework for this. As a result, Vonovia has been applying the concept of double materiality for some time now and takes both the outside-in and the inside-out perspective into account when selecting the key sustainability topics. The current materiality analysis can be consulted in the [2023 Annual Report](#). You can find further information on the materiality analysis on the [Group website](#).

The materiality analysis applies to the entire Group. The main sustainability topics resulting from our materiality analysis can be clustered into five areas for action:

- > Environment and climate
- > Society and contribution to urban development
- > Homes and customers
- > Corporate culture and employees
- > Sustainable governance and responsible business practices

We apply the structure of the three sustainability pillars – environment, social and governance (ESG), with the middle three areas for action being assigned to the social category. The ESG structure is also used in this ESG Factbook.

Reporting Framework

Vonovia's sustainability reporting in the Annual Report and in the ESG Factbook is based on the fiscal year and is published annually. The reporting period for this ESG Factbook relates to the 2023 fiscal year (January 1 to December 31, 2023), meaning that it picks up exactly where the [2022 Sustainability Report](#), which was published in April 2023, left off.

As a capital market-oriented company, Vonovia SE is also required to make statements in accordance with Sections 315b, 315c in conjunction with Sections 289c to 289e HGB (Non-financial Group Declaration). These necessary reporting requirements were implemented in the management report of the [2023 Annual Report](#), which was published on March 15, 2024.

For the definition of selected key figures, we are guided by the Universal Standards (as amended in 2021) of the Global Reporting Initiative (GRI). In preparation for the CSRD implementation that will be relevant for the 2024 fiscal year, we are already using some of the ESRS key indicator definitions in this ESG Factbook. Insofar as key figures are disclosed in orientation to GRI or ESRS, we refer to the corresponding standard in the table header.

Organizational Boundaries/Scope of Consolidation

The key figures presented in the ESG Factbook reflect Vonovia SE's activities in Germany, Austria (BUWOG AT) and Sweden (Victoriahem AB) and are based on the financial control approach. They include those companies presented in the [list of shareholdings](#) in the 2023 Annual Report that are also included in the consolidated financial statements. Entities with minority interests and apartments owned by third parties are not included.

Deutsche Wohnen SE, which has been part of the Vonovia Group since September 30, 2021, is fully integrated in the consolidated reporting. This excludes the Deutsche Wohnen SE subsidiaries allocated to the Care segment. This area has been classified by Vonovia SE as discontinued operations and consists of the care business and care properties. As of December 31, 2023, we employed a total of 3,825 people in care service or care home management. Care business operations are based on an independent system and process landscape, and 39 retirement and care homes are operated under the brands KATHARINENHOF and PFLEGEN & WOHNEN HAMBURG, 38 of which are owned by Deutsche Wohnen. There are also an additional 33 nursing care properties run by other agencies.

Due to the integration process that was implemented in 2022, many of the key figures reported for the 2022 fiscal year already include Deutsche Wohnen SE. We provide information on the status of the figures in the footnotes. The information presented for the 2021 fiscal year excludes Deutsche Wohnen. The definition of the scope of the ESG Factbook in terms of the consolidated companies is regularly reviewed and adjusted if necessary.

Coverage

Residential property is the primary asset class in Vonovia SE's real estate portfolio, accounting for 98.4%. With almost 65,000 buildings in the portfolio, reporting is aggregated at portfolio level.

Data aggregation is performed at the level of individual countries and the information is consolidated at this level and at overall Group level. The key reporting figures make a distinction between the core markets of Germany, Austria and Sweden.

The breakdown can be made at country level according to the rentable area or the number of employees (headcount):

Region	Rental space	Headcount
Coverage		
Germany	86.5%	92.3%
Austria	4.8%	3.1%
Sweden	8.6%	4.6%

For a detailed segment analysis of the portfolio, please refer to the section entitled [Portfolio Structure](#) in the 2023 Annual Report.

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

Underlying Data/Estimation Techniques

Due in particular to the decision to start switching individual key figures over to the upcoming European ESRS reporting format early on, it was once again the case in the reporting year that some key figures were adjusted in methodological terms, or changes were made to their presentation. This relates primarily to the structure of the greenhouse gas and energy consumption tables, the amount of waste in the portfolio and the occupational safety and gender pay gap tables. We explain the changes in the relevant table of key figures.

As far as possible and to the extent that the data is available at the required time, we use values that have actually been measured for our data analyses. Where data availability is restricted, we use generally recognized estimation techniques, for example in the area of tenant-related utility services, which are invoiced directly to tenants.

Energy certificate data forms the basis for calculating the portfolio's energy consumption and greenhouse gas emissions.

Third Party Assurance

Like the Non-financial Group Declaration in the Annual Report, the ESG Factbook was subjected to a [→ separate limited assurance audit](#) conducted by PwC GmbH Wirtschaftsprüfungsgesellschaft, Essen, in accordance with ISAE 3000. The Supervisory Board passed a corresponding resolution at its meeting on March 16, 2023 (see [Supervisory Board Report](#)). All references to content outside this ESG Factbook are considered additional information and are not covered by the business audit.

Key Figures

In the sections below, you will find selected key sustainability figures for our company. We have structured this information based on the three sustainability pillars: **E**(nvironment), **S**(ocial) and **G**(overnance). The table structure is based on the pattern that, for each of the past

three fiscal years (2021, 2022 and 2023), we report on a consolidated basis for the Group as a whole, also making distinctions at country level (Germany, Austria and Sweden) for the current 2023 reporting year.

Portfolio Description

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
General Key Figures ¹⁾							
Buildings ²⁾	number	51,003	64,529	64,165	61,064	1,505	1,596
Rented units	number	420,441	557,362	554,610	491,055	21,811	41,744
of which residential units	%	98.5	98.4	98.4	98.8	97.3	94.9
of which commercial units	%	1.5	1.6	1.6	1.2	2.7	5.1
Rentable area	m ²	27,422,827	35,712,539	35,523,724	30,739,002	1,719,036	3,065,685
of which residential area	%	96.4	96.3	96.3	97.0	90.7	92.2
of which commercial area	%	3.6	3.7	3.7	3.0	9.3	7.8
Portfolio by age category	number	413,967	548,524	545,919	485,074	21,216	39,629
of which built before 1939	%	12.0	19.4	19.5	21.4	8.2	1.8
of which built between 1940 and 1949	%	2.2	2.2	2.2	2.1	6.6	1.5
of which built between 1950 and 1959	%	25.7	22.9	22.9	25.1	6.0	5.9
of which built between 1960 and 1969	%	22.2	20.5	20.5	19.3	10.4	41.3
of which built between 1970 and 1979	%	19.7	17.0	17.0	15.3	11.7	40.8
of which built between 1980 and 1989	%	8.9	9.2	9.1	9.0	18.8	6.1
of which built between 1990 and 1999	%	7.5	7.0	7.0	6.8	19.2	2.0
of which built between 2000 and 2009	%	0.8	0.7	0.6	0.4	6.9	0.0
of which built between 2010 and 2019	%	0.6	0.5	0.5	0.3	7.3	0.2
of which built since 2020	%	0.5	0.7	0.6	0.4	4.8	0.5
Buildings listed as historical landmarks	number	4,461	8,779	8,678	8,656	22	0

1) Entire portfolio incl. listed buildings, excl. pure parking buildings. From 2022 incl. Deutsche Wohnen (excl. Care segment and SYNZIA).

2) Germany and Austria defined according to house elevations, in Sweden according to building bodies.

Environment

In the section below, you will find all of the key information on the “Environment & Climate” action area – broken down into key figures for the greenhouse gas balance, energy (consumption and generation), new construction and conversions, water and waste, and biodiversity.

You can find more detailed information on our management approaches and strategic focus with regard to the individual topics in our [Annual Report](#) and on our [website](#).

