

EPRA sBPR Report 2023 ViB Vermögen AG

dynamic performance

Introduction

About us

VIB Vermögen AG is a medium-sized company specializing in the development, acquisition and portfolio management of modern and sustainably profitable commercial properties. The company has been operating successfully on the market for more than 30 years. The focus is on properties in the logistics and light industrial asset class. VIB's shares have been listed on the Munich (m:access) and Frankfurt (Open Market) stock exchanges since 2005.

Alongside direct acquisitions, VIB's broad-based business model also comprises the entire spectrum of project development and redensification projects as part of a "develop-or-buy-and-hold" strategy: on the one hand, VIB acquires properties that have been let already, and on the other hand, it develops new properties from the ground up in order to permanently incorporate these into its own portfolio and generate rental income from them. At the same time, selective sales are part of the overall strategy. In addition, VIB offers comprehensive property management services and solutions for institutional investors and holds interests in companies with real estate assets.

Ever since VIB Vermögen AG was founded, sustainability has been a core component of the company's day-to-day operations and its values. Our aim is not only to generate added value for our shareholders and tenants; indeed, we are also committed to the general public, our business partners and, last but not least, our employees in everything we do. For us, responsible and transparent corporate governance is essential for the long-term success of our company.

Sustainability aspects are not only taken into consideration in dealings with our stakeholders, but are also at the heart of our growth strategy. Sustainable and profitable growth, on the basis of environmental and social aspects, will continue to shape our actions in the years to come.

We report on key indicators in the areas of environmental, social and corporate governance (ESG) pursuant to the third edition of the Sustainability Best Practice Recommendations (sBPR) of the European Public Real Estate Association (EPRA). The data and reporting relate to the calendar year that ended on 31/12/2023. This EPRA report is split into the following sections:

1. Overarching recommendations
2. Narrative on performance
3. EPRA Sustainability performance measures (see tables on page 8 ff.)

Overarching recommendations

Organisational boundaries

We only report on real estate data over which we as a company have complete operational control.

Coverage

We report on all properties within the organisational boundaries defined above, and for which we are responsible for utilities consumption and where the year-end settlement is entirely available at the reporting date.

Of the 81 properties held in the VIB portfolio at the reporting date 31/12/2023, 14 properties – with a total useful area of 262,247 m² – are included in EPRA sustainability reporting; this equates to a 25% share of the portfolio as a whole.

The balance sheet value of the 14 properties as of 31/12/2023, is 245 m Euro (share of total Investment Properties of 23%).

Within the segments, every prescribed EPRA key figure and every property is reported, so coverage is 100%. Within Logistics / Light Industrial 8 out of 8, within Retail 3 out of 3, within Offices & Others 3 out of 3.

As three properties were sold in the course of the 2023 financial year, the property portfolio on which the report is based has changed. The data for the three properties was also adjusted accordingly in the 2022 and 2021 reporting periods for reasons of comparability. A like-for-like comparison is therefore still possible and there is still no difference between the “absolute” and “like-for-like” key figures in this report.

The assessment only considers properties of VIB Vermögen AG or subsidiaries of VIB Vermögen AG, that are consolidated in the context of VIB group.

Estimation of landlord-obtained utility consumption

All utility data of our properties for the years 2021, 2022 and 2023 are 100% based on invoices we received from providers.

We have made the decision to only use real and actual values and therefore no estimations were used.

Boundaries – reporting on landlord and tenant consumption

The consumption reported includes only the utilities (energy and water) that we purchase as landlords. Water consumption occurs at a whole building level and therefore includes tenant use where this is reported. Waste data covers tenant and landlord waste as we are as a landlord responsible for waste contracts.

Analysis – data normalisation

Intensities (Elec-Int, GHG-Int and Water-Int) are calculated using the underlying useful area (sqm) as the denominator. The floor area denominator is therefore equivalent to utilities which are served to this space and as such there is no disproportion in the intensity calculations.

Health and safety performance measures are calculated using the following formulae:

- Injury rate = Number of reportable injuries/Total number of working hours
- Lost Day Rate = Number of days lost (three days or longer) due to workplace injuries/Total number of working hours
- Absentee rate = Number of days absent due to illness/Total number of working days

Analysis – segmental analysis

Segmental analysis has been conducted on an asset type basis of the company, meaning Logistics/Light Industrial, Retail and Offices/Others. As the property portfolio of VIB Group is solely located in Germany, a geographical segmentation was not executed.

