

Information and Key Figures

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ESG Ratings and Indices

GRI 3-3

We actively communicate our performance and progress in the field of sustainability to capital market participants. In this way, we acknowledge the growing importance of ESG criteria in investment decisions and secure and expand our appeal for investors over the long term.

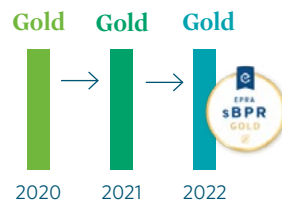
Potential investors frequently look at the position of our company in recognized sustainability rankings and the resulting indices. This is why we participate in a wide range of national and international sustainability ratings and benchmarks. This allows us to measure and present our sustainability performance and relevant key figures against recognized standards and competitors (see → [Appeal on the Capital Market](#)).

Selected Rankings and Results – ESG Ratings



EPRA – sBPR

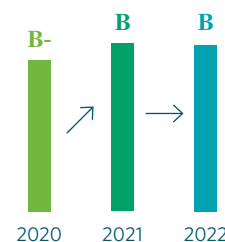
The European Public Real Estate Association (EPRA) evaluates the sustainability transparency of listed real estate companies based on the EPRA Sustainability Best Practice Recommendations (sBRP). In addition to overarching transparency disclosures regarding the scope and reach of the sustainability information reported, specific disclosures and, most importantly, annual comparisons regarding selected ecological, social and governance indicators are required. In addition to our Annual Report and Sustainability Report, we publish a separate [EPRA report](#) every year, which is used for this assessment. In 2022, we received the Gold award for our performance for the fifth 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. The CDP assessment is based on bands, where A stands for leadership, B for management, C for awareness and D for disclosure.

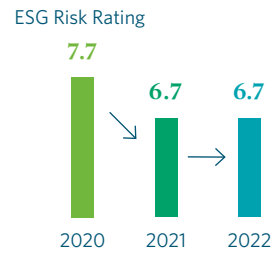
We were awarded a B rating for our performance in 2022. This puts us on the same level as the European average and above our direct peer group and global averages. We received outstanding ratings in the categories Scope 1-3 emissions and emission reduction initiatives, among others.





Sustainalytics

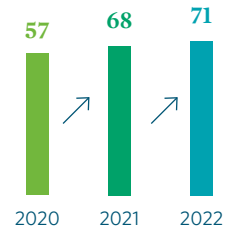
Sustainalytics is an independent, innovative service provider of responsible investment services. Sustainalytics takes all three dimensions of the ESG approach into account to analyze and evaluate the sustainability performance of companies and countries alike. The ESG Risk Rating evaluates how large and active the company's sustainability risks are. Sustainalytics allocates risks to risk categories for this purpose: "negligible" for a score <10, "low" for a score of 10-20, "medium" (20-30), "high" (30-40) and "severe" for scores >40. At 6.7 at the end of 2022, we are in the lowest risk category. Vonovia is therefore classed as one of the absolute top performers in the industry, and among the top 50 in a global comparison across all industries. This equates to 85 points in Sustainalytics' ESG company rating.



S&P Global

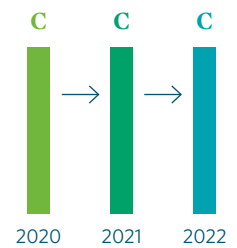
S&P Global CSA

The S&P Global Corporate Sustainability Assessment (CSA) evaluates the sustainability performance of around 8,000 international companies. Our performance is assessed in 24 (partially) industry-specific question categories with over 100 questions to encourage companies to bring their corporate strategies into line with social and ecological challenges. In 2022, Vonovia improved on the previous year's very good ranking, and achieved 71 (2020: 68) out of a possible 100 points. This puts us in the 97th percentile. Our performance also allowed us to consolidate the company's position in the Dow Jones Sustainability Index Europe.



ISS ESG – Corporate Rating

ISS ESG analyzes a company's ESG management based on up to 100 criteria, many of which are sector-specific. The assessment scale ranges from A+ to D-; B is only achieved by very few companies in the real estate sector (and A by none). Vonovia was given Prime status for the first time in 2020, indicating that it is outperforming its peers. Since then, we have been able to hold on to this good result. We are in the second best tenth of our sector. Our level of transparency was also confirmed to be very high.



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. In the annual ranking, we rose from A to AAA in 2022. This puts us among the top 20% in our sector. MSCI particularly noted our governance structures, our measures for recruiting and developing employees and our robust climate protection measures in our housing stock in its assessment of Vonovia.





GRESB

The GRESB (Global Real Estate Sustainability Benchmark) is an investor-initiated rating system for the sustainability performance of real estate companies. In 2020, we made the decision to no longer participate in the rating for the time being due to changes in the assessment methodology. We have described the reasons for our decision transparently on our [Investor Relations website](#). However, we are still in contact with GRESB and support potential developments that would lead to the rating system being applicable to residential real estate companies again.

We continue to participate in the GRESB Public Disclosure and again achieved a full score (100%) for maximum transparency in 2022. The resulting assessment of A (in a scale from A to E) took us to first place in a comparison of German residential real estate companies and is above the global average of B.

ESG Indices



Dow Jones Sustainability Index Europe

Our repeated improvement in the S&P CSA meant we were again able to consolidate our position in the Dow Jones Sustainability Index (DJSI) Europe in 2022. 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 Indices. S&P Global uses positive criteria to select the most sustainable companies for inclusion in the index in question. The ten best-rated real estate companies are listed in the DJSI Europe.

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 is placed among the top 5 of the index in the ESG ranking (as of March 6, 2023).

We are also listed in the STOXX Global ESG Leaders and EURO STOXX ESG Leaders 50.

About This Report

GRI 2-2, 2-3, 2-4, 2-5

Content and Structure of the Report

This is our eighth 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 presents the consolidated activities and performance of [Vonovia SE](#), Europe's leading private residential real estate company. Deutsche Wohnen SE is integrated in this consolidated report as a result of the merger that made the company part of the Vonovia Group from September 30, 2021.

The thematic focal points of the Sustainability Report are the five 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
- > Society and Contribution to Urban Development
- > Homes and Customers
- > Corporate Culture and Employees
- > Sustainable Governance and Responsible Business Practices

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 Universal Standards (as amended in 2021) of the Global Reporting Initiative (GRI). 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. The reporting period relates to the 2022 fiscal year (January 1 to December 31, 2022), meaning that it picks up

exactly where the [2021 Sustainability Report](#), which was published in April 2022, 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 in the management report of the [2022 Annual Report](#), which was published March 17, 2023.

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 [→ Implementation of the TCFD Recommendations](#)).

The collection and calculation of environmental key figures was headed by the Controlling department and supported by Land Management, Portfolio Management, Portfolio Controlling, Technical Service, Vonovia Energie- und Service GmbH, Customer Service, Data Management, Development/New Construction, Business Development, Procurement and the residential environment organization. The key figures for employees were collected and consolidated by the HR department. Land Management and Technical Service added further information regarding occupational safety. The social key figures were collected from Portfolio Management, Corporate Communications and Sustainability/Strategy. The central Procurement department prepared the statements relating to supplier management (procurement). Key figures from the governance area were

provided by the Legal department and the Management Board and Supervisory Board office.

Both the Non-financial Group Declaration in the Annual Report and the quantitative disclosures regarding sustainability information in the Sustainability Report are audited by the auditor of the annual financial statements, KPMG. The Supervisory Board passed a corresponding resolution at its meeting on March 17, 2022 (see [☞ Supervisory Board Report](#)). The scope of the audit of this Sustainability Report includes all information provided in the section “Key Figures” – with the exception of the associated disclosures and references in the GRI content index. The scope of the audit is supplemented by the chapter “About This Report.” However, the review of conformity with GRI – and therefore also the conformity review of the materiality analysis with GRI Universal Standards – is excluded from this audit scope. During the [☞ audit of the Non-financial Group Declaration](#), the materiality analysis was tested pursuant to HGB requirements, which also served as the basis for determining material topics according to GRI. The scope of the audit described here has been audited with limited assurance (see [→ Independent Assurance Report](#)). All references to content outside these indicated sections are considered additional information and are not covered by the audit performed by KPMG.

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.

This includes the companies provided in the [☞ list of shareholdings](#) in the 2022 Annual Report that are also included in the consolidated financial statements. Entities with minority interests are not included. Apartments owned by third parties are also not included.

Deutsche Wohnen SE is included in the consolidated reporting. All Deutsche Wohnen SE subsidiaries allocated to the Care segment and SYNIVIA companies are an exception. 2022 was also dominated by the integration of processes in numerous subareas, meaning that no statements can be made for the subgroup Deutsche Wohnen, especially regarding specific program structures and key figures. This will only be possible for the 2023 reporting year, following the complete adjustment of process structures. We explicitly refer to the scope of the key figures in the table of key figures. The figures reported for the 2020 and 2021 fiscal years refer to the Vonovia Group excluding Deutsche Wohnen.

A methodological adjustment was made for individual figures in the reporting year – especially in the portfolio for calculating carbon intensity, the proportion of renewables in heating supply, waste volumes and water consumption. In the field of business operations, a methodological adjustment was primarily made in the calculation of mobile combustion consumption. We explain the changes in detail in the relevant table of key figures.

Data aggregation was performed at the level of individual countries and the information was consolidated at this level and at overall Group level. For data relating to our buildings, this means a breakdown of scope (based on rental space) of 86.6% for Germany, 4.9% for Austria and 8.6% for Sweden. For data relating to personnel key figures (based on headcount) the scope is: 92.5% for Germany, 3.2% for Austria and 4.3% for Sweden.

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 2020 and 2021 reporting years.