Greenhouse Gas Balance

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Greenhouse Gas Balance ¹⁾					ESRS E1-6 & GRI 305-1, 305-2, 305-3, 305-4, 305-5		
Emissions Scope 1+2+3							
Total portfolio + business operations location-based	t CO ₂ e	1,395,288	1,839,803	1,742,702	1,593,769	97,680	51,252
of which issues portfolio	t CO ₂ e	1,300,650	1,678,670	1,637,500	1,518,026	72,026	47,448
of which emissions from business operations	t CO ₂ e	94,638	161,133	105,202	75,743	25,655	3,805
Total portfolio + business operations market-based	t CO ₂ e	1,371,551	1,773,162	1,670,346	1,529,323	97,561	43,463
of which issues portfolio	t CO ₂ e	1,282,895	1,619,226	1,570,723	1,459,039	72,026	39,658
of which emissions from business operations	t CO ₂ e	88,657	153,936	99,623	70,284	25,535	3,805
Intensities							
Emissions portfolio per rental space ²⁾	kg CO ₂ e/m ²	36.1	31.5	30.0	31.7	35.6	10.1
Portfolio emissions per € million Rental segment revenue ²⁾	t CO ₂ e/in € million	385	353	327	349	503	91
Total emissions per € million Total segment revenue (location-based)	t CO ₂ e/in € million	267	331	338	352	351	150
Total issues per € million Total segment revenue (market-based)	t CO ₂ e/in € million	263	319	324	338	350	127
Emissions Scope 1+2							
Total portfolio + business operations	t CO ₂ e	878,003	909,438	835,122	768,007	38,040	29,075
of which emissions portfolio	t CO ₂ e	850,106	880,370	808,374	742,003	37,838	28,533
of which emissions from business operations	t CO ₂ e	27,897	29,068	26,748	26,003	202	542
Scope 1 (Direct Emissions)							
Total portfolio + business operations	t CO ₂ e	468,980	547,110	508,284	488,599	19,199	486
Scope 1 Portfolio							
Combustion processes of stationary plants	t CO ₂ e	448,790	526,253	487,711	468,590	19,121	0
of which heat natural gas (ME)	%	88.6	92.0	93.2	93.9	78.0	-
of which heat fuel oil (ME)	%	9.4	7.0	5.8	5.3	19.7	-
of which heat coal (ME)	%	2.0	1.0	0.9	0.9	0.8	-
of which biomass (ME)	%	0.0	0.0	0.1	0.0	1.5	-
Scope 1 Business Operations							
Combustion processes of business operations	t CO ₂ e	20,190	20,857	20,573	20,010	77	486
of which mobile plants	%	94.5	92.8	94.2	94.2	57.1	100.0
of which stationary plants	%	5.5	7.2	5.8	5.8	42.9	0.0

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Scope 2 (Indirect Emissions from Energy Purchases)³⁾							
Total portfolio + business operations location-based	t CO ₂ e	426,778	421,772	393,615	338,395	18,842	36,379
Total portfolio + business operations market-based	t CO ₂ e	403,041	355,132	321,259	273,948	18,842	28,589
Scope 2 Portfolio							
Energy supply location-based⁴⁾	t CO ₂ e	419,071	413,561	387,440	332,401	18,716	36,322
of which district heating (ME)	%	94.0	86.3	88.0	88.9	79.7	84.1
of which heat electricity (ME)	%	4.0	3.7	3.0	2.4	14.7	2.7
of which electricity (common areas) ⁵⁾	%	2.0	10.0	8.9	8.6	5.7	13.2
Energy supply market-based⁴⁾	t CO ₂ e	401,316	354,117	320,663	273,414	18,716	28,533
of which district heating (ME)	%	93.8	92.9	94.2	96.7	79.7	79.7
of which heat electricity (ME)	%	4.2	4.3	3.7	3.0	14.7	3.4
of which electricity (common areas) ⁵⁾	%	2.0	2.8	2.1	0.3	5.7	16.9
Scope 2 Business Operations							
Energy supply location-based	t CO ₂ e	7,707	8,211	6,175	5,993	125	56
of which electricity	%	49.8	70.9	69.5	69.3	61.8	100.0
of which district heating	%	50.2	29.1	30.5	30.7	38.2	0.0
Energy supply market-based⁶⁾	t CO ₂ e	1,726	1,015	596	534	5	56
of which electricity	%	100.0	100.0	100.0	100.0	100.0	100.0
of which district heating	%	-	-	-	-	-	-
Scope 3 (Other Indirect Emissions)							
Total portfolio + business operations	t CO ₂ e	499,530	870,920	840,804	766,775	59,640	14,388
3.2 Emissions from capital goods⁷⁾	t CO ₂ e	61,729	125,354	72,361	43,987	25,307	3,067
3.3 Fuel and energy-related emissions (not Scope 1+2)⁸⁾	t CO ₂ e	109,543	223,795	210,026	192,906	14,500	2,620
Portfolio	t CO ₂ e	105,240	217,950	204,800	187,838	14,445	2,516
Business operations	t CO ₂ e	4,304	5,845	5,226	5,068	55	104
3.6 Business trips	t CO ₂ e	709	866	867	685	91	91
3.13. Downstream leased assets	t CO ₂ e	327,549	520,906	557,549	529,197	19,742	8,609
Downstream leased assets WEG ⁹⁾	t CO ₂ e	33,596	26,915	52,275	43,414	8,861	0
Household electricity	t CO ₂ e	293,953	493,991	505,274	485,784	10,881	8,609

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

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

- 1) From 2022 incl. Deutsche Wohnen (excl. Care segment and SYNVIA).
- 2) Excl. emissions from capital goods (Scope 3.2) and household electricity.
- 3) 2021 without separate disclosure of upstream chain in energy supply.
- 4) Calculation using utility-specific emission factors (market-based) if available in qualified form. Otherwise, use of location-specific emission factors (location-based).
- 5) For the Germany region, all volumes traded via VESG using 100% green electricity guarantee of origin, cleared via the Federal Environment Agency's register of guarantees of origin.
- 6) For locations in the Austria region: 100% green electricity. Calculation using utility-specific emission factors (market-based) if available in qualified form. Otherwise, use of location-specific emission factors (location-based).
- 7) Of which 100% from emissions caused by new construction/development.
- 8) Increase in 2022 compared to previous years due to separate reporting of upstream chain for energy supply (Scope 2). Includes fuel- and energy-related emissions of the entire portfolio (incl. WEG share), in each case stationary combustion.
- 9) Rental units that belong to a residential property owners' association (WEG) in which Vonovia has an ownership interest of ≤ 50 % in the building (no full operational control). There are no proportional ownership rights in the Sweden region.

Notes on the Greenhouse Gas Emissions

This greenhouse gas balance (GHG balance) was prepared on the basis of the standards of the Greenhouse Gas Protocol (GHG Protocol Corporate Standard and Corporate Value Chain (Scope 3) Standard, the internationally recognized standards for calculating greenhouse gas emissions. The recommendations set out in the guidance issued by the Federal Association of German Housing and Real Estate Enterprise Registered Associations (GdW), "Arbeitshilfe 85 (CO₂ Monitoring)", and the recommendations published by the Wohnen 2050 housing initiative (IW2050), have also been taken into account. The scope of consolidation relevant to Vonovia's greenhouse gas balance matches that of the other environmental indicators in this ESG Factbook. GHG emissions were calculated in carbon dioxide equivalents (CO₂e), the standardized unit to measure the relative contributions to the greenhouse effect of the greenhouse gases CO₂, CH₄, N₂O, SF₆, HFCs and PFCs regulated by the Kyoto Protocol.

The calculation of GHG emissions in the portfolio is conducted according to the financial control approach. Emissions produced as a result of portfolio operations over which Vonovia has full control are disclosed under Scope 1 and Scope 2 emissions. For the part of the portfolio, in which the company holds a minority interest, the carbon emission figures are reported under Scope 3.

As actual measured values for the relevant reporting year are not available at the required time, we calculate the emissions on the basis of the valid energy certificates of the individual buildings. The energy consumption of those buildings that do not have energy certificates is extrapolated based on the age of the building and corresponding average values based on the rest of the portfolio.

To calculate the emissions from the combustion of fossil fuels and location-based emissions in Scopes 1, 2 and 3.3, the CO₂e factors from version 5.1 of the GEMIS (Global Emission Model for Integrated Systems) database were used. GEMIS 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 and raw material extraction to effective energy and material provision, and also includes the auxiliary energy and cost of materials to produce energy plants and transport systems.

In order to calculate market-based emissions, the specific emission factors of the energy suppliers were used where this data was available. With regard to the purchase of district heating from combined heat and power (CHP) plants, we use emission factors based on the Carnot allocation method, as this allows for more realistic allocation of

emissions to heat or electricity in physical terms. If no specific emission factors were available, the corresponding location-based factor was used. If other emission factors are applied in individual cases, this is indicated accordingly.

Explanatory information on the scopes included in the GHG balance:

Scope 1 – Direct emissions: GHG emissions from stationary combustion for heating and warm water, as well as mobile combustion (vehicles owned by the company).

Scope 2 – Indirect emissions from energy purchases: GHG emissions from the generation of (general) electricity, local and district heating for heating and warm water. When calculating the GHG emissions, we have changed the emission factor for district heating from combined heat and power (CHP) plants from the energy-based allocation method to the Carnot allocation method with effect from the Sustainability Report 2022. Accordingly, the values for 2021 are not directly comparable with those of the subsequent years.