Third party verification

The sustainability data in this report is reviewed for consistency although it has not been subject to external third-party verification.

Consumption of company headquarters

We report on utility data of our own offices in a separate survey.

VIB is economic owner of our self-used offices, in which part of the area is sublet.

In our own offices we exclusively use utility data where we are responsible in person. We did not estimate any data and did also not use any data from our tenant.

For further details please see the table on page 10.

Narrative on performance

Environmental performance

The energy consumption figures for the VIB real estate portfolio again showed a largely positive trend in 2023, even if this was slightly lower than in the previous year. While consumption figures for electricity and fossil fuels fell slightly once again, heating energy consumption for district heating increased slightly.

There was also a slight improvement in the consumption figures for the VIB Group's headquarters compared to the previous year. The heating energy required for the building is generated exclusively by heat pumps; fossil fuels are not used. The electricity required for this is covered entirely by green electricity and electricity from the company's own photovoltaic system. As in the previous year, VIB's company headquarters was once again operated 100% CO₂-neutral in 2023!

Energy and GHG emissions

The electricity consumption (Elec-LfL) fell by 1%, district heating consumption (DH&C-LfL) increased by 3% and fuel consumption (Fuels-LfL) fell by 1%. Similarly, the absolute electricity consumption (Elec-Abs) decreased by 1%, the absolute consumption of district heating (DH&C-Abs) increased by 3% and the absolute consumption of fuels (Fuels-Abs) fell by 1%.

The slight overall reduction in electricity and energy consumption led to a 1% reduction in total energy consumption per unit area (Energy-Int) in 2023. As a consequence, Scope 1 emissions (GHG-Dir-Abs) decreased by 1% and Scope 2 emissions (GHG-Indir-Abs) changed by 0%. In relation to the unit of area, total Scope 1 and 2 emissions (GHG-Int) decreased by 1% per tonne of CO₂e per m² per year.

In addition to using energy resources as sustainably as possible, VIB has, for many years, been committed also to expanding sustainable energy generation in the form of photovoltaic installations. While, as of the end of 2022, systems with a nominal output of approx. 16,000 kWp were installed on the roofs of VIB properties, the capacity increased to almost 20,000 kWp by the end of 2023. The annual energy produced using these systems equates mathematically to approx. 2.5 million litres of heating oil or a CO₂ saving corresponding to 6,500 tonnes. As well as installing systems on new buildings, we are also increasingly examining the option of retrofitting capacity on existing properties. In this way, we aim to continue to make a contribution to climate protection in the years ahead in our role as a property management company.

And the VIB Group has also set itself ambitious medium-term targets when it comes to photovoltaics. It is planned to increase the existing PV capacity to around 30,000 kWp by the end of 2025. This would correspond to a considerable CO₂-saving of around 10,000 tons.

Water

In 2023, water consumption (Water-LfL) decreased against previous year by 9%. Absolute water consumption (Water-Abs) also decreased by 9% across the portfolio as a whole, although disproportionately decrease was witnessed in the logistics and light industrial segment. Taken across the total useful area, water consumption per square metre (Water-Int) stood at just 0.14 m³ in 2023, compared with 0.16 m³ in the previous year. All water consumed in VIB properties originates from the local water supply.

Waste Management

The total weight of waste in the portfolio for which we collect data decreased by 6% between 2022 and 2023. Pursuant to German waste disposal regulations, no waste is disposed of on landfill sites. 61% of waste was incinerated for energy recovery (2022: 69%), 29% was recycled (2022: 22%) and 10% was composted (2022: 9%).

Building certification

While the VIB real estate portfolio on which the EPRA analysis is based does not include any certified buildings, all new project developments in the logistics and light industrial sectors have been certified according to the strict criteria of the DGNB standard "Gold" for several years.

Social performance

Gender Pay Ratio

VIB Vermögen AG is expressly committed to a pluralistic society in which diversity is respected and embraced. We offer our employees an agreeable working environment that is free from prejudice and in which appreciation, tolerance and respect constitute fundamental values. Remuneration at VIB has always been based on performance- and market-related factors and is not dependent on the employee's gender.