Portfolio Description

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
General Key Figures ¹⁾							
Number of buildings ²⁾	number	51,765	51,003	64,529	61,419	1,515	1,595
Number of rented units	number	422,252	420,441	557,362	493,754	22,006	41,602
of which residential units	%	98.4	98.5	98.4	98.8	97.3	94.8
of which commercial units	%	1.6	1.5	1.6	1.2	2.7	5.2
Rentable area	m ²	27,545,128	27,422,827	35,712,539	30,916,044	1,737,266	3,059,229
of which residential area	%	96.4	96.4	96.3	97.0	90.9	92.1
of which commercial area	%	3.6	3.6	3.7	3.0	9.1	7.9
Portfolio by age category	number	415,688	413,967	548,524	487,659	21,412	39,453
of which built before 1939	%	12.1	12.0	19.4	21.3	8.4	1.6
of which built between 1940 and 1949	%	2.3	2.2	2.2	2.1	6.7	1.5
of which built between 1950 and 1959	%	25.7	25.7	22.9	25.0	6.1	5.9
of which built between 1960 and 1969	%	22.2	22.2	20.5	19.2	10.5	41.5
of which built between 1970 and 1979	%	19.7	19.7	17.0	15.3	11.8	40.9
of which built between 1980 and 1989	%	8.9	8.9	9.2	9.0	19.1	6.1
of which built between 1990 and 1999	%	7.5	7.5	7.0	6.8	19.7	2.0
of which built between 2000 and 2009	%	0.8	0.8	0.7	0.5	7.0	0.0
of which built between 2010 and 2019	%	0.7	0.6	0.5	0.3	5.6	0.2
of which built since 2020	%	0.1	0.5	0.7	0.5	5.1	0.2
Number of buildings listed as historical landmarks	number	4,456	4,461	8,779	8,759	20	0

1) Entire portfolio incl. listed buildings, excl. pure parking buildings. 2020 and 2021 excl. Deutsche Wohnen, from 2022 incl. Deutsche Wohnen (excl. nursing care and SYNIVIA segments).

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

Environment

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

The section below shows the environmental key figures – broken down into key figures for greenhouse gas emissions,

for the portfolio, for development/new construction, for business operations and for renewable energy. You can find explanations of the content of the selected key figures presented here, as well as on the application of the TCFD recommendations, in the chapter → **Environment and Climate**.

Carbon Emissions

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Greenhouse Gas Balance					305-1, 305-2, 305-3, 305-4, 305-5		
Emissions Scope 1+2+3							
Total portfolio + business operations	t CO ₂ e	1,053,362	1,021,851	1,161,014	1,054,237	73,682	33,095
of which issues portfolio ¹⁾	t CO ₂ e	1,021,319	988,942	1,125,235	1,019,431	73,308	32,496
of which emissions from business operations ¹⁾	t CO ₂ e	32,043	32,910	35,779	34,806	374	599
Intensities ¹⁾							
Emissions per rental space Portfolio	kg CO ₂ e/m ²	37.1	36.1	31.5	33.0	42.2	10.6
Emissions per rental unit Portfolio	kg CO ₂ e/ME	2,419	2,352	2,019	2,065	3,331	781
Emissions per million € segment revenue	t CO ₂ e/Mio. €	234	190	180	196	106	90
Emissions Scope 1+2							
Total portfolio + business operations	t CO ₂ e	904,241	878,003	909,438	833,223	45,578	30,637
of which emissions portfolio	t CO ₂ e	877,216	850,106	880,370	804,807	45,360	30,203
of which emissions from business operations	t CO ₂ e	27,025	27,897	29,068	28,416	217	435
Scope 1 (Direct Emissions)							
Total portfolio + business operations	t CO ₂ e	487,058	468,980	547,110	523,096	23,595	418
Scope 1 Portfolio							
Combustion processes of stationary plants	t CO ₂ e	466,848	448,790	526,253	502,760	23,493	0
of which heat natural gas (ME)	%	87.5	88.6	92.0	92.9	74.0	-
of which heat fuel oil (ME)	%	9.8	9.4	7.0	6.1	25.1	-
of which heat coal (ME)	%	2.8	2.0	1.0	1.0	0.2	-
of which heat other (ME) ²⁾	%	0.0	0.0	0.0	0.0	0.8	-
Scope 1 Business Operations							
Combustion Processes of Business Operations	t CO ₂ e	20,211	20,190	20,857	20,337	102	418
of which mobile plants	%	94.6	94.5	92.8	92.8	52.1	100.0
of which stationary plants	%	5.4	5.5	7.2	7.2	47.9	0.0
Scope 2 (Indirect Emissions from Energy Purchases) ³⁾							
Total portfolio + business operations	t CO ₂ e	417,183	409,023	362,328	310,126	21,983	30,219
Scope 2 Portfolio							
Energy supply ⁴⁾	t CO ₂ e	410,369	401,316	354,117	302,047	21,867	30,203
of which district heating (ME)	%	92.9	93.8	92.9	95.1	79.4	80.3
of which heat electricity (ME)	%	5.1	4.2	4.1	3.6	15.7	0.6
of which electricity (common areas) ⁴⁾	%	2.0	2.0	2.8	1.3	4.7	16.4
of which heat other (ME) ²⁾	%	0.0	0.0	0.2	0.0	0.1	2.7
Scope 2 Business Operations							
Energy supply (location based)	t CO ₂ e	6,814	7,707	8,211	8,079	115	16
of which electricity	%	49.6	49.8	70.9	70.9	61.8	100.0
of which district heating	%	50.4	50.2	29.1	29.1	38.2	0.0
Energy supply (market based)	t CO ₂ e	1,437	1,726	1,015	1,015	0	0
of which electricity ⁶⁾	%	100.0	100.0	100.0	100.0	-	-
of which district heating ⁷⁾	%	-	-	-	-	-	-

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Scope 3 (Other Indirect Emissions)							
Total portfolio + business operations	t CO ₂ e	149,120	205,577	376,929	272,608	100,796	3,525
3.1 Emissions from purchased goods and services⁸⁾	t CO ₂ e	n.a.	61,729	125,354	51,594	72,693	1,067
3.3 Fuel and energy-related emissions (not Scope 1+2)⁹⁾	t CO ₂ e	113,325	109,543	223,795	202,040	19,366	2,388
Portfolio	t CO ₂ e	109,018	105,240	217,950	196,357	19,300	2,293
of which upstream natural gas (ME)	%	89.5	90.4	53.1	55.0	39.5	0.0
of which upstream district heating (ME)	%	-	-	41.4	40.4	45.0	100.0
of which upstream heating oil (ME)	%	8.6	8.2	3.5	3.1	7.7	0.0
of which upstream electricity (ME)	%	-	-	1.2	0.8	5.7	0.0
of which upstream coal (ME)	%	1.9	1.4	0.4	0.4	0.0	0.0
of which upstream electricity common areas	%	-	-	0.4	0.3	1.4	0.0
of which upstream heat Other (ME) ²⁾	%	-	-	0.1	0.0	0.8	0.0
Business operations	t CO ₂ e	4,308	4,304	5,845	5,683	67	95
of which upstream diesel (mobile)	%	88.3	87.7	64.6	65.5	3.5	55.1
of which upstream electricity (stationary, location based)	%	-	-	13.3	13.3	26.5	0.0
of which upstream district heating (stationary, location based)	%	-	-	10.5	10.5	29.6	0.0
of which upstream natural gas/heating oil (stationary)	%	5.9	6.0	5.9	5.8	25.0	0.0
of which upstream gasoline (mobile)	%	5.8	6.3	5.6	4.9	15.1	44.9
of which upstream electricity (mobile)	%	-	-	0.1	0.1	0.3	0.0
3.6 Business trips¹⁰⁾	t CO ₂ e	710	709	866	707	90	70
of which by private vehicle	%	83.1	86.1	69.1	73.6	42.7	57.6
of which by airplane	%	15.3	13.8	30.8	26.4	56.2	42.4
of which by rail	%	1.6	0.0	0.1	0.0	1.1	0.0
3.13. Downstream leased assets¹¹⁾ WEG	t CO ₂ e	35,085	33,596	26,915	18,267	8,648	0
of which natural gas (ME)	%	59.4	60.6	64.8	69.0	56.0	-
of which district heating (ME)	%	28.2	27.9	21.2	15.3	33.8	-
of which heating oil (ME)	%	6.8	6.1	7.5	9.4	3.4	-
of which heat electricity (ME)	%	4.4	4.3	5.4	4.9	6.3	-
of which coal (ME)	%	1.2	1.1	0.9	1.4	0.0	-
of which heat, other (ME) ²⁾	%	0.0	0.0	0.1	0.0	0.5	-

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).

Complete conversion of emissions calculation region Germany from 2020 and Austria from 2021 to GEMIS 5.0, therefore limited comparability with previous years (explanation on page 108).

- 2020 and 2021 excl. Deutsche Wohnen. 2022 incl. Deutsche Wohnen (excl. nursing care and SYNVIA segments). Excl. emissions from purchased goods and services (Scope 3.1).
- Other in the area of direct combustion mainly wood and pellet heating. In the area of heat supply, mainly air, water, or ground-source heat pumps.
- 2020 and 2021 without separate disclosure of upstream chain in energy supply. For the calculation of the total amount of CO₂ emissions from business processes, the calculation was based on completeness of the calculation, the location-based approach was used.
- Calculation using utility-specific emission factors (market-based) if available in qualified form. Otherwise, use of location-specific emission factors (location-based).
- 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.
- For locations in the Austria region, 100% green electricity.
- Due to missing supplier information/certificates, scope 2 emissions for district heating cannot be reported according to market-based calculation.
- Of which 100% from emissions caused by new construction/development.
- 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.
- Include Sweden region as of 2021. Correction of the allocation of the data for the emission categories "of which by private vehicle" and "of which by rail" for previous years.
- 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

The scope of consolidation relevant for calculating greenhouse gas 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.

When calculating CO₂ emissions, we have changed the emission factor for 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 and 2020 are not directly comparable with those of the previous years.

To calculate the emissions, the CO₂e factors from version 5.0 of the GEMIS (Global Emission Model for Integrated Systems) database were used. 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. If other emission factors are applied in individual cases, this is indicated accordingly.

Portfolio

The calculation of CO₂ 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: 98%, 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. We do not have data that we can evaluate for the Deutsche Wohnen portfolio and have therefore reported all direct and indirect emissions from this subportfolio outside of Scope 3.13. To calculate the market-based emissions from district heating and common-area electricity, we used the providers' exact emission factors.