Scope 3 – Indirect emissions in the upstream and downstream value chain (where these are identified as material and can be calculated):

> Scope 3.2 Capital goods: GHG emissions from the production of building and other materials used for the new buildings completed in the fiscal year in question. The GHG emissions are calculated using emission factors based on the building construction method as prepared by external experts as part of a comprehensive life cycle assessment for a model home. In previous years, these emissions were reported as Scope 3.1 emissions. Starting in the 2023 fiscal year, we adjusted this in accordance with the GHG Protocol and switched to reporting them as Scope 3.2 emissions.

> Scope 3.3 Fuel and energy-related emissions (not Scope 1+2): GHG emissions from the upstream chain of energy sources not reported as Scope 1 or Scope 2 emissions (e.g., for the extraction and transportation of fuels or the production and transportation of electricity and district heating) – both for the wholly owned real estate portfolio and for apartments managed on behalf of third parties (their Scope 1 and 2 emissions are reported as Scope 3.13 emissions).

> Scope 3.6 Business travel: GHG emissions from business trips billed to the company. To calculate Scope 3 emissions from business rail travel, we used emission factors taken from Deutsche Bahn and Österreichische Bundesbahnen. Business travel and transport were also reported for

Sweden for the first time in 2021. The emission factors from external travel agencies were applied for flights.

> Scope 3.13 Downstream leased assets: GHG emissions generated from household electricity used by tenants in their homes for electrical appliances (excluding general electricity or electricity required for heat and warm water). The corresponding electricity consumption is estimated based on a method developed at sector level, since real data is not available to the landlord. The national emission factor for electricity is used to calculate emissions (location-based). In addition, GHG emissions result from the supply of heating and warm water to rental units that belong to a residential property owners' association (WEG).

Vonovia will expand its GHG balance on an ongoing basis to include further material Scope 3 categories and include them in its reporting in the future.

Energy (Consumption and Generation)

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Energy Consumption					ESRS E1-5 & GRI 302-1; 302-2; 302-3		
Energy Consumption total (portfolio and business operations)¹⁾	MWh	4,554,997	5,630,199	5,410,626	4,566,592	286,349	557,685
	MWh	101,455	602,364	569,977	265,024	77,187	227,767
of which from renewable sources	%	2.2	10.7	10.5	5.8	27.0	40.8
	MWh	4,453,542	5,027,835	4,840,649	4,301,568	209,163	329,918
of which from non-renewable sources	%	97.8	89.3	89.5	94.2	73.0	59.2
	MWh	22,419	25,644	18,335	6,030	5	21,642
of which from nuclear power	%	0.5	0.5	0.3	0.1	0.0	3.9
Energy consumption in the portfolio²⁾	MWh	4,447,794	5,516,630	5,306,397	4,465,482	285,255	555,659
of which from renewable sources	%	2.1	10.7	10.6	5.8	26.9	41.0
Energy consumption in business operations	MWh	107,203	113,569	104,229	101,109	1,094	2,026
of which from renewable sources	%	7.0	10.1	8.3	8.0	37.1	7.7
Energy intensities							
Energy intensity of rentable area: portfolio	kWh/m ²	162.2	154.5	149.4	145.3	165.9	181.3
Energy intensity per € million segment revenue total	MWh/ in € million	873	1,011	1,050	1,008	1,028	1,633
Heating Consumption							
Heating consumption total (portfolio and business operations)	MWh	4,346,618	5,387,803	5,195,137	4,420,376	279,947	494,814
of which from renewable sources	%	0.0	8.7	8.8	4.4	25.7	38.4
Heating consumption in the portfolio³⁾	MWh	4,325,611	5,365,043	5,177,135	4,402,973	279,420	494,742
Natural gas	MWh	2,034,751	2,507,943	2,446,243	2,345,386	100,857	0
District heating	MWh	2,015,140	2,620,895	2,540,912	1,924,070	134,363	482,479
of which from renewable sources ⁴⁾	%	0.0	17.8	15.9	7.8	52.0	37.9
Heating oil	MWh	167,659	148,415	116,713	99,792	16,921	0
Electricity (incl. heat pumps)	MWh	67,541	55,785	51,058	19,790	19,005	12,263
of which from renewable sources	%	63.5	63.6	64.9	48.9	83.7	61.4
of which from nuclear power	%	11.2	11.6	9.7	6.6	0.0	29.5
Coal	MWh	26,817	14,737	12,544	11,691	852	0
Other (biomass, solar thermal)	MWh	13,703	17,269	9,665	2,244	7,421	0
Heating consumption in business operations	MWh	21,006	22,760	18,002	17,403	527	72
of which natural gas	MWh	5,550	7,466	5,953	5,788	165	0
of which district heating	MWh	15,293	15,183	11,977	11,615	362	0
of which electricity (heat pumps)	MWh	164	110	72	0	0	72

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Electricity Consumption (excl. Heat Supply)							
Electricity consumption total	MWh	132,489	165,508	138,920	71,578	6,244	61,098
Share of electricity consumption from renewable energy	%	76.5	79.7	80.9	97.2	84.8	61.4
Electricity consumption in communal area	MWh	122,182	151,587	129,262	62,509	5,836	60,917
of which from renewable sources ⁵⁾	%	76.9	79.6	80.3	98.3	83.7	61.4
Electricity consumption in business operations incl. vehicle fleet	MWh	10,307	13,921	9,658	9,069	408	181
Share of electricity consumption from renewable energy	%	72.3	81.9	89.0	89.1	99.5	61.4

Additional Energy Consumption (Vehicle Fleet)							
Combustion processes in business operations⁶⁾	MWh	75,890	76,888	76,569	74,638	158	1,773

- 1) From 2022 incl. Deutsche Wohnen (excl. Care segment and SYNVIA).
- 2) Composed of electricity consumption in the communal areas of the portfolio and total heat consumption in the portfolio (according to energy performance certificates, calculated for residential and communal areas).
- 3) When calculating the thermal energy used, the rental areas were extrapolated to the total building area in accordance with GEG 2020 Section 82 (2) using a 20% surcharge for the communal areas. However, the denominator of this key figure remains the rental space excluding communal areas. Renewable energy electricity in each case location-based.
- 4) Renewable energy district heating Germany and Sweden based on data from the respective district heating suppliers (market-based approach), for Austria location-based approach based on data from the Federal Ministry for Climate Protection (BMK).
- 5) Calculation based on the share of renewable energy in the Swedish electricity mix according to the Swedish Energy Agency, in the Austrian electricity mix according to the E-Control 2021 electricity labeling report (location-based approach in each case). For the German region, all quantities traded via VESG using the 100% green electricity guarantee of origin, deleted via the Federal Environment Agency's register of guarantees of origin.
- 6) Mobile combustion only (vehicle fleet) – diesel, gasoline, gas.

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Energy Efficiency Standards by Energy End-use Efficiency Class¹⁾							
Rental area	m ²	27,422,827	35,711,977	35,515,118	30,737,283	1,719,036	3,058,798
of which x <= 30 kWh/m ² (EPC A+)	%	0.1	0.1	0.2	0.1	0.9	0.0
of which 30 < x <= 50 kWh/m ² (EPC A)	%	1.0	1.1	1.2	1.1	3.8	0.1
of which 50 < x <= 75 kWh/m ² (EPC B)	%	9.5	10.5	11.6	12.5	13.0	1.1
of which 75 < x <= 100 kWh/m ² (EPC C)	%	20.5	21.5	23.2	25.2	14.6	8.2
of which 100 < x <= 130 kWh/m ² (EPC D)	%	23.9	25.6	26.7	26.3	17.3	36.1
of which 130 < x <= 160 kWh/m ² (EPC E)	%	18.1	18.9	18.4	17.2	7.7	36.0
of which 160 < x <= 200 kWh/m ² (EPC F)	%	10.1	10.4	9.2	8.6	7.4	17.0
of which 200 < x <= 250 kWh/m ² (EPC G)	%	4.4	3.3	2.6	2.6	6.8	0.5
of which x > 250 kWh/m ² (EPC H)	%	2.7	1.8	1.3	1.1	7.7	0.2
of which not disclosed	%	9.6	6.9	5.6	5.2	20.8	0.8

- 1) Existing buildings incl. listed buildings excl. buildings used purely for parking. Specification of energy efficiency classes (e.g. EPC A+) for all buildings according to German categorization. No like-for-like consideration, so the change is also influenced by acquisitions. From 2022 incl. Deutsche Wohnen (excl. Care segment and SYNVIA).