The gender-specific pay ratio between male and female employees at VIB (employees without management tasks) stood at 1.03 : 1 in 2023 (2022: 1.03 : 1). The pay ratio between men and women at management level (not including Board of Directors and Supervisory Board members) stood at 1.04 : 1 (2022: 1.04 : 1).

According to figures published by the German Federal Statistical Office, the gender-specific pay ratio between men and women in Germany remained on a par with the previous year at 1.18 : 1 in 2023. In a direct comparison, VIB therefore once again performed much better than the German average.

Diversity

VIB recognises the importance of a balanced and inclusive workforce with a diverse range of mindsets. The proportion of female employees without management tasks was 62% in 2023 (2022: 70%), the proportion of female management (not including Board of Directors and Supervisory Board members) has increased to 50% (2022: 33%).

Training and development

On account of their knowledge and their loyalty, our employees play a crucial role in the company's positive course of business. As an employer, we therefore do everything in our power to ensure that our employees are satisfied and that they can make the most of their talents. We also want to help employees safeguard their future, which is why we support all members of staff with an occupational pension scheme.

Moreover, we attach considerable importance to the education and professional development of our employees. Alongside a range of trainee programmes, we also offer needs-based seminars on topics such as tenancy law, data protection, time management and occupational health and safety as well as language courses for employees. Since 2013, VIB has also been certified as an apprenticeship provider for property professionals by the Industrie- und Handelskammer (IHK, German Chamber of Industry and Commerce). On

average, each employee of the VIB Group took part in external training measures for 15 hours, which corresponds to a significant increase compared to the previous year (2022: 5 hours).

Staff turnover

In 2023, 13 new employees joined the company (2022: 7 employees), resulting in a recruitment rate of 35% (2022: 19%). In the same period, 13 employees left the company (2022: 15 employees), resulting in a turnover rate of 35% (2022: 41%).

Health and safety

With a total of 37 people employed at the VIB Group, two injuries were recorded in 2023 (2022: 0 injuries), followed by 127 days of absence (2022: 0 days of absence). The injury rate came in at 0.0038% (2022: 0.0000%), with a lost workday rate of 0.2431% (2022: 0.0000%).

The absence rate, which includes days of absence both due to workplace and personal reasons, stood at 5.6% in the fiscal year under review (2022: 4.6%).

In order to prevent accidents and injuries at our properties, the VIB asset managers have a precise understanding of the health and safety measures in place at the properties concerned. When developing new logistics properties, there is a standardised process for handing over finished properties to the tenant. All elements of the building, e.g. logistics and warehouse spaces, offices, communal areas, etc., are examined with the utmost precision to identify any potential safety shortcomings or potential health risks. In addition, fire protection systems, fire/smoke alarms, staircases, escape routes, lifts, etc. are inspected to ensure their compliance with stringent German occupational safety legislation. Following completion of the properties, our asset managers are involved in the regular inspections carried out by insurance professionals and certified inspection agencies (also required by law) in order to safeguard the building's high standards in terms of technical and electrical infrastructure on a long-term basis.

We regularly invest in the renovation and modernisation of our existing properties. This not only extends the useful life of the properties and the rental agreements with VIB tenants, but also helps to ensure that those working in the buildings feel comfortable in the workplace. By virtue of the in-house management of our properties, we work closely with tenants and have a precise understanding of their needs and problems.

Governance KPIs

Within the scope of our business operations, we come into contact with a vast array of social groups. As part of the shared interaction, the focus is not only on economic and environmental issues, but also on social considerations. Our business relations, which are geared towards the long term, are always characterised by mutually responsible and fair dealings.

Compliance and conflicts of interest

For us, applicable legislation (particularly company and capital market law), the company's articles of incorporation and the rules of procedure of the Supervisory and Managing Boards form the foundation in terms of devising and practising sustainable corporate governance. In addition, there are a raft of internal guidelines and processes that apply across the VIB Group and that require each and every employee to conduct themselves in a legally and ethically upstanding fashion. The central elements in this regard are the VIB Code of Conduct and the Compliance Policy, which sets out explicit rules on fair competition and the avoidance of conflicts of interest, the non-discrimination of minorities and the prevention of corruption, as well as data protection and the conduct of VIB employees in public.