Business Operations

The CO₂e factors from version 5.0 of the GEMIS database were also used for the majority of the emissions generated as a result of business operations. To calculate the market-based emissions from electricity, we used the electricity providers' exact emission factors. 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. GHG Protocol factors from external travel agencies were applied for flights.

Portfolio Environmental Figures

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Energy Consumption in the Portfolio ¹⁾					302-2, 302-3		
Energy consumption ²⁾	MWh	4,548,951	4,447,794	5,516,630	4,630,713	323,463	562,454
of which from renewable sources ³⁾	%	2.0	2.1	10.7	6.5	28.0	35.2
Energy Intensity							
Energy intensity of rentable area	kWh/m ²	165.1	162.2	154.5	149.8	186.2	183.9
Energy intensity per rented unit	MWh/rented unit	10.8	10.6	9.9	9.4	14.7	13.5
Heating Consumption in the Portfolio ⁴⁾							
Heating consumption in the portfolio	MWh	4,433,194	4,325,611	5,365,043	4,548,085	317,094	499,863
from renewable sources ³⁾	%	-	-	8.8	4.9	26.8	32.1
Natural gas	MWh	2,090,876	2,034,751	2,507,943	2,394,422	113,520	0
District heating	MWh	2,029,574	2,015,140	2,620,895	1,986,831	147,260	486,804
from renewable sources ³⁾	%	-	-	17.8	11.6	52.0	32.7
Heating oil	MWh	181,555	167,659	148,415	123,565	24,849	0
Electricity	MWh	74,596	67,541	55,785	28,687	24,706	2,391
from renewable sources	%	57.9	63.5	63.6	45.1	85.4	59.8
Coal	MWh	37,367	26,817	14,737	14,580	157	0
Other ⁵⁾	MWh	19,226	13,703	17,269	0	6,601	10,668
Electricity Consumption in Communal Areas							
Electricity consumption in communal areas	MWh	115,757	122,182	151,587	82,627	6,369	62,591
from renewable sources ⁶⁾	%	77.3	76.9	79.5	94.0	85.4	59.8

1) 2020 and 2021 excl. Deutsche Wohnen. 2022 incl. Deutsche Wohnen (excl. nursing care and SYNVIA segments).

2) 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).

3) 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). For 2020 and 2021, no information is available on the share of renewable energies in district heating, therefore shown as "-".

4) When calculating the heat energy used, the rental areas were extrapolated to the total building area in accordance with German Buildings Energy Act (GEG) 2020 §82 (2) by adding 20% for the common areas. However, the denominator of this key figure remains the rental space without common areas. Renewable energy electricity in each case location-based.

5) Other includes: Biomass, solar thermal, heat pumps.

6) Calculated on the basis of the share of renewable energies 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 volumes traded via VESG using the 100% green electricity certificate of origin, deleted via the Federal Environment Agency's certificate of origin register.

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Refurbishment							
Number of modernized buildings ¹⁾	number	1,382	1,152	850	804	15	31 ²⁾
Number of modernized rented units ¹⁾	number	11,299	9,420	7,436	6,821	332	283 ²⁾
Modernized rentable area ¹⁾	million m ²	0.69	0.58	0.44	0.40	0.02	0.02 ²⁾
Number of rented units with upgraded heating systems ¹⁾	number	7,247	5,025	2,924	2,115	156	653 ²⁾
Refurbishment rate ¹⁾	%	2.7	2.2	1.8	1.9	1.5	0.7 ²⁾
Investment in the portfolio ³⁾	in € million	1,500.4	1,425.0	1,693.6	1,403.2	68.9	221.5
Investment intensity	€/m ² /a	56.6	53.8	49.1	46.6	43.7	78.5
of which expenses for maintenance	in € million	592.0	666.4	856.2	704.4	66.9	84.9
Maintenance intensity	€/m ² /a	22.3	25.2	24.8	23.4	42.4	30.1
of which expenses Modernization	in € million	908.4	758.6	837.4	698.8	2.0	136.6
Modernization intensity	€/m ² /a	34.2	28.7	24.3	23.2	1.3	48.4

1) Figures for 2020 to 2022 excl. Deutsche Wohnen.

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

3) All following investments and intensities for 2020 and 2021 excl. Deutsche Wohnen. 2022 incl. Deutsche Wohnen (excl. Care segment and SYNIVIA).

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Energy Efficiency Standards by Energy End-use Efficiency Class¹⁾							
Rental area	m ²	27,545,128	27,422,827	35,711,977	30,915,483	1,737,266	3,059,229
of which energy level A+	%	0.1	0.1	0.1	0.1	0.4	0.0
of which energy level A	%	0.8	1.0	1.1	1.1	2.8	0.0
of which energy level B	%	7.7	9.5	10.5	11.4	11.6	1.0
of which energy level C	%	18.9	20.5	21.5	23.5	12.0	6.5
of which energy level D	%	24.8	23.9	25.6	25.6	16.5	30.7
of which energy level E	%	18.7	18.1	18.9	17.9	9.2	34.6
of which energy level F	%	11.6	10.1	10.4	9.9	10.9	15.4
of which energy level G	%	4.7	4.4	3.3	3.2	9.7	0.7
of which energy level H	%	3.2	2.7	1.8	1.5	10.5	0.0
of which not disclosed	%	9.3	9.6	6.9	5.9	16.3	11.1

1) Existing buildings incl. listed buildings excl. pure parking buildings. Classification of all buildings according to German final energy classifications. No like-for-like consideration, therefore the change is also influenced by purchases. 2020 and 2021 excl. Deutsche Wohnen. 2022 incl. Deutsche Wohnen (excl. nursing care and SYNIVIA segments).

Key Figures	Unit	2020	2021	2022	2022 by Country			
					Germany	Austria	Sweden	
Water Consumption in the Portfolio ¹⁾							303-5	
Water consumption ²⁾	million m ³	33.8	33.7	42.2	34.5	2.5	5.3	
Water intensity ²⁾	m ³ /m ²	1.23	1.23	1.18	1.12	1.42	1.72	

1) 2020 and 2021 excl. Deutsche Wohnen, 2022 incl. Deutsche Wohnen (excl. Care segment and SYNVA).
2) Change in extrapolation approach compared to previous year's report from building level to business unit level when meter reading data not available in Germany and Austria. Water consumption and water intensity for 2020 and 2021 have been corrected accordingly.

Key Figures	Unit	2020	2021	2022	2022 by Country			
					Germany	Austria	Sweden	
Waste Volume in the Portfolio ¹⁾							306-3	
Waste volume	t	386,594	385,363	519,497	470,728	21,947	26,822	
of which residual waste	%	35.0	34.1	34.6	33.6	36.3	50.6 ²⁾	
of which waste paper	%	13.5	13.6	13.8	13.5	15.4	16.9	
of which recycling ³⁾	%	25.4	22.5	23.0	23.5	20.2	17.4	
of which organic waste	%	26.2	29.7	28.6	29.4	28.1	15.1	
Recycling ratio ⁴⁾	%	65.0	65.9	65.4	66.4	63.7	49.4	

1) 2020 and 2021 excl. Deutsche Wohnen, 2022 incl. Deutsche Wohnen (excl. Care segment and SYNVA); restatement for the 2020 and 2021 values for Germany due to change in method in 2022: from 2022, calculation is based on consumption data supplied as part of utility billing; correction of the 2020 and 2021 values based on extrapolated data from the Federal Statistical Office. Due to lack of data availability, calculations for Austria and Sweden continue to be based largely on statistical data.
2) Reflects residual waste including bulky waste and incineration for energy generation.
3) Region Germany and Austria: Glass, packaging, metals, wood, plastics, textiles. Region Sweden: Material from recycling centres and packaging waste.
4) Calculation of recycling rate via share of waste generation in tonnes. The recycling rate takes into account not only the volume of recycled waste but also the reusability of waste paper and organic waste.

Key Figures	Unit	2020	2021	2022	Change from Previous Year
Green Spaces (in Germany) ¹⁾					
Green areas ²⁾	million m ²	18,876,435	18,586,918	18,392,150	-1.0%
of which lawns	%	76.6	76.8	77.2	0.5%
of which hedges	%	1.4	1.4	1.5	7.1%
of which copses	%	22.0	21.7	21.3	-1.8%
Degree of sealing of the properties ³⁾	%	42.6	43.1	44.2	2.6%
Trees on the property	number	214,895	214,890	211,028	-1.8%
average crown diameter	m	-	7.3	7.2	-1.4%
Proportion of climate resilient trees ⁴⁾	%	-	40.2	40.9	1.7%
Playgrounds	number	1,224	1,280	1,478	15.5%

1) Excl. Deutsche Wohnen.
2) Excl. 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 tree-hazel.

Development and New Construction

Completion of New Construction

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
General Project Data							
Rented units ¹⁾	number	2,096	2,201	3,776	1,837	1,798	141
Rentable area	m ²	156,828	153,651	266,504	122,145	136,881	7,478
of which residential area	%	88.9	98.8	96.4	98.4	94.3	99.0
of which commercial area	%	5.5	0.5	2.8	0.9	4.5	1.0
of which social institutions ²⁾	%	5.6	0.7	0.9	0.6	1.2	0.0
Site area	m ²	199,113	119,995	166,379	124,406	38,985	2,988
of which green spaces	%	27.9	29.7	21.6	25.2	10.6	12.6
Expenses new construction	in € million	435.5	526.6	607.1	229.6	194.1	17.4

Energy and Heat Supply							
304-2							
Rentable area not including vertical expansion	m ²	134,297	134,669	240,998	101,703	136,881	2,413
of which district heating ³⁾	%	65.1	50.7	59.6	62.9	56.5	100.0
of which renewable energy sources/hybrid systems ⁴⁾	%	14.9	19.5	14.6	26.6	6.0	0.0
of which fossil energy sources ⁵⁾	%	20.1	29.8	25.7	10.5	37.5	0.0
of which primary energy requirement of ≤30 kWh/m ² a	%	25.6	35.9	41.8	60.1	28.9	0.0
of which primary energy requirement of >30 and ≤50 kWh/m ² a	%	41.2	45.5	38.6	38.6	39.4	0.0
of which primary energy requirement of >50 and ≤75 kWh/m ² a	%	23.7	9.9	12.2	1.3	18.7	100.0
of which primary energy requirement of >75 kWh/m ² a	%	9.5	8.6	7.4	0.0	13.0	0.0
Average primary energy requirement ⁶⁾	kWh/m ² a	35.7	38.6	37.7	27.5	45.0	58.0
Installed output of photovoltaic systems	kWp	233	255	825	505	319	0

Mobility⁷⁾							
Proportion of projects featuring charging stations ⁸⁾	%	32.3	29.6	38.6	34.5	42.9	100.0
Proportion of projects featuring empty cable conduits for charging stations	%	25.8	25.9	63.6	58.6	71.4	100.0
Number of bicycle parking spaces per rented unit	Avg.	1.7	1.7	2.1	2.2	2.1	2.0
Number of vehicle parking spaces per rented unit	Avg.	0.9	0.6	0.7	1.0	0.5	0.7
Minutes to reach the nearest public transport connection on foot	Avg.	3.4	3.9	4.1	3.6	4.6	5.0

1) 2020 and 2021 excl. Deutsche Wohnen. 2022 incl. Deutsche Wohnen (excl. nursing care and SYNIVIA segments).