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Renewable Energy Generation							
Energy generated ¹⁾	MWh	12,838	16,108	16,843	15,977	88	778
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	16.8	19.3	53.1	52.0	0.1	1.0
Portfolio	number	451	533	1,353	1,315	7	31
Avoided emissions ³⁾	t CO ₂ e	8,343	10,551	11,095	11,024	20	51

- 1) Photovoltaic systems owned by Vonovia as of December 31; electricity generation only. From 2022 incl. Deutsche Wohnen (excl. Care segment and SYNVIA).
- 2) The proportional increase in the number of plants and installed capacity can deviate from the energy generated, as the number of plants also includes plants that have already been built and will not be connected to the grid until the following year.
- 3) Theoretical annual emissions avoidance from energy generated by means of photovoltaic systems and fed into the general power grid. Calculated with emission factor for Electricity displacement mix PV, source: Federal Environment Agency (for Germany). Comparability with previous years is limited due to differences in emission factors per kWh of electricity over time.

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Energy Sales ¹⁾							
Total electricity sold	MWh	87,730	93,011	110,954	110,954	0	0
of which to rentable areas ²⁾	MWh	39,794	51,080	51,870	51,870	0	0
of which general electricity ³⁾	MWh	47,936	41,931	59,084	59,084	0	0
Share of electricity from renewable energy sources ⁴⁾	%	100.0	100.0	100.0	100.0	-	-
Avoided emissions ⁵⁾	t CO ₂ e	38,426	45,114	55,294	55,294	0	0
Total gas sold ⁶⁾	MWh	1,208,240	1,114,788	1,062,616	1,062,616	0	0

- 1) Reporting of electricity and gas sales based on revenue projections.
- 2) Electricity sold by VESG for private use by tenants.
- 3) Electricity sold by VESG for the common areas of the portfolio.
- 4) 100% green electricity by means of a guarantee of origin, deleted via the Federal Environment Agency's register of guarantees of origin.
- 5) Reference value: Emissions for the volume of electricity purchased on the market, balanced according to the German electricity mix. Fully greened using guarantees of origin; for electricity from PV, calculation using displacement flow emission factor. Reference value in each case incl. emissions from the upstream chain (Scope 3.3).
- 6) Gas sold to tenants by VESG; in order to remain cost-neutral for tenants, Vonovia has decided not to acquire proof of origin for green gas.

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Mobile Combustion in Business Operations ¹⁾							
Fuel consumption	MWh	75,893	76,888	76,902	74,854	171	1,877
of which diesel	MWh	71,475	71,526	70,714	69,602	15	1,097
of which gasoline	MWh	4,415	5,362	5,855	5,036	143	676
of which electrical	MWh	7	89	333	216	13	104
Vehicles (yearly average)	number	5,746	6,065	6,081	5,795	31	255
Distance traveled ²⁾	million km	91.5	97.6	99.4	95.3	0.6	3.4
Average fuel consumption ³⁾	liters/100 km	8.3	8.0	7.9	8.0	6.4	5.4
Average emissions	gCO ₂ e/km	253	241	236	240	91	172

- 1) Only the energy consumption of the vehicle fleet was taken into account. From 2022, all key figures incl. Deutsche Wohnen (excl. Care segment and SYNVIA).
- 2) Incl. mileage of purely electric vehicles.
- 3) Excl. distances traveled and energy consumed by electric vehicles.

New Construction and Conversions

Completion of New Construction

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
General Project Data ¹⁾							
Rented units	number	2,201	3,776	2,459	1,618	667	174
Rentable area	m ²	153,651	266,504	166,284	116,812	41,896	7,576
of which residential area	%	98.8	96.4	94.6	95.1	92.3	100.0
of which commercial area	%	0.5	2.8	3.4	2.1	7.7	0.0
of which social institutions ²⁾	%	0.7	0.9	1.9	2.7	0.0	0.0
Site area	m ²	119,995	166,379	117,812	91,250	22,337	4,225
of which green spaces	%	29.7	21.6	36.8	42.8	17.8	6.9
Expenses new construction	in € million	526.6	607.1	291.2	268.9	17.4	4.9

Energy and Heat Supply							
							304-2
Rentable area not including vertical expansion	m ²	134,669	240,998	154,646	105,697	42,896	7,053
of which district heating ³⁾	%	50.7	59.6	71.5	77.2	52.2	100.0
of which renewable energy sources/ hybrid systems ⁴⁾	%	19.5	14.6	21.1	11.9	47.8	0.0
of which fossil energy sources ⁵⁾	%	29.8	25.7	7.4	10.8	0.0	0.0
of which primary energy requirement of ≤30 kWh/m ² a	%	35.9	41.8	61.4	69.2	52.2	0.0
of which primary energy requirement of >30 and ≤50 kWh/m ² a	%	45.5	38.6	31.4	27.0	47.8	0.0
of which primary energy requirement of >50 and ≤75 kWh/m ² a ⁶⁾	%	9.9	12.2	5.8	1.8	0.0	100.0
of which primary energy requirement of >75 kWh/m ² a	%	8.6	7.4	1.4	2.0	0.0	0.0
Average primary energy requirement ⁷⁾	kWh/m ² a	38.6	37.7	25.3	24.1	20.9	66.9
Share with building certification ⁸⁾	%	0.0	38.3	16.0	10.3	33.2	0.0
Installed output of photovoltaic systems	kWp	255	825	361	197	113	51

Mobility ⁹⁾							
Proportion of projects featuring charging stations ¹⁰⁾	%	29.6	38.6	30.0	10.6	100.0	100.0
Proportion of projects featuring empty cable conduits for charging stations	%	25.9	63.6	28.3	23.4	36.4	100.0
Number of bicycle parking spaces per rented unit	Avg.	1.7	2.2	1.5	1.7	1.0	1.7
Number of vehicle parking spaces per rented unit	Avg.	0.6	0.8	0.7	0.7	0.7	0.6
Minutes to reach the nearest public transport connection on foot	Avg.	3.9	4.2	3.5	3.8	3.1	2.4

1) From 2022 incl. Deutsche Wohnen (excl. Care segment and SYNVA).

2) Category includes kindergartens, schools, homes and similar institutions.

3) Separate presentation, as both renewable and fossil energy sources can be used in district heating supply.

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)).

5) Fossil energy sources: natural gas, crude oil, non-renewably generated electricity.

6) New construction projects in Germany relate exclusively to commercial and social facilities.

7) Based on completed living space without extensions and without purely commercial buildings (analogous to Sustainability Performance Index indicator).

8) DGNB Silver to Platinum for Germany, ÖGNI Bronze to Platinum or KlimaAktiv-Pakt Bronze to Gold in Austria.

9) Calculated exclusively on the basis of completed projects without taking into account vertical expansion.

10) Charging stations can be publicly accessible or assigned to a private parking space.

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Refurbishment							
Modernized buildings ¹⁾	number	1,070	818	818	583	10	225 ²⁾
Modernized rented units ¹⁾	number	9,398	7,088	7,759	5,674	168	1,917 ²⁾
avoided emissions due to modernization ³⁾	t CO ₂ e	8,529	6,868	4,586	4,347	89	150 ²⁾
Modernized rentable area ¹⁾	million m ²	0.57	0.43	0.48	0.33	0.01	0.14 ²⁾
Rented units with upgraded heating systems ¹⁾	number	4,542	3,376	934	494	329	111 ²⁾
avoided emissions due to upgraded heating systems ³⁾	t CO ₂ e	2,883	1,943	697	471	207	19 ²⁾
Refurbishment rate ¹⁾	%	2.2	1.7	1.4	1.2	0.8	4.6 ²⁾
Investment in the portfolio ⁴⁾	in € million	1,425.0	1,693.6	1,193.3	1,011.8	54.5	126.9
Investment intensity	€/m ² /a	53.8	49.1	34.7	33.8	34.5	45.0
of which expenses for maintenance	in € million	666.4	856.2	722.5	607.4	51.7	63.4
Maintenance intensity	€/m ² /a	25.2	24.8	21.0	20.3	32.8	22.4
of which expenses Modernization	in € million	758.6	837.4	470.8	404.4	2.8	63.6
Modernization intensity	€/m ² /a	28.7	24.3	13.7	13.5	1.7	22.5

- 1) From 2023 incl. Deutsche Wohnen (excl. Care segment and SYNZIA). Retroactive conversion of modernizations in Germany from the program year to the year of completion.
- 2) As in the previous years, refurbishments and modernizations with a total investment sum of more than € 500 per square meter of rental space per business unit were taken into account for the Sweden region.
- 3) 2021 and 2022 excl. Austria and Sweden.
- 4) All following investments and intensities only from 2022 incl. Deutsche Wohnen (excl. Care segment and SYNZIA).

Water and Waste

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Water Consumption					ESRS E3-4 & GRI 303-5		
Portfolio ¹⁾							
Water consumption	million m ³	33.7	42.2	44.4	36.9	2.5	5.1
Water intensity	m ³ /m ²	1.23	1.18	1.25	1.20	1.43	1.67
Business Operations ¹⁾							
Water consumption ²⁾	m ³	67,407	48,071	47,963	46,796	794	372
Water intensity ²⁾	m ³ /m ²	0.33	0.18	0.20	0.21	0.08	0.18

- 1) From 2022 incl. Deutsche Wohnen (excl. Care segment and SYNIVIA).
 2) Partially limited comparability due to delayed availability of actual data. Water consumption of office locations in Austria based on extrapolations from the previous year.