We also take the view, however, that good corporate governance includes the application of principles that go above and beyond statutory requirements. With this in mind, the ability of both the management and workforce to act in a proactive and committed fashion, and to respond flexibly and promptly to changes and challenges, is the cornerstone of sustainable company success. This requires a high degree of personal

initiative and expertise, as well as a willingness to embrace change, on the part of our employees. Our executives treat their employees with great respect and courtesy and always strive to inspire the necessary confidence. In day-to-day operations, individuality is respected and diversity of opinion fostered. Decisions are implemented with purpose and resolve in an atmosphere characterised by mutual acceptance and appreciation.

In the 2023 fiscal year, there were no conflicts of interest on the part of Managing and Supervisory Board members that had to be disclosed to the Supervisory Board. There were also no consultancy contracts, or other contracts for services/works, between the members of the Managing and Supervisory Board and the company in the 2023 fiscal year.

Managing and Supervisory Board

A key feature of German company law is the dual governance system, which comprises a Managing Board and a Supervisory Board. The Managing Board is the governing body of a public limited company (*Aktiengesellschaft*) and the Supervisory Board is the oversight body. The Managing Board of VIB Vermögen AG consisted of two members as of 31/12/2023 and is directly responsible for managing the company (31/12/2022: three members). The Supervisory Board monitors the Managing Board and advises it on the running of the business. In particular, it appoints the members of the Managing Board and is responsible for Managing Board matters. The Supervisory Board of VIB Vermögen AG is made up of four members (31/12/2022: four members). The professional experience of the Supervisory Board members – who, pursuant to the articles of incorporation, are elected for five-year terms – allows them to evaluate the activities of VIB Vermögen AG and qualifies them to perform a supervisory and advisory role in respect of the Managing Board.

When selecting members of the Supervisory Board, the emphasis is not only on experience, but also on the skills and specialist knowledge necessary to perform the role. The Supervisory Board of VIB Vermögen AG has an Audit Committee and a Committee for Managing Board Matters. The Supervisory Board has drawn up rules of procedure governing its work. The Supervisory Board is quorate when three Supervisory Board members are present for a vote. Resolutions are passed with a majority of the votes cast. The Chairman of the Supervisory Board coordinates the work of the Supervisory Board, chairs its meetings and represents its interests vis-à-vis external parties. The Supervisory Board report issued to the Annual General Meeting outlines details of the Supervisory Board's work in the year under review.

The Managing and Supervisory Boards of VIB Vermögen AG work together closely and in a spirit of mutual trust as they perform their statutory duties. The shared goal is to sustainably increase the value of the company. The Supervisory Board is consulted on corporate strategy and planning, as well as on all other questions of fundamental importance to the company. Significant business transactions are subject to approval requirements set out by the Supervisory Board. The Managing Board provides the Supervisory Board with regular and comprehensive information – both in a timely fashion in writing and at the Supervisory Board meetings – on all developments and events significant to the company. This information pertains to the general course of business, corporate planning, risk reporting and any compliance measures employed by the Managing Board to ensure adherence to rules and legislation within the company. The Supervisory Board regularly meets, sometimes without the Managing Board, and extraordinary Supervisory Board meetings will be held.

Together with the Managing Board, the Supervisory Board manages the long-term succession planning of the Managing Board. Long-term succession planning takes into consideration the applicable legal requirements, particularly those of the German Stock Corporation Act (*AktG*), and the company-specific needs of VIB Vermögen AG as a property management company. Paying due regard to the specific qualification requirements for Managing Board positions, the Supervisory Board draws up an ideal profile, which is used as a basis to shortlist available candidates. Where necessary, the Supervisory Board is supported by external consultants in terms of developing a requirements profile and selecting candidates.

The Supervisory Board conducts regular internal reviews to determine how effectively the Supervisory Board as a whole and its individual members discharge its/their duties. The results of this review attest to a professional and constructive working relationship – characterised by a high degree of trust and openness – both within the Supervisory Board and with the Managing Board.

For more information on corporate governance, please refer to the “Corporate Governance” chapter of the 2021 Annual Report (page 36 onwards).