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

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

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

Project Pipeline for New Construction

Key Figures	Unit	2022	2022 by Country		
			Germany	Austria	Sweden
Project Pipeline New Buildings ¹⁾					
Rented units	number	9,846	9,018	666	162
Rentable area	m ²	750,780	701,869	41,852	7,059
of which residential area	%	85.4	84.8	92.5	100.0
of which commercial area	%	13.4	13.9	7.5	0.0
of which social institutions ²⁾	%	1.2	1.3	0.0	0.0
of which completion in 2023	%	34.5	30.0	100.0	100.0
of which completion in 2024	%	38.2	40.8	0.0	0.0
of which completion in 2025	%	22.1	23.7	0.0	0.0
of which completion after 2025	%	5.2	5.5	0.0	0.0

1) Projects under construction and projects with planned start of construction in 2023. Incl. Deutsche Wohnen (excl. Care segment and SYN VIA). Both "to hold" and "to sell" projects included. Relative figures refer to rental space.

2) Kindergartens, schools, homes and comparable institutions.

Environmental Key Figures for Business Operations

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Energy Consumption in Business Operations ¹⁾						302-1, 302-3	
Energy consumption	MWh	28,163	31,306	36,592	35,375	1,009	208
of which electricity consumption	MWh	8,995	10,300	13,832	13,305	430	98
Proportion electricity from renewable energy sources ²⁾	%	72.2	72.3	82.4	82.0	100.0	59.8
Heat consumption	MWh	19,168	21,006	22,760	22,070	579	110
of which natural gas	MWh	4,632	5,550	7,466	7,221	245	0
of which district heating	MWh	13,722	15,293	15,183	14,849	334	0
of which other ³⁾	MWh	813	164	110	0	0	110
Energy intensity	kWh/m ²	157.8	154.0	135.4	137.0	103.5	90.4

Water Consumption in Business Operations ⁴⁾						303-5	
Water consumption	m ³	68,448	67,407	48,071	46,704	963	404
Water intensity	m ³ /m ²	0.39	0.33	0.18	0.18	0.10	0.18

1) 2020 and 2021 excl. Deutsche Wohnen. 2022 incl. Deutsche Wohnen (excl. Care segment and SYN VIA). Partially limited comparability due to delayed availability of actual data and corresponding use of prior-year data. Energy consumption of office locations in Austria based on projections from the previous year. Heat consumption of office locations in Sweden based on energy certificate data.

2) The share of renewable energies is based on the information provided by the individual energy suppliers for each location (market based approach). Alternatively, the German electricity mix according to the BDEW location-based approach was used for Germany.

3) Other energy sources include heating oil and heat pumps.

4) From 2021, water consumption and water intensity will also include Swedish office locations. Partially limited comparability due to delayed availability of actual data. Water consumption of office sites in Austria based on projections from the previous year.

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Waste Volume in Business Operations¹⁾							306-3
Total volume of commercial municipal waste	t	811	667	861	736	125	-
of which recycled commercial municipal waste	%	31.5	35.6	35.6	37.3	26.1	-
of which residual commercial municipal waste	%	68.5	64.4	64.4	62.7	73.9	-
Other waste ²⁾	t	93.0	29.0	9.7	3.5	6.2	-

- 1) 2020 and 2021 excl. Deutsche Wohnen. 2022 incl. Deutsche Wohnen (excl. nursing care and SYNVIA segments). No survey to date for the Sweden region.
 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	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Mobile Combustion in Business Operations¹⁾							302-1
Fuel consumption	MWh	76,108	75,893	76,888	74,997	208	1,683
of which diesel	MWh	72,002	71,475	71,526	70,492	45	990
of which gasoline	MWh	4,085	4,415	5,362	4,506	164	693
of which other ²⁾	MWh	22	7	89	84	5	0
Vehicles (yearly average)	number	5,685	5,746	6,065	5,798	33	235
Distance traveled ³⁾	million km	91.9	91.5	97.6	93.9	0.4	3.2
Average fuel consumption⁴⁾	liters/100 km	8.3	8.3	8.0	8.1	6.9	5.5
Average emissions	gCO ₂ e/km	252	253	241	244	159	159

- 1) Only the energy consumption of the vehicle fleet was taken into account. 2020 and 2021 excl. Deutsche Wohnen, from 2022 incl. Deutsche Wohnen (excl. nursing care and SYNVIA segments).
 2) Position no longer includes natural gas/autogas shares from 2022.
 3) Including mileage of all-electric vehicles. Retroactive correction of distance traveled for the years 2020 and 2021.
 4) Excluding distance traveled and excluding energy consumption of electric vehicles.

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Travel and Transport in Business Operations¹⁾							
By rail	million pkm ²⁾	1.99	2.08	3.87	3.72	0.05	0.10
By plane	million pkm ²⁾	0.95	0.93	2.20	1.43	0.53	0.24
By private vehicle	million km	2.78	2.88	2.82	2.45	0.18	0.19

- 1) First survey of business trips from the Sweden region for 2021. 2020 and 2021 excl. Deutsche Wohnen. From 2022 incl. Deutsche Wohnen (excl. nursing care and SYNVIA segments).
 2) "Passenger-kilometer" unit (pkm) stands for the kilometers traveled in passenger transport multiplied by the number of passengers.

Renewable Energies

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Renewable Energy Generation							
Energy generated ¹⁾	MWh	7,324	12,838	16,108	15,292	151	664
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	15.9	16.8	19.3	18.3	0.3	0.7
Portfolio	number	424	451	533	503	7	23
Avoided emissions ³⁾	t CO ₂ e	4,458	8,343	10,551	10,460	39	52

1) Photovoltaic systems owned by Vonovia as of Dec. 31; electricity generation only. 2020 and 2021 excl. Deutsche Wohnen, 2022 incl. Deutsche Wohnen (excl. Care and SYN VIA segments).

2) The proportional increase in the number of plants and installed capacity can deviate from the energy generated, as the number of plants also includes plants that have already been built and will not be connected to the grid until the following year.

3) Theoretical annual emissions avoidance from energy generated by means of photovoltaic systems and fed into the general power grid. Calculated with emission factor for Electricity displacement mix PV, source: Federal Environment Agency (for Germany). Comparability with previous years is limited due to differences in emission factors per kWh of electricity over time possible to a limited extent.

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Energy Sales ¹⁾							
Total energy sold	MWh	71,070	87,730	93,011	93,011	0	0
of which to rentable areas ²⁾	MWh	26,949	39,794	51,080	51,080	0	0
of which general electricity ³⁾	MWh	44,120	47,936	41,931	41,931	0	0
Share of electricity from renewable energy sources ⁴⁾	%	100	100	100	100	-	-
Avoided emissions ⁵⁾	t CO ₂ e	33,687	38,426	45,114	45,114	0	0
Total gas sold ⁶⁾	MWh	859,140	1,208,240	1,114,788	1,114,788	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) Calculation based on "total electricity sales", in previous year's reports calculation based on "thereof common areas." In addition, (retroactive) consideration of emissions from the upstream chain.

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.

Social

GRI 2-7, 2-8, 2-19, 203-1, 203-2, 401-1, 401-3, 403-9, 403-10, 404-1, 404-3, 405-1, 405-2, 413-1

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 considerable additional information on the latter point in particular on our [company website](#).

Employee Key Figures

Key Figures	2020		2021		2022		2022 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
	number	in %	number	in %	number	in %	number	number	number

Employees by Employment Contract and Gender									
2-7, 2-8									
Total headcount ^{1) 2), 3)}	10,622		10,768		12,063		11,153	386	524
of which female	2,626	24.9	2,764	25.7	3,404	28.2	2,979	256	169
Full-time equivalents	10,118		10,305		11,530		10,697	344	490
of which female	2,385	23.6	2,492	24.2	3,088	26.8	2,712	223	153
Employees with temporary contracts	584		919		883		776	1	106
of which female	199		330		325		290	1	34
Employees with permanent contracts	9,569	90.8	9,849	91.5	11,180	92.7	10,377	385	418
of which female	2,263		2,434		3,079		2,689	255	135
Temporary workers	51	0.5	182	1.7	104	0.9	69	0	35
of which female	18		63		55		37	0	18

¹⁾ Germany: Total number of employees by headcount, incl. Deutsche Wohnen (excl. the Care segment and SYNVIA). The Care segment comprises a further 3,798 employees and 309 apprentices - 54 employees are accounted for SYNVIA.

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	2022 by Country											
	2020		2021		2022		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												
Full-time employees ¹⁾	9,521		9,617		10,686		9,928		272		486	
of which female	1,959		2,009		2,473		2,166		162		145	
Part-time employees ^{1), 2)}	1,018		1,151		1,377		1,225		114		38	
of which female	667		755		931		813		94		24	
Proportion of part-time employees ³⁾		9.7		10.7		11.4		11.0		29.5		7.3
of which female		65.5		65.6		67.6		66.4		82.5		63.2
of which male		34.5		34.4		32.4		33.6		17.5		36.8
Marginal employees ²⁾	171		179		184		178		6		0	
of which female	62	36.3	71	39.7	60	32.6	59		1		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); Germany: Total number of employees by headcount, incl. Deutsche Wohnen (excl. the Care segment and SYNIVIA). The Care segment comprises a further 3,798 employees and 309 apprentices - 54 employees are accounted for SYNIVIA.