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Waste Volume					ESRS E5-5 & GRI 306-3		
Portfolio ¹⁾							
Waste volume	t	307,010	403,096	371,485	322,987	21,782	26,716
of which residual waste	%	37.2	37.0	40.0	37.3	36.1	75.4 ²⁾
of which waste paper	%	14.9	14.9	14.3	14.8	15.7	7.0
of which recycling ³⁾	%	19.9	19.0	18.3	19.0	20.2	7.7
of which organic waste	%	27.9	29.2	27.5	28.9	28.0	9.9
Recycling ratio ⁴⁾	%	62.8	63.0	60.0	62.7	63.9	24.6
Business Operations ⁵⁾							
Total volume of commercial municipal waste	t	667.2	860.7	835.5	711.7	123.8	-
of which recycled commercial municipal waste	%	35.6	35.6	40.4	43.1	25.3	-
of which residual commercial municipal waste	%	64.4	64.4	59.6	56.9	74.7	-
Other waste ⁶⁾	t	29.0	9.7	12.4	0.7	11.8	-

- 1) From 2022 incl. Deutsche Wohnen (excl. Care segment and SYNIVIA); restatement of 2021 and 2022 figures for Germany due to change in methodology in 2023: Calculation from 2022 onwards based on statistical data from Destatis.
 2) Reflects residual waste incl. bulky waste and incineration for energy generation.
 3) Region Germany and Austria: Glass, packaging, metals, wood, plastics, textiles. Region Sweden: Material from recycling centers and packaging waste.
 4) 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.
 5) From 2022 incl. Deutsche Wohnen (excl. Care segment and SYNIVIA). No survey for the Sweden region to date.
 6) Other waste includes bulky waste, wood, iron and steel.

Biodiversity

Key Figures	Unit	2021	2022	2023
Green Spaces (in Germany) ¹⁾				
Green areas ²⁾	m ²	18,586,918	18,392,150	24,290,305
of which lawns	%	76.8	77.2	75.0
of which hedges	%	1.4	1.5	1.8
of which copses	%	21.7	21.3	23.2
Degree of sealing of the properties ³⁾	%	43.1	44.2	45.7
Trees on the property	number	214,890	211,028	263,190
Average crown diameter	m	7	7.2	7.2
Proportion of climate resilient trees ⁴⁾	%	40.2	40.9	38.5
Playgrounds	number	1,280	1,478	1,972

1) 2021 and 2022 excl. Deutsche Wohnen, 2023 incl. Deutsche Wohnen (excl. Care Segment).

2) Excluding green roofs and facades; excluding areas under tenant care (e.g. tenant gardens).

3) Definition of degree of sealing: Covering of the earth's surface with impermeable materials in relation to the area of the property.

4) Climate-resilient woody species based on designation in the product manual, e.g. field maple, hornbeam or Turkish hazel.

Social

The selected indicators presented under Social include personnel indicators, occupational safety data and indicators covering social issues. You can find more detailed content in the sections [Employee Issues](#) and [Social Issues](#) in the Non-financial Group Declaration in the Annual Report, as well as on our website under [Corporate Culture and Employees](#), [Housing and Customers](#) and [Society and Contribution to Urban Development](#).

As far as the number of employees is concerned, the scope of consolidation has been limited for reasons related to the system: The key figures do not include the 52 employees who worked for the four SYN VIA companies in 2023 or the nursing care employees.

Key Personnel Figures

Key Figures	2021		2022		2023		2023 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden

Employees by Employment Contract and Gender							ESRS S1-6 & GRI 2-7, 2-8		
Total headcount ^{1) 2) 3)}	10,768		12,063		11,925		11,003	375	547
of which female	2,764	25.7	3,404	28.2	3,455	29.0	3,039	248	168
Full-time equivalents	10,305		11,530		11,384		10,536	334	515
of which female	2,492	24.2	3,088	26.8	3,137	27.6	2,765	215	157
Employees with temporary contracts	919		883		1,233		1,133	1	99
of which female	330		325		387		364	1	22
Employees with permanent contracts	9,849	91.5	11,180	92.7	10,692	89.7	9,870	374	448
of which female	2,434		3,079		3,068		2,675	247	146
Temporary workers	182	1.7	104	0.9	64	0.5	37	0	27
of which female	63		55		29		20	0	9

1) Germany: Total number of employees by headcount, incl. Deutsche Wohnen (excl. the Care segment and SYN VIA). The Care segment comprises a further 3,825 employees and 385 apprentices - 52 employees are accounted for SYN VIA.

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	2023 by Country											
	2021		2022		2023		Germany		Austria		Sweden	
	number	in %	number	in %	number	in %	number	in %	number	in %	number	in %
Number of Permanent Employees by Type of Employment and Gender												
ESRS S1-6 & GRI 2-7, 2-8												
Full-time employees ¹⁾	9,617		10,686		10,455		9,701		262		492	
of which female	2,009		2,473		2,490		2,189		155		146	
Part-time employees ^{1) 2)}	1,151		1,377		1,470		1,302		113		55	
of which female	755		931		965		850		93		22	
Proportion of part-time employees ³⁾		9.7		11.4		12.3		11.8		30.1		10.1
of which female		65.5		67.6		65.6		65.3		82.3		40.0
of which male		34.5		32.4		34.4		34.7		17.7		60.0
Marginal employees ²⁾	179		184		178		173		5		0	
of which female	71	36.3	60	32.6	58	32.6	55		3		0	

- 1) Germany: Total number of employees by headcount, incl. Deutsche Wohnen (excl. the Care segment and SYNIVIA). The Care segment comprises a further 3,825 employees and 385 apprentices - 52 employees are accounted for SYNIVIA. 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	2023 by Country											
	2021		2022		2023		Germany		Austria		Sweden	
	number	in %	number	in %	number	in %	number	number	number	number	number	
Personnel Turnover												
ESRS S1-6 & GRI 2-7, 401-1												
Newly hired employees ¹⁾	1,907	17.7	2,099	17.4	1,993	16.7	1,780	48	165			
of which female	548	28.7	622	29.6	612	30.7	518	36	58			
of which under 30 years of age	670	35.1	682	32.5	599	30.1	520	23	56			
of which 30-50 years of age	951	49.9	1,032	49.2	1,022	51.3	921	21	80			
of which over 50 years of age	286	15.0	385	18.3	372	18.7	339	4	29			
Employees leaving the company ^{1), 2)}	1,617	0.0	2,077	0.0	2,222		1,999	55	168			
of which female	360	22.3	584	28.1	612	27.5	508	38	66			
of which under 30 years of age	459	28.4	438	21.1	518	23.3	446	30	42			
of which 30-50 years of age	799	49.4	1,139	54.8	1,156	52.0	1,045	19	92			
of which over 50 years of age	359	22.2	500	24.1	548	24.7	508	6	34			
Turnover rate (in %) ³⁾		15.0		17.8		19.3		18.8		15.0		30.7

- 1) All figures on employees joining or leaving the company calculated according to HGB: Headcount excl. trainees, members of executive bodies, other employees, external staff, temporary staff, working students, marginal employees, interns and school students. Germany: Total number of employees by headcount, incl. Deutsche Wohnen (excl. the Care segment and SYNIVIA). The Care segment comprises a further 3,825 employees and 385 apprentices - 52 employees are accounted for SYNIVIA.
2) Employees leaving the company include voluntary resignations, dismissals, retirement and deaths, but excl. traineeships that have come to an end and integration process-related dismissals.
3) Employees leaving the company/headcount (adjusted to reflect integration process-related dismissals) as of Dec. 31, 2023 x 100%. Based on EPRA definition (employees leaving the company in the period/headcount at end of period). The following employee groups are also deducted from the headcount according to HGB (headcount excl. trainees, members of executive bodies, other employees, external staff, temporary staff, working students, marginal employees, interns and school students).