EPRA Sustainability Performance Measures

Environmental KPIs PORTFOLIO

Area	EPRA Code	Indicator	Unit(s) of measure	Logistics / Light Industrial				Retail			
				2021	2022	2023	Change	2021	2022	2023	Change
Energy	Elec-Abs	Total electricity consumption	annual kWh	2,230,581	2,011,193	1,850,756	-8%	1,022,925	960,292	1,022,907	7%
			% from renewable sources	64%	60%	63%	6%	59%	56%	63%	13%
	Elec-Lfl	Like-for-like total electricity consumption	annual kWh	2,230,581	2,011,193	1,850,756	-8%	1,022,925	960,292	1,022,907	7%
			annual kWh	0	0	0	0%	638,100	785,000	720,853	-8%
	DH&C-Abs	Total district heating & cooling consumption	% from renewable sources	k.A.	k.A.	k.A.	0%	k.A.	k.A.	k.A.	0%
			annual kWh	0	0	0	0%	638,100	785,000	720,853	-8%
	Fuels-Abs	Total fuel consumption	annual kWh	6,293,188	5,428,082	5,196,774	-4%	2,259,665	1,923,824	2,005,880	4%
			% from renewable sources	0%	0%	0%	0%	0%	0%	0%	0%
Fuels-Lfl	Like-for-like total fuel consumption	annual kWh	6,293,188	5,428,082	5,196,774	-4%	2,259,665	1,923,824	2,005,880	4%	
Energy-Int	Building energy intensity	kWh/sqm	46	40	38	-5%	74	70	71	2%	
Emissions	GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions, Scope 1	annual metric tonnes CO ₂	1,493	1,288	1,233	-4%	536	457	476	4%
	GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions, Scope 2	annual metric tonnes CO ₂	1,172	1,057	973	-8%	698	701	718	2%
	GHG-Int	Greenhouse gas (GHG) emissions intensity from building	annual metric tonnes CO ₂ /sqm	0.014	0.013	0.012	-6%	0.023	0.022	0.023	3%
Water	Water-Abs	Total water consumption	annual cubic metres (m ³)	20,016	21,840	17,069	-22%	12,131	17,614	18,704	6%
	Water-Lfl	Like-for-like total water consumption	annual cubic metres (m ³)	20,016	21,840	17,069	-22%	12,131	17,614	18,704	6%
	Water-Int	Building water intensity	m ³ /sqm	0.11	0.12	0.09	-22%	0.23	0.33	0.36	6%
Waste	Waste-Abs	Total weight of waste by disposal route	annual metric tonnes	60	60	60	0%	41	42	35	-16%
			% incinerated	64%	64%	64%	0%	73%	71%	48%	-32%
			% composted	15%	15%	15%	0%	2%	1%	3%	102%
	Waste-Lfl	Like-for-like total weight of waste by disposal route	% recycled	21%	21%	21%	0%	25%	27%	49%	79%
			annual metric tonnes	60	60	60	0%	41	42	35	-16%
			% incinerated	64%	64%	64%	0%	73%	71%	48%	-32%
			% composted	15%	15%	15%	0%	2%	1%	3%	102%
		% recycled	21%	21%	21%	0%	25%	27%	49%	79%	
Certification	Cert-Tot	number of sustainability certified assets	number of certified assets	0	0	0	0%	0	0	0	0%

na = not applicable

n/a = not available

-> The calculation of GHG emissions is based on data of the German Federal Environmental Agency (location-based)