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	2022 by Country									
	2020		2021		2022		Germany	Austria	Sweden	
	number	in %	number	in %	number	in %	number	number	number	
Personnel Turnover										
Newly hired employees ¹⁾	1,616	15.2	1,907	17.7	2,099	17.4	1,849	35	215	
of which female	409	25.3	548	28.7	622	29.6	526	27	69	
of which under 30 years of age	386	23.9	670	35.1	682	32.5	610	13	59	
of which 30-50 years of age	770	47.6	951	49.9	1,032	49.2	903	22	107	
of which over 50 years of age	214	13.2	286	15.0	385	18.3	336	0	49	
Employees leaving the company ^{1), 2)}	1,510		1,617		2,077		1,850	42	185	
of which female	318	21.1	360	22.3	584	28.1	503	23	58	
of which under 30 years of age	327	21.7	459	28.4	438	21.1	396	5	37	
of which 30-50 years of age	762	50.5	799	49.4	1,139	54.8	998	29	112	
of which over 50 years of age	362	24.0	359	22.2	500	24.1	456	8	36	
Turnover rate (in %) ³⁾		14.2		15.0		17.8	17.2	11.2	35.3	

¹⁾ All figures on employees joining 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. Differentiation by age group and female employees newly introduced for 2020. Germany: Total number of employees by headcount, incl. Deutsche Wohnen (excl. the Care segment and SYNIVIA). The Care segment comprises a further 3,798 employees and 309 apprentices - 54 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, 2022 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	2020		2021		2022		2022 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden

Employees by Category, Gender, Age Group and Disability 405-1

Total headcount ¹⁾	10,539		10,768		12,063		11,153	386	524
Total headcount, commercial ²⁾	3,917	37.2	4,743	44.0	5,660	46.9	4,959	386	315
of which female	1,701	43.4	2,152	45.4	2,692	47.6	2,279	256	157
of which under 30 years of age	573	14.6	674	14.2	779	13.8	660	48	71
of which 30-50 years of age	1,982	50.6	2,541	53.6	3,015	53.3	2,575	260	180
of which over 50 years of age	1,362	34.8	1,527	32.2	1,866	33.0	1,724	78	64
of which with disabilities ³⁾	197	5.0	195	4.1	174	3.1	171	3	0
Total headcount, technical trade ⁴⁾	5,774	54.8	6,025	56.0	6,403	53.1	6,194	0	209
of which female	534	9.2	612	10.2	712	11.1	700	0	12
of which under 30 years of age	922	16.0	868	14.4	842	13.2	819	0	23
of which 30-50 years of age	3,282	56.8	3,406	56.5	3,588	56.0	3,478	0	110
of which over 50 years of age	1,570	27.2	1,751	29.1	1,973	30.8	1,897	0	76
of which with disabilities ³⁾	171	3.0	185	3.1	172	2.7	172	0	0
Average age (in years) ⁵⁾	42.5		42.8		43.3		43.5	41.2	41.6
Employees with disabilities ³⁾	368	3.5	380	3.5	346	2.9	343	3	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 SYNVIA). The Care segment comprises a further 3,798 employees and 309 apprentices - 54 employees are accounted for SYNVIA.

²⁾ New breakdown by operating company since 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 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.

⁵⁾ Average age (in years) of the total workforce on the reporting date of Dec. 31, 2022.

Key Figures	2020		2021		2022		2022 by Country		
	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		100		100	100	100	100
Total number of employees on parental leave ²⁾	302		399		463		369	7	87
of which female	134	44.4	176	44.1	201	43.4	153	6	42
of which male	168	55.6	223	55.9	262	56.6	216	1	45
Employees returning to their workplace after parental leave within the reporting period ³⁾	260		404		424		338	15	71
of which female	90	34.6	155	38.4	168	39.6	126	11	31
of which male	170	65.4	249	61.6	256	60.4	212	4	40
Employees returning to their workplace after parental leave and still employed 12 months after their return ⁴⁾	196		299		327		242	18	67
of which female	67	34.2	100	33.4	134	41.0	91	16	27
of which male	129	65.8	199	66.6	193	59.0	151	2	40

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

²⁾ All employees who took parental leave in 2022 (Austria: excl. educational leave and family end-of-life care leave). Incl. Deutsche Wohnen (excl. the Care segment and SYNVIA).

³⁾ All employees that returned from parental leave in 2022.

⁴⁾ All employees that returned from parental leave in 2021 and were still with the company as of Dec. 31, 2022.

Key Figures	2020		2021		2022		2022 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
	number	in %	number	in %	number	in %	number	number	number
Performance Appraisal¹⁾ 404-3									
Employees who have had an appraisal interview/performance appraisal ²⁾	3,715	35.0	3,970	38.6	3,999	38.3	3,667	332	-
of which female		42.5		45.4		43.9	1,546	210	-
of which male		57.5		54.6		56.1	2,121	122	-
Employees who have had an appraisal interview/performance appraisal, by employee category ²⁾									
of which management level ³⁾		76.9		91.9		83.6	140	23	-
of which other employees ⁴⁾		32.8		37.0		37.4	3,527	309	-
Trainees		100.0		100.0		100.0	557	5	-

¹⁾ Excl. Deutsche Wohnen; Statistics not yet available for Sweden.

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.

³⁾ Germany: First and second level below the Executive Board.

⁴⁾ All employees excluded management level, marginal employees, trainees, interns, works council members.

Key Figures	2020		2021		2022		2021 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden ⁴⁾
Training and Education 404-1									
Vocational training									
Total number of trainees ¹⁾	510		530		617		612	5	-
of which female	103	20.2	116	21.9	148	24.0	145	3	-
Commercial trainees	152	29.9	154	29.1	215	34.8	210	5	-
of which female	84	55.3	92	59.7	120	55.8	117	3	-
Technical trade trainees	357	70.1	376	70.9	402	65.2	402	0	-
of which female	19	5.3	24	6.4	28	7.0	28	0	-
Trainees in part-time training	3	0.60	3	0.6	3	0.5	3	0	-
Proportion of total workforce (in %)		4.6		4.9		5.1	5.2	1.3	-
Proportion taken on (in %) ²⁾		73.6		68.5		71.6	71.6	0	-
Further Training ³⁾									
Total number of participants in further training ⁵⁾	2,302		6,089		6,027		5,699	328	-
of which female	1,159	50.3	2,639	43.3	2,386	39.6	2,169	217	-
Further training rate (in %) ⁶⁾		21.7		56.3		54.7	53.7	83.9	-
Further training intensity ⁷⁾	0.5		5.2		6.0		6.1	2.9	-
Training and education ³⁾									
Total training and education days	45,545.0		54,348		62,881		61,873	1,008	-
Average training and education days per employee ⁸⁾	4.3		5.0		5.7		5.8	2.6	-
Total hours of further training ⁹⁾	364,360.0		434,787		503,047		494,984	8,063	-
Average hours of further training per employee ¹⁰⁾	34.5		40.2		45.7		46.6	20.6	-
of which per female employee	8.2		10.2		13.9		13.6	13.7	-
of which per male employee	26.4		30.0		31.8		33.0	7.0	-
of which per commercial employee	31.5		17.2		19.8		19.2	20.6	-
of which per technical trade employee	21.1		23.0		25.9		27.4	0.0	-
Training and further education costs (in € million)	3.5		1.8		3.3		3.1	0.2	0.0
Average training and education cost per employee ¹¹⁾	332.4		142.5		553.4		545.5	680.9	-

¹⁾ Total amount of apprentices in Headcount. Germany from 2022 incl. Deutsche Wohnen (excl. the Care segment and SYNIVIA, the Care segment contains 309 additional apprentices) In Austria it was introduced in 2021, therefore 2020 excl. Austria.

²⁾ Number of trainees taken on/all trainees who had completed their training by Dec. 31, 2022 x 100%.

³⁾ Following key figures excl. Deutsche Wohnen.

⁴⁾ Statistics not yet available for Sweden. No Apprentices in Sweden.

⁵⁾ Incl. 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⁾ Total training days/number of employees (by headcount).

⁹⁾ Assumption: 8 hours per training day, total training days x 8 hours.

¹⁰⁾ Total training hours/total number of employees (headcount).

¹¹⁾ Total costs for training and education/total number of trainees + total number of participants in further training.

Key Figures	2020		2021		2022		2022 by Country		
	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)}	2,626	24.9	2,764	25.7	3,404	28.2	25.1	66.3	32.3
Proportion of women at the first two levels below the Management Board ⁴⁾		25.9		28.0		25.1	24.9	30.4	14.3

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	2020		2021		2022		2022 by Country		
	number	in %	number	in %	number	in %	Germany	Austria	Sweden
							number	number	number
Gender Pay Ratio ¹⁾	2-19, 405-2								
Total average income ^{2), 3), 4)}	37,985		39,102		41,245		40,690	52,232	39,600
of which female	39,962		40,946		42,661		42,150	45,389	38,492
of which male	37,372		38,484		40,696		40,168	68,134	40,128
Total salary ratio in % (women/men)		106.9		106.4		104.8	104.9	66.6	95.9
Management level total salary ratio in % (women/men) ⁵⁾		-		-		-	86.0	81.9	-
Non-management level total salary ratio in % (women/men) ⁶⁾		-		-		-	105.1	69.1	-

¹⁾ Germany 2020 and 2021 excl. Deutsche Wohnen, 2022 incl. Deutsche Wohnen
²⁾ Germany: Employees counted in accordance with the German Commercial Code (HGB) (excluding the Management Board and one management level below the Management Board as well as executive employees, temporary staff, marginal employees, students): basic monthly salary + allowances + holiday and vacation bonus (in line with the EPRA definition of "basic salary").
³⁾ 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."
⁴⁾ 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. 30, 2022 (EUR 1 = 11.18 SEK).
⁵⁾ First and second levels below the Management Board. Austria since 2021 included. No disclosure for Sweden.
⁶⁾ All levels starting from the third level below the Management Board. Surveyed for Germany since 2020, for Austria since 2021. No disclosure for Sweden.