Key Figures	2021		2022		2023		2023 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
	number	in %	number	in %	number	in %	number	number	number

Employees by Category, Gender, Age Group and Disability ESRS S1-9, S1-12 & GRI 405-1

Total headcount ¹⁾	10,768		12,063		11,925		11,003	375	547
Total headcount, commercial ²⁾	4,743	44.0	5,660	46.9	5,952	49.9	5,256	375	321
of which female	2,152	45.4	2,692	47.6	2,696	45.3	2,297	248	151
of which under 30 years of age	674	14.2	779	13.8	780	13.1	664	41	75
of which 30-50 years of age	2,541	53.6	3,015	53.3	2,962	49.8	2,545	233	184
of which over 50 years of age	1,527	32.2	1,866	33.0	2,210	37.1	2,047	101	62
of which with disabilities ³⁾	195	4.1	174	3.1	200	3.4	196	4	0
Total headcount, technical trade ²⁾	6,025	56.0	6,403	53.1	5,973	50.1	5,747	0	226
of which female	612	10.2	712	11.1	759	12.7	742	0	17
of which under 30 years of age	868	14.4	842	13.2	784	13.1	754	0	30
of which 30-50 years of age	3,406	56.5	3,588	56.0	3,189	53.4	3,075	0	114
of which over 50 years of age	1,751	29.1	1,973	30.8	2,000	33.5	1,918	0	82
of which with disabilities ³⁾	185	3.1	172	2.7	161	2.7	161	0	0
Average age (in years) ⁴⁾	42.8		43.8	-	44.3		44.4	42.9	41.7
Employees with disabilities ³⁾	380	3.5	346	2.9	361	3.0	357	4	0

1) Sweden: All employees, excl. parental leave and members of executive bodies (CEO + CFO). Germany: Total number of employees by headcount, incl. Deutsche Wohnen (excl. the Care segment and SYNZIA). The Care segment comprises a further 3,825 employees and 385 apprentices - 52 employees are accounted for SYNZIA.

2) The classification in Germany takes place via the operational company, in Sweden via position. In Austria all employees are classified as commercial employees.

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) Average age (in years) of the total workforce on the reporting date of December 31, 2023. New calculation since 2022.

Key Figures	2021		2022		2023		2023 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
	number	in %	number	in %	number	in %	number	number	number
Employees on Parental Leave							ESRS S1-15 & GRI 401-3		
Employees entitled to parental leave ¹⁾		100		100		100	100	100	100
Total number of employees on parental leave ²⁾	399		463		486		373	12	101
of which female	176	44.1	201	43.4	255	52.5	193	12	50
of which male	223	55.9	262	56.6	231	47.5	180	0	51
Employees returning to their workplace after parental leave within the reporting period ³⁾	404		424		425		317	7	101
of which female	155	38.4	168	39.6	188	44.2	136	3	49
of which male	249	61.6	256	60.4	237	55.8	181	4	52
Employees returning to their workplace after parental leave and still employed 12 months after their return ⁴⁾	299		327		306		240	12	54
of which female	100	33.4	134	41.0	120	39.2	84	8	28
of which male	199	66.6	193	59.0	186	60.8	156	4	26

1) There is a legal entitlement for all employees in Germany, Austria and Sweden (excl. interns).

2) All employees who took parental leave in 2023 (Austria: excl. educational leave and family end-of-life care leave). Incl. Deutsche Wohnen (excl. the Care segment and SYNIVIA).

3) All employees that returned from parental leave in 2023.

4) All employees that returned from parental leave in 2022 and were still with the company as of Dec. 31, 2023.

Key Figures	2021		2022		2023		2023 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
	number	number	number	number	number	number	number	number	

Performance Appraisal ¹⁾ ESRS S1-13 & GRI 404-3

Employees who have had an appraisal interview/performance appraisal ²⁾	3,970	38.6	3,999	38.3	5,318	45.4	4,661	311	346
of which female		45.4		43.9		42.9	1,970	195	117
of which male		54.6		56.1		57.1	2,691	116	229
Share of target checks ³⁾		-		-		83.9	5,584	333	419
Employees who have had an appraisal interview/performance appraisal, by employee category ²⁾									
of which management level ⁴⁾		91.9		83.6		79.4	153	18	5
of which other employees ⁵⁾		37.0		37.4		43.1	4,508	293	341
Trainees		100.0		100.0		100.0	630	2	-

¹⁾ Available for Sweden since 2023.

²⁾ 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. From 2023, performance and potential assessments are also included here.

³⁾ Share of performance appraisals carried out in the planned target reviews. 6,336 performance appraisals were planned for 2023. New key figure introduced in 2023.

⁴⁾ Germany: First and second level below the Management Board.

⁵⁾ All employees excluding management level, marginal employees, trainees, interns, works council members.

Key Figures	2021		2022		2023		2023 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden ³⁾
Training and Education							ESRS S1-13 & GRI 404-1		
Vocational training									
Total number of trainees ¹⁾	530		617		632		630	2	-
of which female	116	21.9	148	24.0	132	20.9	132	0	-
Commercial trainees	154	29.1	215	34.8	190	30.1	188	2	-
of which female	92	59.7	120	55.8	107	16.9	107	0	-
Technical trade trainees	376	70.9	402	65.2	442	69.9	442	0	-
of which female	24	6.4	28	7.0	25	4.0	25	0	-
Trainees in part-time training	3	0.6	3	0.5	4	0.6	4	0	-
Proportion of total workforce (in %)		4.9		5.1		5.0	5.4	0.0	-
Proportion taken on (in %) ²⁾		68.5		71.6		69.2	68.2	100.0	-
Further training ⁴⁾									
Total number of participants in further training ⁵⁾	6,089		6,027		6,941		6,294	330	317
of which female	2,639	43.3	2,386	39.6	2,828	40.7	2,489	222	117
Further training rate (in %) ⁶⁾		56.3		54.7		58.2	57.2	88.0	58.0
Further training intensity ⁷⁾	5.2		6.0		6.1		6.3	8.4	2.0
Training and education									
Total training and education days	54,348		62,881		69,964		65,993	2,933	1,038
Average training and education days per employee ⁸⁾	5.0		5.7		5.9		6.0	7.8	1.9
Total hours of further training ⁹⁾	434,787		503,047		559,710		527,941	23,465	8,303
Average hours of further training per employee ¹⁰⁾	40.2		45.7		46.9		48.0	62.6	15.2
of which per female employee	10.2		13.9		31.8		30.3	58.3	19.5
of which per male employee	30.0		31.8		49.5		51.0	62.9	13.3
of which per commercial employee	17.2		19.8		34.1		32.7	62.6	24.8
of which per technical trade employee	23.0		25.9		54.5		56.6	0.0	1.5
Training and further education costs (in € million)	1.8		3.3		3.2		2.8	0.2	0.2
Average training and education cost per employee ¹¹⁾	142.5		553.4		419.8		406.9	502.4	616.2

- 1) Total amount of apprentices by headcount. Germany: Incl. Deutsche Wohnen (excl. Care segment and SYNIVIA, the Care segment contains 385 additional apprentices).
- 2) Number of trainees taken on/all trainees who had completed their training by December 31, 2023 x 100%.
- 3) Extension to Sweden 2023 newly introduced. No apprentices in Sweden.
- 4) If employees participated in several different courses, they are counted only once.
- 5) Incl. works council.
- 6) Number of participants in further training/total employees (headcount)
- 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) Total training days/number of employees (by headcount).
- 9) Assumption: 8 hours per training day, total training days * 8 hours
- 10) Total training hours/total number of employees (headcount). New calculation method for 2023, no restatement for previous years.
- 11) Total costs for training and education/total number of trainees + total number of participants in further training.

Key Figures	2021		2022		2023		2023 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
							in %	in %	in %

Female Managers ESRS S1-9 & GRI 405-1

Proportion of women in total workforce ^{1) 2) 3) 4)}	2,764	25.7	3,404	28.2	3,455	29.0	27.6	66.1	30.7
Proportion of women at the first two levels below the Management Board ⁵⁾		28.0		25.1		24.2	23.7	33.3	12.5

- 1) 2021 excl. Deutsche Wohnen, since 2022 incl. Deutsche Wohnen (excl. Care segment and SYNVIA).
- 2) Total number of employees according to the German Commercial Code (HGB).
- 3) Austria: All employees, excl. pre-retirement part-time work arrangements, parental/educational leave, Management Board, but incl. management.
- 4) Sweden: All employees, excl. parental leave and members of executive bodies (CEO + CFO).
- 5) Cumulation of the first two management levels below the Management Board as a total value for the Group.

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany ²⁾	Austria	Sweden ³⁾

Gender Pay Ratio (men/women) ¹⁾ ESRS S1-16 & GRI 405-2

Gender pay ratio (men/women) total ⁴⁾	%	-6.4	-4.8	-7.2	-8.9	30.5	2.3
Gender pay ratio (men/women) managementlevel ⁵⁾	%	-	-	21.0	21.7	21.7	-3.6
Gender pay ratio (men/women) non-managementlevel ⁶⁾	%	-	-	-10.6	-12.2	23.9	0.1

- 1) Change of calculation basis to ESRS S1-16 in the year 2023. No restatement for 2021 and 2022, therefore only limited comparability. For previous year's calculation see: <https://report.vonovia.com/2022/nachhaltigkeitsbericht/en/employee-key-figures/>
- 2) Key figures for Germany in 2021 excl. Deutsche Wohnen, from 2022 incl. Deutsche Wohnen (excl. Care segment and SYNVIA).
- 3) All employees excl. employees on parental leave and CEO + CFO. Conversion of Swedish salaries according to exchange rate as at the reporting date of December 30, 2023 (1 EUR = 11.18 SEK).
- 4) The gender pay ratio is expressed as a percentage of the average gross hourly pay level of male employees compared to that of female employees. The average gross hourly pay level comprises the contractually agreed salary as at December 31, 2023 (basic salary incl. bonuses)/target hours as of December 31, 2023.
- 5) First and second levels below the Management Board.
- 6) All levels starting from the third level below the Management Board.