Environmental KPIs PORTFOLIO

Area	EPRA Code	Indicator	Unit(s) of measure	Offices & others				Total			
				2021	2022	2023	Change	2021	2022	2023	Change
Energy	Elec-Abs	Total electricity consumption	annual kWh	536,958	469,731	520,983	11%	3,790,464	3,441,216	3,394,646	-1%
			% from renewable sources	65%	65%	65%	0%	63%	60%	64%	7%
	Elec-Lfl	Like-for-like total electricity consumption	annual kWh	536,958	469,731	520,983	11%	3,790,464	3,441,216	3,394,646	-1%
			annual kWh	1,435,834	1,028,275	1,151,420	12%	2,073,934	1,813,275	1,872,273	3%
	DH&C-Abs	Total district heating & cooling consumption	annual kWh	1,435,834	1,028,275	1,151,420	12%	2,073,934	1,813,275	1,872,273	3%
			% from renewable sources	k.A.	k.A.	k.A.	0%	k.A.	k.A.	k.A.	0%
	DH&C-Lfl	Like-for-like total district heating & cooling consumption	annual kWh	1,435,834	1,028,275	1,151,420	12%	2,073,934	1,813,275	1,872,273	3%
			annual kWh	333,904	280,322	321,553	15%	8,886,757	7,632,228	7,524,207	-1%
	Fuels-Abs	Total fuel consumption	annual kWh	333,904	280,322	321,553	15%	8,886,757	7,632,228	7,524,207	-1%
			% from renewable sources	0%	0%	0%	0%	0%	0%	0%	0%
Fuels-Lfl	Like-for-like total fuel consumption	annual kWh	333,904	280,322	321,553	15%	8,886,757	7,632,228	7,524,207	-1%	
		Building energy intensity	kWh/sqm	110	85	95	12%	57	50	50	-1%
Emissions	GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions, Scope 1	annual metric tonnes CO ₂	79	67	76	15%	2,109	1,811	1,785	-1%
			annual metric tonnes CO ₂	642	505	562	11%	2,512	2,263	2,253	0%
	GHG-Int	Greenhouse gas (GHG) emissions intensity from building	annual metric tonnes CO ₂ /sqm	0.035	0.027	0.031	12%	0.018	0.016	0.016	-1%
Water	Water-Abs	Total water consumption	annual cubic metres (m ³)	1,262	1,501	1,454	-3%	33,409	40,955	37,227	-9%
			annual cubic metres (m ³)	1,262	1,501	1,454	-3%	33,409	40,955	37,227	-9%
	Water-Int	Building water intensity	m ³ /sqm	0.06	0.07	0.07	-3%	0.13	0.16	0.14	-9%
Waste	Waste-Abs	Total weight of waste by disposal route	annual metric tonnes	7	7	7	0%	108	109	102	-6%
			% incinerated	100%	100%	100%	0%	70%	69%	61%	-12%
			% composted	0%	0%	0%	0%	9%	9%	10%	11%
	Waste-Lfl	Like-for-like total weight of waste by disposal route	% recycled	0%	0%	0%	0%	21%	22%	29%	32%
			annual metric tonnes	7	7	7	0%	108	109	102	-6%
			% incinerated	100%	100%	100%	0%	70%	69%	61%	-12%
	Waste-Lfl	Like-for-like total weight of waste by disposal route	% composted	0%	0%	0%	0%	9%	9%	10%	11%
% recycled			0%	0%	0%	0%	21%	22%	29%	32%	
Certification	Cert-Tot	number of sustainability certified assets	number of certified assets	0	0	0	0%	0	0	0	0%

na = not applicable

n/a = not available

-> The calculation of GHG emissions is based on data of the German Federal Environmental Agency (location-based)

Environmental KPIs OWN OFFICE

Area	EPRA Code	Indicator	Unit(s) of measure	2021	2022	2023	Change	
Energy	Elec-Abs	Total electricity consumption	annual kWh	231,434	212,504	210,373	-1%	
			% from renewable sources	100%	100%	100%	0%	
	Elec-LfL	Like-for-like total electricity consumption	annual kWh	231,434	212,504	210,373	-1%	
	DH&C-Abs	Total district heating & cooling consumption	annual kWh	0	0	0	0%	
			% from renewable sources	n.z.	n.z.	n.z.	0%	
	DH&C-LfL	Like-for-like total district heating & cooling consumption	annual kWh	0	0	0	0%	
	Fuels-Abs	Total fuel consumption	annual kWh	0	0	0	0%	
			% from renewable sources	n.z.	n.z.	n.z.	0%	
Fuels-LfL	Like-for-like total fuel consumption	annual kWh	0	0	0	0%		
Energy-Int	Building energy intensity	kWh/sqm	84	77	76	-1%		
Emissions	GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	annual metric tonnes CO ₂	0	0	0	0%	
	GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	annual metric tonnes CO ₂	110	100	96	-3%	
	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	annual metric tonnes CO ₂ /sqm	0.040	0.036	0.035	-3%	
Water	Water-Abs	Total water consumption	annual cubic metres (m ³)	509	480	460	-4%	
	Water-LfL	Like-for-like total water consumption	annual cubic metres (m ³)	509	480	460	-4%	
	Water-Int	Building water intensity	m ³ /sqm	0.18	0.17	0.17	-4%	
Waste	Waste-Abs	Total weight of waste by disposal route	annual metric tonnes	5	5	5	0%	
			% incinerated	12%	12%	12%	0%	
			% composted	46%	46%	46%	0%	
				% recycled	42%	42%	42%	0%
				annual metric tonnes	5	5	5	0%
	Waste-LfL	Like-for-like total weight of waste by disposal route	% incinerated	12%	12%	12%	0%	
			% composted	46%	46%	46%	0%	
% recycled			42%	42%	42%	0%		
Certification	Cert-Tot	number of sustainability certified assets	number of certified assets	0	0	0	0%	