Occupational Health & Safety

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden ¹⁾
Occupational Health and Safety					403-9, 403-10		
Total occupational and commuting accidents (from 3 days lost time)	number	289	297	311	309	2	-
of which commuting accidents	number	26	30	32	32	0	-
of which occupational accidents	number	263	267	279	277	2	-
of which occupational accidents, commercial	number	30	28	102	100	2	-
of which occupational accidents, technical trade	number	233	240	177	177	0	-
Number of occupational and commuting accidents per 1,000 employees ²⁾	number	29	28.7	29.8	30.7	5.2	-
Accident rate (reportable occupational accidents) ^{3), 4)}	number	15.5	14.0	14.0	14.4	2.9	-
Accident rate (from 1 day lost time/LTIFR) ^{3), 5)}	number	26.1	21.0	21.7	22.3	2.9	-
Work-related fatalities	number	0	1	0	0	0	-
Work-related fatalities (ODR) ^{2), 6)}	in %	0.0	0.0	0.0	0	-	-
Time lost (in days) ^{3), 7)}	number	4,137	4,274	4,921	4,921	-	-
Time lost ^{3), 8)}	in %	0.2	0.2	0.2	0.2	-	-
Absence (in days) ^{3), 9)}	number	118,209	138,068	144,528	144,528	-	-
Absence ^{3), 10)}	in %	5.4	5.6	5.8	5.8	-	-

Occupational health and safety measures cover 100% of employees (by headcount) at Vonovia Group. 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, excl. Deutsche Wohnen (excl. the Care segment and SYNVIA) and Austria.

³⁾ Total value = relates to Germany excl. Deutsche Wohnen (excl. the Care segment and SYNVIA).

⁴⁾ Number of notifiable occupational accidents (from 3 days lost) per 1 million working hours.

⁵⁾ Number of occupational accidents with at least one day lost per 1 million working hours (= LTIFR).

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). The required working days were estimated.

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). The required working days were estimated.

Social Key Figures

	2020	2021	2022
Social Key Figures (in Germany)			203-1, 203-2, 413-1
Voluntary Commitments ¹⁾			
Average modernization cost allocation ²⁾	€ 1.24/m ²	€ 1.24/m ²	€ 1.20/m ²
Customer care for modernization work (hardship management) ³⁾	753 positive decisions ⁴⁾ reached out of 1,017 hardship objection cases	662 ⁵⁾ positive decisions ⁴⁾ reached out of 874 hardship objection cases	391 positive decisions ⁴⁾ reached out of 546 hardship objection cases
Protection for older tenants ⁶⁾	201 positive decisions ⁴⁾ reached out of 346 requests	163 ⁵⁾ positive decisions ⁴⁾ reached out of 316 requests	185 positive decisions ⁴⁾ reached out of 334 requests
¹⁾ Excl. Deutsche Wohnen. 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 31.12.2021 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.			

	2020	2021	2022
Tenant participation			
Tenant meetings and consultation processes ¹⁾	158	79 ²⁾	114 ²⁾
Proportion of tenants involved (units) in modernization/construction measures	6,534 tenants reached in relation to 11,299 modernized residential units ^{2) 3)} 57.8%	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%
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.			

	2020		2021		2022	
Grants and Social Support ¹⁾						
Grants for social/cultural projects and facilities ²⁾		€ 1,478,790		€ 1,464,060		€ 1,156,765
of which locally through regional contributions	202 projects	€ 408,925	176 projects	€ 575,072	162 projects	€ 258,803
of which centrally via a funding program for social projects	156 projects	€ 387,715	146 projects	€ 373,993	167 projects	€ 354,225
of which in Duisburg and Dresden via customer service ("Vonovia bewegt")	24 projects	€ 24,000	0 ³⁾	€ 0	0 ³⁾	€ 0
of which via foundations	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	Grants from foundations: Vonovia Stiftung (Vonovia foundation), Vonovia Mieterstiftung e. V. and Stiftung Mensch und Wohnen	€ 196,143
of which via central cooperation projects	Stifterverband, Jewish Museum in Frankfurt, Josef Albers Museum Bottrop, Ackerdemia 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	Stifterverband, Jewish Museum in Frankfurt, Acker e.V., Dialog mit der Jugend, Josef Albers Museum Bottrop, Freundeskreis Schauspielhaus Bochum, Freunde & Förderer Zollverein Essen	€ 347,594
Units targeted via the central funding program for social projects	156 projects	232,573 units ⁴⁾	146 projects	181.600 units ⁵⁾	167 projects	296.921 units ⁶⁾
Rent-free or discounted commercial premises provided to social/charitable organizations	71 commercial units	6,624 m²	89 commercial units	8.782 m²	80 commercial units ⁷⁾	9.869 m² ⁷⁾

¹⁾ Excl. Deutsche Wohnen.
²⁾ Includes both cash and in-kind contributions.
³⁾ Adjusted in 2021.
⁴⁾ 65% of the 355,285 units in Germany.
⁵⁾ 51% of the 353,963 units in Germany.
⁶⁾ 85% of the 347,373 units in Germany.
⁷⁾ 2022 incl. Deutsche Wohnen.

Governance

GRI 2-9, 204-1, 205-3, 206-1, 308-1, 308-2, 405-1, 406-1, 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 → **Sustainable Governance and Responsible Business Practices**, → **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	2020	2021	2022
Diversity of Controlling Bodies ¹⁾				2-9, 405-1
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	%	0	0	0
of which 30-50 years of age	%	8.3	0	0
of which over 50 years of age	%	91.7	100	100
of which independent Supervisory Board members	number	12	12	12
Average term of office of Supervisory Board members	number	6	7	6
Supervisory Board members with sustainability-related skills	number	5	5	6

¹⁾ Further information on the composition of the controlling bodies can be found in the 2022 Annual Report in the chapter **Recruitment of Members of Executive Bodies**.

Key Figures	Unit	2020	2021	2022	2022 by Country		
					Germany	Austria	Sweden
Anti-corruption ¹⁾					205-3, 206-1		
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	number	0	0	0	0	0	0
Confirmed cases in which contracts with business partners have been terminated or not renewed due to corruption	number	0 ²⁾	0	0	0	0	0
Number of public legal proceedings relating to corruption	number	0	0	0	0	0	0
Legal actions for anti-competitive behavior	number	1	0	0	0	0	0

¹⁾ 2020 and 2021 excl. Deutsche Wohnen, 2022 incl. Deutsche Wohnen. Information on the ongoing investigation against former and current Vonovia employees can be found in the **Governance and Compliance** section of this report and in the 2022 Annual Report in the chapter **Subsequent Events**.

²⁾ No data has yet been collected for the Austria and Sweden regions for the 2020 fiscal year.

Key Figures	Unit	2020	2021	2022
Discrimination ¹⁾				406-1
Incidents of discrimination ²⁾	number	0	0	0

¹⁾ 2020 and 2021 excl. Deutsche Wohnen, 2022 incl. Deutsche Wohnen.

²⁾ This indicator refers to reportable incidents received via the AGG mailbox (introduced in 2022) or other whistleblower channels.

Portfolio Security

Key Figures	Inspection schedule	Unit	2020		2021		2022			
			Inspections carried out ²⁾		Inspections carried out ²⁾		Total inspection list	Target inspections ³⁾	Inspections carried out ^{2) 4)}	
			number	in %	number	in %			number	in %
Safety Inspections (in Germany) ¹⁾										
Buildings	Every 2 years	number	28,465	111.3	28,739	91.4	53,502	26,130	17,071	65.3
Open spaces ⁵⁾	Every 2 years	m ²	19,391,507	96.4	19,669,398	100.0	39,274,567	20,011,249	19,504,055	97.5

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⁾ Excl. Deutsche Wohnen.

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⁾ The low number of building inspections in 2022 is due to the COVID19 pandemic. The outstanding inspections will be completed by the second quarter of 2023 and inspections will once again be carried out according to plan. From Vonovia's perspective, there is no risk.

⁵⁾ Includes open spaces with and without buildings.

Procurement Practices

Key Figures	Unit	2020	2021	2022	2022 by Country			
					Germany	Austria	Sweden	
Supplier Structure								204-1
Supplier¹⁾	Number	8,997	9,243	8,992	5,815	1,131	2,046	
from home country	Number	8,942	9,172	8,923	5,784	1,108	2,031	
from Europe (excl. home country)	Number	55	71	62	26	21	15	
contract partner (small repairs, maintenance, renovation, refurbishment, construction) ²⁾	Number	1,392	1,230	1,233	684	37	512	
material supplier ³⁾	Number	408	545	1,067	628	0	439	
operating costs ⁴⁾	Number	313	402	528	97	16	415	
other material and other services costs ⁵⁾	Number	958	1,067	1,245	465	200	580	
Share of expenses for local suppliers⁶⁾	in %	99.4	99.2	99.2	99.5	98.0	99.3	

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. Data for Germany excl. Deutsche Wohnen.

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. Data basis has been evaluated and adjusted in 2022.

⁴⁾ Includes all suppliers managed by the purchasing department through SAP with the industry code "Supplier." According to the merger of Hembla and Victoria Park all accounts have been closed. During 2021 and 2022 new accounts have been opened successively for active suppliers of Victoriahem.