Occupational Health and Safety

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Occupational Health and Safety¹⁾					ESRS S1-14 & GRI 403-9, 403-10		
Coverage of employees by OH&S ²⁾	in %	100	100	100	100	100	100
Work-related fatalities ³⁾	number	1	0	0	0	0	0
Work-related fatalities (ODR) ⁴⁾	in %	0.0	0.0	0.0	0.0	0.0	0.0
Total reportable occupational accidents⁵⁾	number	267	279	354	339	1	14
of which occupational accidents, commercial	number	28	102	141	126	1	14
of which occupational accidents, technical trade	number	240	177	213	213	0	0
Accident rate (reportable occupational accidents) ⁶⁾	number	14.0	14.0	16.9	17.6	1.5	14.4
Accident rate⁷⁾	LTIFR	21.0	21.7	24.8	24.2	6.0	50.3
Time lost ⁸⁾	in days	4,274	4,921	4,649	4,612	10	27
Time lost ⁹⁾	in %	0.2	0.2	0.2	0.2	0.0	0.0
Absence ¹⁰⁾	in days	138,068	144,528	171,617	163,043	3,700	4,874
Absence¹¹⁾	in %	5.6	5.8	6.3	6.5	4.4	4.0

1) Figures for Germany in 2021 and 2022 excl. Deutsche Wohnen, 2023 incl. Deutsche Wohnen (excl. Care segment and SYNVIA). Sweden integrated for the first time in 2023.

2) Own employees (by headcount) covered by the company's occupational health and safety measures. Vonovia does not yet record the accident figures for its subcontractors.

3) Fatalities due to work-related injuries/illnesses of own employees (by headcount). Vonovia does not yet collect any figures for employees in the value chain.

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

5) Number of reportable accidents at work: in Germany from four working days of absence, in Austria from more than three days of total or partial incapacity to work, in Sweden from a reportable degree of severity of the injury.

6) Number of reportable occupational accidents per 1 million working hours. 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, Austria and Sweden.

7) Number of occupational accidents with at least one day lost per 1 million working hours (= LTIFR).

8) 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, Austria and Sweden.

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

10) 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.

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

Social Key Figures

	2021	2022	2023
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Social Key Figures (in Germany)

GRI 203-1, 203-2, 413-1

Voluntary Commitments ¹⁾

Average modernization cost allocation ²⁾	1.24 €/m ²	1.20 €/m ²	1.32 €/m ²
Customer care for modernization work (hardship management) ³⁾	662 positive decisions ⁴⁾ reached out of 874 hardship objection cases	400 ⁵⁾ positive decisions ⁴⁾ reached out of 546 hardship objection cases	271 positive decisions ⁴⁾ reached out of 460 hardship objection cases
Protection for older tenants ⁶⁾	163 positive decisions ⁴⁾ reached out of 316 requests	198 ⁵⁾ positive decisions ⁴⁾ reached out of 334 requests	300 positive decisions ⁴⁾ reached out of 635 requests

1) 2021 and 2022 excl. Deutsche Wohnen, from 2023 incl. Deutsche Wohnen (excl. Care segment).

2) Related to the modernization program and modernization work within the scope of community development; excluding heating renovation.

3) Individual support for customers in cases of rent increases due to modernization work.

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).

5) Correction due to cases received by December 31, 2021 but not positively decided until 2022.

6) Guarantee that apartments will remain affordable for people aged over 70 even if the standard local comparative rent changes.

	2021	2022	2023
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Tenant Participation

Tenant meetings and consultation processes ¹⁾	79 ²⁾	114	58
Proportion of tenants involved (units) in modernization/ construction measures	3,631 tenants reached in relation to 8,230 modernized residential units ^{2) 3)} 44.1%	2,089 tenants reached in relation to 6,821 modernized residential units ^{2) 3)} 30.6%	5,058 tenants reached in relation to 5,674 modernized residential units ^{2) 3)} 89.1%

1) Includes tenant meetings, workshops, advisory boards, consultation hours, neighborhood walks, etc.

2) Decline mainly due to limited opportunities during the coronavirus pandemic.

3) Excl. Deutsche Wohnen, Austria and Sweden.

4) From 2023 incl. Deutsche Wohnen, excl. Austria and Sweden. In 2023, conversion of the calculation of "modernized residential units" from the program year to the year of completion (see table "Refurbishment").

	2021		2022		2023	
	number	total/units	number	total/units	number	total/units
Grants and Social Support ¹⁾						
Grants for social/cultural projects and facilities ²⁾		€ 1,464,060		€ 1,156,765		€ 1,346,708
of which locally through regional contributions	176 projects	€ 575,072	162 projects	€ 258,803	162 projects	€ 243,578
of which centrally via a funding program for social projects	146 projects	€ 373,993	167 projects	€ 354,225	215 projects	€ 445,238
of which via foundations	Grants from foundations: Vonovia Stiftung (Vonovia foundation), Vonovia Mieterstiftung e. V. and Stiftung Mensch und Wohnen	€ 208,810	Grants from foundations: Vonovia Stiftung (Vonovia foundation), Vonovia Mieterstiftung e. V. and Stiftung Mensch und Wohnen	€ 196,143	Grants from foundations: Vonovia Stiftung (Vonovia foundation), Vonovia Mieterstiftung e. V. and Stiftung Mensch und Wohnen	€ 210,490
of which via central cooperation projects	Stifterverband, Jewish Museum in Frankfurt, Acker e.V., Dialog mit der Jugend, Freundeskreis Schauspielhaus Bochum, Freunde & Förderer Zollverein Essen	€ 306,185	Stifterverband, Jewish Museum Frankfurt, Acker e.V., Dialog mit der Jugend, Josef Albers Museum, Freundeskreis Schauspielhaus Bochum, Freunde & Förderer Zollverein Essen	€ 347,594	Various funding projects, among others Vonovia-Foto-Award, Stifterverband, Jewish Museum Frankfurt, Josef Albers Museum, Acker e.V., Silbernetz e.V., Lichtblicke	€ 447,402
Units targeted via the central funding program for social projects	146 projects	181,600 units ³⁾	167 projects	296,921 units ⁴⁾	215 projects	456,078 units ⁵⁾
Rent-free or discounted commercial premises provided to social/charitable organizations	89 commercial units	8,782 m²	80 commercial units ⁶⁾	9,869 m² ⁶⁾	108 commercial units	13,373 m²

1) 2021 and 2022 excl. Deutsche Wohnen, from 2023 incl. Deutsche Wohnen (excl. Care segment).

2) Includes both cash and in-kind contributions.

3) 51% of the 353,963 units in Germany.

4) 85% of the 347,373 units in Germany.

5) 94% of the 485,074 units in Germany.

6) 2022 incl. Deutsche Wohnen (excl. Care Segment).

Governance

Governance

You can find more in-depth explanations of the selected key figures presented here in the Governance section of the current Annual Report in the chapters [Corporate Governance](#), [Combating Corruption and Bribery](#) and [Respect for Human Rights](#).

You can find an overview of relevant commitments and policies related to our corporate governance in the [Investors](#) section of our website and in the action area [Sustainable Corporate Governance](#).

We also provide further information on the health and safety of our tenants in the action area [Homes and Customers](#).

Key Figures	Unit	2021	2022	2023
Diversity of Controlling Bodies¹⁾		ESRS 2 Gov-1 & GRI 2-9, 405-1		
Supervisory Board members	number	12	12	10
	number	4	4	5
of which female	%	33.3	33.3	50
of which under 30 years of age	%	0	0	0
of which 30–50 years of age	%	0	0	10
of which over 50 years of age	%	100	100	90
of which independent Supervisory Board members	number	12	12	10
Average term of office of Supervisory Board members	number	7	6	7
Supervisory Board members with sustainability-related skills	number	5	6	6

1) As of reporting date December 31, 2023. Further information on the composition of the controlling bodies can be found at: <https://report.vonovia.com/2023/q4/en/recruitment/>

Key Figures	Unit	2021	2022	2023	2023 by Country		
					Germany	Austria	Sweden
Incidents of Corruption or Bribery ¹⁾					ESRS G1-4 & GRI 205-3, 206-1		
Confirmed incidents of corruption or bribery ²⁾	number	0	0	0	0	0	0
Confirmed incidents in which the company's own workers were dismissed or disciplined for corruption or bribery-related incidents	number	0	0	0	0	0	0
Confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	number	0	0	0	0	0	0

1) 2021 excl. Deutsche Wohnen, from 2022 incl. Deutsche Wohnen. Disclosure related to incidents confirmed in court.
 2) There were no convictions in the reporting year, and accordingly no fines were imposed for violation of anti-corruption and anti-bribery laws. Information on the ongoing investigation against former and current Vonovia employees can be found on our [Website](#) and in the [Annual Report](#).