na = not applicable

n/a = not available

-> Heating energy and warm water of VIB headquarter exclusively produced by own heating pumps, no fuels burned and no external energy for district heating and cooling consumed

-> The calculation of GHG emissions is based on data of the German Federal Environmental Agency (location-based factors)

-> Water withdrawal source is 100% from municipal supply

-> we did not use any estimations for calculating consumption figures

Social & Governance KPIs

Area	EPRA Code	Indicator	Unit(s) of measure	Coverage	2021	2022	2023	
Employee Diversity	Diversity-Emp	Ratio male / female - Supervisory Board	%	Corporate Level	75% male, 25% female	75% male, 25% female	75% male, 25% female	
		Ratio male / female - Management Board	%		100% male, 0% female	100% male, 0% female	100% male, 0% female	
		Ratio male / female - Management	%		75% male, 25% female	67% male, 33% female	50% male, 50% female	
	Diversity-Pay	Ratio male / female - staff w/o management tasks	%		38% male, 62% female	30% male, 70% female	38% male, 62% female	
		Male to female Pay Ratio - Management	%		1.04:1	1.04:1	1.04:1	
		Male to female Pay Ratio - staff w/o management tasks	%		1.04:1	1.03:1	1.03:1	
Employee Training and Development	Emp-Training	Average training hours per employee	hours	Corporate Level	4	5	15	
	Emp-Dev	Ratio of total workforce with regular performance review	%	Corporate Level	100%	100%	100%	
	Emp-Turnover	Total number of new hires	total number	Corporate Level	4	7	13	
		Ratio of new hires	%		9%	19%	35%	
		Total number of leavers	total number		4	15	13	
		employee turnover rate	%		9%	41%	35%	
Health and Safety	H&S-Emp	Injury rate	%	Corporate Level	0.0034%	0.0000%	0.0038%	
		Lost day rate	%		0.0751%	0.0000%	0.2431%	
		Absentee rate	%		4.0%	4.6%	5.6%	
	H&S-Asset	Fatalities	total number		0	0	0	
		Ratio of assets with regular health & safety assessments	%		Portfolio	100%	100%	100%
		total number of incidents of non-compliance from health and safety assessments	total number		Portfolio	0	0	0
Communities	Comty-Eng	community engagement initiatives	%	Portfolio	0%	0%	0%	
Governance	Gov-Board	Total number of Executive Board members	total number	Corporate Level	6	7	6	
		Total number of independent Executive Board members	total number		6	7	6	
		Average tenure of Executive Board members	years		5.7	3.1	3.4	
	Gov-Select	Board members with competencies relating to environmental and social topics	total number		6	7	6	
		Process for selecting the Executive Board	Narrative on process		Corporate Level	See chapter "Corporate Governance" Annual Report 2021 (page 36 ff.)	See chapter "Corporate Governance" Annual Report 2021 (page 36 ff.)	See chapter "Corporate Governance" Annual Report 2021 (page 36 ff.)
		Process for managing conflicts of interests of the Executive Board	Narrative on process		Corporate Level	See chapter "Corporate Governance" Annual Report 2021 (page 36 ff.)	See chapter "Corporate Governance" Annual Report 2021 (page 36 ff.)	See chapter "Corporate Governance" Annual Report 2021 (page 36 ff.)

-> Total salary including basic salary, bonus payments and other benefits



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