⁵⁾ Includes, e.g., 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 ²⁾	2022	2022 by Country		
					Germany	Austria	Sweden
Review of Suppliers¹⁾					308-1, 308-2, 414-1, 414-2		
Number of new suppliers	Number	1,104	1,442	1,166	206	372	588
Number of new suppliers surveyed according to sustainability criteria	Number	230	181	179	105	74	588
environmental criteria	in %	50.5	21.4	31.0	51.0	19.9	1
social criteria (human rights, labor standards, corruption)	in %	50.5	21.4	31.0	51.0	19.9	1
Number of existing suppliers surveyed according to sustainability criteria ³⁾	Number	1,098	2,270	2,847	515	874	1,458
environmental criteria	Number	1,098	1,171	2,847	515	874	1,458
social criteria (human rights, labor standards, corruption)	Number	1,098	1,171	2,847	515	874	1,458
Number of suppliers that have not met the following criteria	Number	5	8	2	2	0	0
environmental criteria	Number	0	0	0	0	0	0
social criteria (human rights, labor standards, corruption)	Number	0	5	0	0	0	0
others	Number	5	3	2	2	0	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	2	2	0	0
environmental criteria	Number	0	0	0	0	0	0
social criteria (human rights, labor standards, corruption)	Number	0	5	0	0	0	0
others	Number	5	3	2	2	0	0

¹⁾ An audit or verification of suppliers does not take place systematically; before the connection, all suppliers with minor exceptions are obliged to meet standards of the Business Partner Code. Data for Germany excl. Deutsche Wohnen.

²⁾ Due to the merger of Victoria Park and Hembla to form Victoriahem, as well as further restructuring supplier management in Sweden was reorganised. An evaluation of new suppliers has not been conducted in 2021, therefore Swedish contract partners are not included in the evaluation of new suppliers in 2021.

³⁾ Data 2020 and 2021: related to new suppliers from Germany and Austria, excl. Sweden. From 2022: also incl. Sweden.

GRI Content Index

This report has been prepared in accordance with the Universal Standards of the Global Reporting Initiative (GRI, as amended in 2021). 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.

GRI Standard	Disclosure	Location	Reasons for Omission/Notes
Foundation			
GRI 1: Foundation 2021	Statement of use	Vonovia SE has reported in accordance with the GRI Standards for the period of January, 1, 2022, to December 31, 2022.	
	GRI 1 used	GRI 1: Foundation 2021	
	Applicable GRI Sector Standard(s)	No applicable sector standard available.	
General Disclosures			
The organization and its reporting practices			
	2-1 Organizational details	→ Vonovia in the Context of Current Trends and Developments	
	2-2 Entities included in the organization's sustainability reporting	→ About This Report → Vonovia in the Context of Current Trends and Developments	
	2-3 Reporting period, frequency and contact point	→ About This Report → Contact, Imprint	
	2-4 Restatements of information	→ About This Report	
	2-5 External assurance	→ About This Report → Limited Assurance Report of the Independent Auditor Regarding Sustainability Information	
Activities and workers			
	2-6 Activities, value chain and other business relationships	→ Vonovia in the Context of Current Trends and Developments → Our Approach to Sustainable Development in Detail	
	2-7 Employees	→ Key Figures - Employee Key Figures	
	2-8 Workers who are not employees	→ Key Figures - Employee Key Figures	
Governance			
	2-9 Governance structure and composition	→ Our Approach to Sustainable Development in Detail → Key Figures - Governance ☞ AR 2022 - Corporate Governance	
	2-10 Nomination and selection of the highest governance body	→ Sustainable Governance and Responsible Business Practices → Governance and Compliance ☞ AR 2022 - Corporate Governance	
	2-11 Chair of the highest governance body	☞ AR 2022 - Corporate Governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	→ Our Approach to Sustainable Development in Detail ☞ AR 2022 - Corporate Governance	
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	→ Our Approach to Sustainable Development in Detail ☞ AR 2022 - Corporate Governance	

GRI Standard	Disclosure	Location	Reasons for Omission/Notes
	2-14 Role of the highest governance body in sustainability reporting	→ Our Approach to Sustainable Development in Detail ☞ AR 2022 – Corporate Governance	
	2-15 Conflicts of interest	☞ AR 2022 – Corporate Governance	
	2-16 Communication of critical concerns	☞ AR 2022 – Corporate Governance → Governance and Compliance	
	2-17 Collective knowledge of the highest governance body	☞ AR 2022 – Report of the Supervisory Board	
	2-18 Evaluation of the performance of the highest governance body	☞ AR 2022 – Report of the Supervisory Board ☞ AR 2022 – Corporate Governance	
	2-19 Remuneration policies	☞ Remuneration Report 2022 ☞ AR 2022 – Performance Indicators → Remuneration and Flexible Working Models → Key Figures – Employee Key Figures	
	2-20 Process to determine remuneration	☞ Remuneration Report 2022	
	2-21 Annual total compensation ratio	☞ Remuneration Report 2022	The pay ratio is not explicitly reported, but its individual components are (see ☞ p. 25, Remuneration Report 2022)
	Strategy, policies and practices		
	2-22 Statement on sustainable development strategy	☞ AR 2022 – Societal Megatrends Defining Overall Conditions on the Residential Real Estate Market ☞ AR 2022 – Strategy → Our Approach to Sustainable Development in Detail	
	2-23 Policy commitments	☞ Commitments and Policies (e.g. Code of Conduct, Policy Statement on Respect for Human Rights) are available at: https://investoren.vonovia.de/en/corporate-governance/commitments-and-policies/business-ethics/ → Environment and Climate → Governance and Compliance	
	2-24 Embedding policy commitments	→ Environment and Climate → Homes and Customers → Corporate Culture and Employees → Contribution to Socio-Political Dialogue ☞ AR 2022 – Corporate Governance	
	2-25 Processes to remediate negative impacts	→ Environment and Climate → Homes and Customers → Governance and Compliance	
	2-26 Mechanisms for seeking advice and raising concerns	→ Contribution to Socio-Political Dialogue → Material Topics → Governance and Compliance	
	2-27 Compliance with laws and regulations	→ Sustainable Governance and Responsible Business Practices → Governance and Compliance → Human Rights Due Diligence and Supply Chain	
	2-28 Membership associations	→ Sustainable Governance and Responsible Business Practices → Contribution to Socio-Political Dialogue	
	Stakeholder engagement		
	2-29 Approach to stakeholder engagement	→ Inclusion, Diversity and Social Cohesion → Sustainable Governance and Responsible Business Practices → Contribution to Socio-Political Dialogue → Material Topics	
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	→ Appeal as an Employer	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.

GRI Standard	Disclosure	Location	Reasons for Omission/Notes
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	→ Material Topics	
	3-2 List of material topics	→ Material Topics - Materiality Matrix	
Material topic: Neighborhood development and contribution to infrastructure			
Material topic: Living at fair prices			
GRI 3: Material Topics 2021	3-3 Management of material topics	→ Society and Contribution to Urban Development → Neighborhood Development and Contribution to Infrastructure → Homes and Customers → Living at fair prices → Our Road Map	
	203-1 Infrastructure investments and services supported	→ Society and Contribution to Urban Development → Neighborhood Development and Contribution to Infrastructure → Key Figures - Social Key Figures ☐ AR 2022 - Corporate Structure	
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	→ Homes and Customers → Living at fair prices → Key Figures - Social Key Figures	
Performance indicator	Average rent per m ²	→ Vonovia in Figures → Living at fair prices	
Performance indicator	Average modernization cost allocation	→ Our Road Map → Homes and Customers → Living at fair prices → Key Figures - Social Key Figures	
Performance indicator	Investment volume in community development	→ Neighborhood Development and Contribution to Infrastructure	
Material topic: Governance and compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	→ Sustainable Governance and Responsible Business Practices → Governance and Compliance → Our Road Map	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	→ Governance and Compliance → Key Figures - Governance	
Material topic: Sustainable construction and refurbishment			
GRI 3: Material Topics 2021	3-3 Management of material topics	→ Environment and Climate → Sustainable Construction and Refurbishment → Our Road Map	
	302-1 Energy consumption within the organization	→ Resource and Climate Protection in Business Operations → Key Figures - Environmental Key Figures for Business Operations	We report energy consumption outside of the organization only in the form of emissions (Scope 3).
	302-2 Energy consumption outside of the organization	→ Key Figures - Carbon Emissions → Key Figures - Portfolio Environmental Figures	
	302-3 Energy intensity	→ Key Figures - Environmental Key Figures for Business Operations → Key Figures - Portfolio Environmental Figures	
	302-4 Reduction of energy consumption	→ Environment and Climate → Sustainable Construction and Refurbishment → Resource and Climate Protection in Business Operations → Key Figures - Development and New Construction	
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	→ Environment and Climate → Sustainable Construction and Refurbishment	
Performance indicator	Average primary energy requirement - new construction	→ Sustainable Construction and Refurbishment → Our Approach to Sustainable Development in Detail → Our Road Map	

GRI Standard	Disclosure	Location	Reasons for Omission/Notes
Material topic: Reducing CO₂ in the housing portfolio			
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> → Environment and Climate → CO₂ Reduction in the Housing Portfolio → Implementation of the TCFD Recommendations → Our Road Map → Key Figures - Carbon Emissions → Key Figures - Renewable Energies 	
	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> → Environment and Climate → CO₂ Reduction in the Housing Portfolio → Key Figures - Carbon Emissions 	
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> → Environment and Climate → CO₂ Reduction in the Housing Portfolio → Key Figures - Carbon Emissions 	
	305-3 Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> → Environment and Climate → CO₂ Reduction in the Housing Portfolio → Key Figures - Carbon Emissions 	
	305-4 GHG emissions intensity	<ul style="list-style-type: none"> → Environment and Climate → CO₂ Reduction in the Housing Portfolio → Key Figures - Carbon Emissions → Our Approach to Sustainable Development in Detail → Our Road Map 	
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	<ul style="list-style-type: none"> → Environment and Climate → CO₂ Reduction in the Housing Portfolio → Key Figures - Carbon Emissions 	
Material topic: Appeal as an employer			
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> → Corporate Culture and Employees → Appeal as an Employer → Diversity and Equal Opportunities → Our Road Map 	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<ul style="list-style-type: none"> → Appeal as an Employer → Our Road Map → Key Figures - Employee Key Figures 	
	401-3 Parental leave	<ul style="list-style-type: none"> → Appeal as an Employer → Key Figures - Employee Key Figures 	
Performance indicator	Employee satisfaction	<ul style="list-style-type: none"> → Corporate Culture and Employees → Appeal as an Employer → Our Approach to Sustainable Development in Detail → Our Road Map 	
Material topic: Diversity and equal opportunities			
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> → Corporate Culture and Employees → Diversity and Equal Opportunities → Our Road Map 	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<ul style="list-style-type: none"> → Corporate Culture and Employees → Diversity and Equal Opportunities → Key Figures - Employee Key Figures → Key Figures - Governance → Our Road Map 	
	405-2 Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> → Corporate Culture and Employees → Diversity and Equal Opportunities → Key Figures - Employee Key Figures 	
Performance indicator	Proportion of women in management roles	<ul style="list-style-type: none"> → Corporate Culture and Employees → Diversity and Equal Opportunities → Key Figures - Employee Key Figures → Our Approach to Sustainable Development in Detail → Our Road Map 	