Key Figures	Unit	2021	2022	2023
Discrimination ¹⁾				
Incidents of discrimination ²⁾	number	0	0	0

1) 2021 excl. Deutsche Wohnen, from 2022 incl. Deutsche Wohnen.
 2) This indicator refers to reportable incidents received via the AGG mailbox (introduced in 2022) or other whistleblower channels.

Thematic focus of the training	Target group	Format and scope	Frequency	Participation rate ¹⁾
Compliance Training ESRS G1-3				
Training on the Vonovia Code of Conduct	all employees ²⁾	online, 60 minutes	yearly	90.6%
Training on data protection	all employees	online, 60 minutes	yearly	76.6%
Training on handling conflicts of interest	all employees	online, 60 minutes	yearly	72.0%
Training on recognizing and preventing corruption and fraud	all employees	online, 60 minutes	yearly	74.6%
Training on money laundering prevention	at-risk functions ³⁾	online, 60 minutes	yearly	86.4%
Training on the content of the German Supply Chain Due Diligence Act	at-risk functions ³⁾	online, 60 minutes	yearly	/ ⁴⁾

1) Participant rate in relation to the respective training target group in the reporting year as of the reporting date December 31, 2023.
 2) Excluding employees on parental leave, on long-term sick leave and employees without IT end devices. Managers and executive bodies are also included.
 3) At-risk functions are those that are exposed to specific risks due to their working environment, which are to be reduced by assigning the relevant training courses.
 4) This training was implemented in October 2023.

Portfolio Security

Key Figures	Inspection schedule	Unit	2021		2022		2023			
			Inspections carried out ²⁾		Inspections carried out ²⁾		Total inspection list	Target inspections ³⁾	Inspections carried out ²⁾	
			number	in %	number	in %			number	in %
Safety Inspections (in Germany) ³⁾										
										GRI 416-1
Buildings	Every 2 years	number	28,739	91.4	17,071	65.3	67,650	33,825	41,063	121.4
Open spaces ⁴⁾	Every 2 years	m ²	19,669,398	100.0	19,504,055	97.5	51,978,311	25,623,801	25,611,803	100.0

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) 2021 and 2022 excl. Deutsche Wohnen, 2023 incl. Deutsche Wohnen (excl. Care Segment).
- 2) Inspections carried out up to Dec. 31; figures above 100% are the result of inspections carried out in the previous year.
- 3) 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.
- 4) Includes open spaces with and without buildings.

Procurement Practices

Key Figures	Unit	2021 ⁴⁾	2022	2023	2023 by Country		
					Germany	Austria	Sweden ⁵⁾
Supplier Management¹⁾					ESRS G1-2 & GRI 204-1, 308-1, 308-2, 414-1, 414-2		
Number of suppliers²⁾	number	9,243	8,992	9,434	6,318	1,192	1,924
from home country	number	9,172	8,923	9,361	6,280	1,160	1,921
from Europe (excl. home country)	number	71	62	67	34	30	3
Share of expenses for local suppliers³⁾	in %	99.2	99.2	99.2	99.4	97.3	99.8
Number of new suppliers	number	1,442	1,166	1,223	429	361	433
Number of new suppliers surveyed according to sustainability criteria	number	181	179	729	206	90	433
environmental criteria	in %	21.4	31.0	59.6	48.0	24.9	100
social criteria (human rights, labor standards, corruption)	in %	21.4	31.0	59.6	48.0	24.9	100
Number of existing suppliers surveyed according to sustainability criteria	number	2,270	2,847	1,808	927	861	20
environmental criteria	number	1,171	2,847	1,788	927	861	0
social criteria (human rights, labor standards, corruption)	number	1,171	2,847	1,808	927	861	20
Number of suppliers that have not met the following criteria	number	8	2	49	39	0	10
environmental criteria	number	0	0	0	0	0	0
social criteria (human rights, labor standards, corruption)	number	5	0	0	0	0	0
others	number	3	2	49	39	0	10
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	8	2	36	26	0	10
environmental criteria	number	0	0	0	0	0	0
social criteria (human rights, labor standards, corruption)	number	5	0	0	0	0	0
others	number	3	2	36	26	0	10

1) An audit or verification of a supplier does not take place systematically; before the connection, all suppliers with few exceptions are obliged to meet standards by the Business Partner Code. Data for Germany incl. Deutsche Wohnen from reporting year 2023.

2) 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.

3) Definition of "local": home country, i.e. Germany, Austria and Sweden.

4) Due to the merger of Victoria Park and Hembra to form Victoriahem, as well as further restructuring, supplier management in Sweden was reorganised. An evaluation of new suppliers was not conducted in 2021, therefore Swedish contract partners were not included in the evaluation of new suppliers in 2021.

5) Change of method for data collection in Sweden.

Independent Practitioner's Limited Assurance Report on Sustainability Information¹

To VONOVIA SE, Bochum

We have been engaged to perform a limited assurance engagement on the disclosures in the accompanying ESG Factbook of VONOVIA SE, Bochum, (hereinafter the "Company") for the period 1 January to 31 December 2023 (hereinafter the "Report").

Management's Responsibility for the Report

Company's Management is responsible for the preparation and presentation of the Report in accordance with the criteria as set out in the Report (hereinafter the "Criteria"). In addition, Company's Management is also responsible for the selection and the acceptability of the Criteria. The responsibility also includes: designing, implementing and maintaining internal control relevant to the proper preparation and presentation of the Report and applying an appropriate basis of preparation; and making estimates that are reasonable in the circumstances.

Audit Firm's Independence and Quality Management

We have complied with the German professional provisions regarding independence as well as other ethical requirements.

Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors ("Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer": "BS WP/vBP") as well as the Standard on Quality Management 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality management for audit firms (IDW Qualitätsmanagementstandard 1: Anforderungen an das Qualitätsmanagement in der Wirtschaftsprüferpraxis – IDW QMS 1 (09.2022)), which requires the audit firm to design, implement and operate a system of quality management that complies with the applicable legal requirements and professional standards.

¹) PricewaterhouseCoopers GmbH has performed a limited assurance engagement on the German version of the ESG Factbook and issued an independent practitioner's report in German language, which is authoritative. The following text is a translation of the independent practitioner's report.

Practitioner's Responsibility

Our responsibility is to express a limited assurance conclusion on the disclosures in the Report based on our work performed.

Within the scope of our engagement we did not perform an audit on external sources of information or expert opinions, referred to in the Report.

We conducted our work in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised). This Standard requires that we plan and perform the assurance engagement to obtain limited assurance whether any matters come to our attention that cause us to believe that the disclosures in the Company's Report for the period 1 January to 31 December 2023 have not been prepared, in all material respects, in accordance with the Criteria.

In a limited assurance engagement the evidence-gathering procedures are more limited than for a reasonable assurance engagement, and therefore less assurance is obtained than in a reasonable assurance engagement. The procedures selected depend on the practitioner's judgment, including the assessment of the risks of material misstatement of the Report with the Criteria. Within the scope of our work we performed primarily on a test basis amongst others the following procedures:

- > Obtaining an understanding of the structure of the sustainability organization and of the stakeholder engagement
- > Inquiries of personnel involved in the preparation of the Report regarding the preparation process, the internal control system relating to this process and selected disclosures in the Report
- > Identification of the likely risks of material misstatement of the Report under consideration of the Criteria
- > Analytical evaluation of selected disclosures in the Report
- > Evaluation of the presentation of the selected disclosures regarding sustainability performance

Conclusion

Based on our limited assurance engagement, nothing has come to our attention that causes us to believe that the disclosures in the Company's Report for the period 1 January to 31 December 2023 have not been prepared, in all material respects, in accordance with the Criteria.

Restriction on Use

Our report is issued to the Company. The accompanying Report has been prepared for specific purposes of the Company and may not be suitable for other purposes.

Cologne, 24 April 2024

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft



Theres Schäfer
Wirtschaftsprüferin
(German Public Auditor)



ppa. Thomas Groth

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Note

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The ESG Factbook can be found on the website at www.vonovia.com/en.

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