GRI Standard	Disclosure	Location	Reasons for Omission/Notes
Material topic: Customer satisfaction and service quality			
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> → Homes and Customers → Customer Satisfaction and Service Quality → Our Road Map 	
Performance indicator	Customer Satisfaction Index (CSI)	<ul style="list-style-type: none"> → Homes and Customers → Customer Satisfaction and Service Quality → Our Approach to Sustainable Development in Detail → Our Road Map 	
Material topic: Appeal on the capital market			
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> → Appeal on the Capital Market → Our Road Map 	
Performance indicator	Performance in relevant ESG ratings	<ul style="list-style-type: none"> → Appeal on the Capital Market → ESG Ratings and Indices 	
Material topic: Homes that meet people's needs and demographic change			
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> → Homes and Customers → Customer Satisfaction and Service Quality → Our Road Map 	
Performance indicator	Proportion of accessible (partially) modernized newly rented apartments	<ul style="list-style-type: none"> → Homes and Customers → Homes that meet people's needs and demographic change → Our Approach to Sustainable Development in Detail → Our Road Map 	

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	Disclosure	Location	Reasons for Omission/Notes
Other Topics			
GRI 201: Economic performance 2016			
	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> ☞ AR 2022: The Company and its Shares → Vonovia in Figures 	
	201-2 Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> → Environment and Climate → Implementation of the TCFD Recommendations ☞ AR 2022: Current Risk Assessment ☞ AR 2022: Current Assessment of the Main Opportunities 	
GRI 204: Procurement practices 2016			
	204-1 Proportion of spending on local suppliers	→ Key Figures - Procurement Practices	
GRI 206: Anti-competitive Behavior 2016			
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	→ Key Figures - Governance	
GRI 207: Tax 2019			
	207-1 Approach to tax	→ Governance and Compliance	
	207-2 Tax governance, control, and risk management	→ Governance and Compliance	
	207-3 Stakeholder engagement and management of concerns related to tax	→ Governance and Compliance	
	207-4 Country-by-country reporting	☞ Commitments and policies available at: https://investoren.vonovia.de/en/corporate-governance/commitments-and-policies/taxes/	

GRI Standard	Disclosure	Location	Reasons for Omission/Notes
GRI 303: Water and Effluents 2018			
	303-5 Water consumption	<ul style="list-style-type: none"> → Water, Effluents and Waste → Key Figures - Portfolio Environmental Figures → Key Figures - Environmental Key Figures for Business Operations 	
GRI 306: Waste 2020			
	306-1 Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> → Sustainable Construction and Refurbishment → Water, Effluents and Waste 	
	306-2 Management of significant waste-related impacts	<ul style="list-style-type: none"> → Sustainable Construction and Refurbishment → Water, Effluents and Waste 	
	306-3 Waste generated	<ul style="list-style-type: none"> → Key Figures - Portfolio Environmental Figures → Key Figures - Environmental Key Figures for Business Operations 	
GRI 308: Supplier Environmental Assessment 2016			
	308-1 New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> → Human Rights Due Diligence and Supply Chain → Key Figures - Procurement Practices 	
	308-2 Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> → Human Rights Due Diligence and Supply Chain → Key Figures - Procurement Practices 	
GRI 403: Occupational Health and Safety 2018			
	403-2 Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> → Promoting Health and Safety → Sustainable Construction and Refurbishment 	
	403-4 Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> → Promoting Health and Safety → Sustainable Construction and Refurbishment 	
	403-5 Worker training on occupational health and safety	<ul style="list-style-type: none"> → Promoting Health and Safety → Sustainable Construction and Refurbishment 	
	403-6 Promotion of worker health	<ul style="list-style-type: none"> → Promoting Health and Safety → Sustainable Construction and Refurbishment 	
	403-9 Work-related injuries	→ Key Figures - Occupational Health & Safety	
	403-10 Work-related ill health	→ Key Figures - Occupational Health & Safety	
GRI 404: Training and Education 2016			
	404-1 Average hours of training per year per employee	<ul style="list-style-type: none"> → Training and Personal Development → Key Figures - Employee Key Figures 	
	404-3 Percentage of employees receiving regular performance and career development reviews	→ Key Figures - Employee Key Figures	
GRI 406: Non-discrimination 2016			
	406-1 Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> → Corporate Culture and Employees → Diversity and Equal Opportunities → Governance and Compliance → Key Figures - Governance 	
GRI 413: Local Communities 2016			
	413-1 Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> → Society and Contribution to Urban Development → Inclusion, Diversity and Social Cohesion → Homes and Customers → Living at fair prices → Key Figures - Social Key Figures 	
GRI 414: Supplier Social Assessment 2016			
	414-1 New suppliers that were screened using social criteria	<ul style="list-style-type: none"> → Human Rights Due Diligence and Supply Chain → Key Figures - Procurement Practices 	
	414-2 Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> → Human Rights Due Diligence and Supply Chain → Key Figures - Procurement Practices 	

GRI Standard	Disclosure	Location	Reasons for Omission/Notes
GRI 415: Public Policy 2016			
	415-1 Political contributions	→ Contribution to Socio-Political Dialogue	
GRI 416: Customer Health and Safety 2016			
	416-1 Assessment of the health and safety impacts of product and service categories	→ Maintenance for Health and Safety → Key Figures - Portfolio Security	

SASB Mapping Vonovia 2022

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 2022, p. 103 et seqq., chapter "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 . 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 2022, p. 109, 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 . 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 2022, p. 110, 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 2022, p. 22 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 2022, p. 111, table “Water Consumption in the Portfolio” and p. 103 et seqq., chapter “About This Report”. See also EPRA Report. 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> <p>Vonovia does not disclose this metric for each property subsector.</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 2022, p. 111, table “Water Consumption in the Portfolio”</p> <p>2) See above</p> <p>Vonovia does not disclose this metric for each property subsector.</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. Vonovia does not disclose this metric for each property subsector</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. 39 et. seqq., chapter “Water, Effluents and Waste”, Sustainability Report 2022.</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 2022, p. 110, table “Refurbishment” and p. 123, table “Social Key Figures (in Germany)”, KPI “Average modernization cost allocation”</p> <p>2) Sustainability Report 2022, p. 110, table “Refurbishment”</p> <p>Vonovia does not disclose this metric for each property subsector.</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 2022, p. 22 et seqq., chapter “Environment and Climate” and p. 56 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 2022, p. 22 et seqq., chapter "Environment and Climate" and p. 23 et seqq., chapter "Implementation of the TCFD Recommendations" and p. 85, chapter "Management of Opportunities and Risks" and Annual Report 2022, 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 2022, p. 105, table "General Key Figures", and p. 9, "Vonovia in Figures" and Annual Report 2022, p. 84 et seqq., chapter "Portfolio in the Property Management Business" and p. 88 et seqq., chapter "Development Business"
Leasable floor area, by property subsector	Quantitative	IF-RE-000.B	N/A	Sustainability Report 2022, p. 105, table "General Key Figures", and p. 9, "Vonovia in Figures" and Annual Report 2022, p. 84 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 2022, p. 84 et seqq., chapter "Portfolio in the Property Management Business" Vonovia manages 72,779 residential units for other owners (11.7%)
Average occupancy rate, by property subsector	Quantitative	IF-RE-000.D	N/A	Annual Report 2022, p. 282, "EPRA Vacancy Rate"

Limited Assurance Report of the Independent Auditor Regarding Sustainability Information*

GRI 2-5

To Vonovia SE, Bochum

We have performed an independent limited assurance engagement on quantitative disclosures on sustainability information published in the Sustainability Report 2022 (further "Report") of Vonovia SE, Bochum, (further "Company") for the period from January 1 to December 31, 2022.

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 qualitative and quantitative disclosures on 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) and internal guidelines as Reporting Criteria.

The responsibility of the legal representatives includes the selection and application of appropriate methods to prepare the non-financial reporting and the use of assumptions and estimates for individual qualitative and quantitative sustainability disclosures which are reasonable under the circumstances. Furthermore, the legal representatives are responsible for the internal controls they deem necessary for the preparation of the Report that is free of material misstatement, whether due to fraud (i.e., fraudulent reporting on sustainability) or error.

Independence and Quality Assurance of the Assurance Practitioner's 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).

Practitioner's Responsibility

Our responsibility is to express a conclusion with limited assurance on the quantitative disclosures on sustainability information in the Sustainability Report 2022 based on our assurance engagement.

We conducted our assurance engagement 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 quantitative disclosures on sustainability information published in the Sustainability Report of the Company for the period from January 1 to December 31, 2022 have not been prepared, in all material respects, in accordance with the Reporting Criteria.

* Our engagement applied to the German version of the Sustainability Report 2022. This text is a translation of the Limited Assurance Report issued in German language, whereas the German text is authoritative.

In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly, a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgment of the assurance practitioner.

In the course of our assurance engagement we have, among other things, performed the following assurance procedures and other activities:

- > 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 quantitative sustainability disclosures included in the scope of this engagement, including the consolidation of the data
- > Inquiries of personnel who are responsible for determining the quantitative disclosures on sustainability information, 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 on group level
- > Assessment of the overall presentation of the quantitative disclosures on sustainability information

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

Assurance Opinion

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the quantitative disclosures on sustainability information in the Sustainability Report 2022 of Vonovia SE for the period from January 1 to December 31, 2022 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 solely addressed to Vonovia SE, Bochum.

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Düsseldorf, April 26, 2023

KPMG AG
Wirtschaftsprüfungsgesellschaft
[Original German version signed by:]

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Note

This Sustainability Report is published in German and English. The German version is always the authoritative text.
The Sustainability Report can be found on the website at www.vonovia.de/en.

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