

EPRA sBPR Report 2024 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 & light industrial asset class as well as offices. VIB's shares have been listed on the Munich (m:access) and Frankfurt (Open Market) stock exchanges since 2005.

In addition to direct acquisitions, VIB's broad business model also encompasses the entire spectrum of in-house developments and redensification projects, as part of a 360-degree approach: 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, property 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 corporate strategy. Sustainable and profitable business practices, 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 fourth 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 31/12/2024. 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 9 ff.)

Overarching recommendations

Organisational boundaries

We only report on real estate data over which we as a company have complete operational control. Therefore, the data presented below refers to properties that were continuously held and owned by the VIB Group during the 2023 and 2024 reporting periods.

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 77 properties held in the VIB portfolio at the reporting date 31/12/2024, all of the 77 properties – with a total useful area of 881,117 sqm – are included in EPRA sustainability reporting; this equates to a 100% share of the portfolio as a whole.

The balance sheet value of the 77 properties as of 31/12/2024, is 1,324 m Euro (share of total Investment Properties of 100%).

Within the segments, every prescribed EPRA key figure and every property is reported, so coverage is 100%. Due to acquisitions and disposals of properties, the composition of the portfolio has changed compared to the previous year. The VIB Group now reports key figures for the two segments: Logistics & Other and Office. In the Logistics & Other segment, this represents 56 of 56 properties, and in the Office segment, it represents 21 of 21 properties.

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

The consumption data for our properties for 2023 and 2024 is based on the bills we, as landlords, received from the utility companies ourselves. For the first time, we are also reporting on the consumption data provided by tenants. This has enabled us to significantly increase the transparency and informativeness of our sustainability reporting this year.

For a small number of properties in our portfolio, consumption data estimates were made for the first time in this report. The respective proportion of estimated data is indicated in the report tables at the appropriate points.

Boundaries – reporting on landlord and tenant consumption

Both the key figures for electrical and heating energy, as well as the data on water consumption and waste generation across the property portfolio under consideration, were determined based on specific meter readings, information from meter operators, binding tenant information, and/or information from energy suppliers or waste disposal companies.

When recording consumption data and the resulting CO₂e emissions, no distinction was made between common areas and tenant areas.

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 & Others and Offices. 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. No data was estimated for the company headquarters, nor was any data from our tenant included in the analysis (for data on the company headquarters see page 12).

Narrative on performance

Environmental performance

The positive trend in energy consumption values of the VIB real estate portfolio continued in 2024. Substantial savings were again achieved in the areas of electricity, heating energy, and fossil energy consumption in a like-for-like comparison.

There was also a slight reduction in the consumption figures for the VIB Group 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 2024!

Energy and GHG emissions

The absolute electricity consumed by the landlord (Elec-Abs) decreased by 35%, and the absolute electricity consumed by the tenant (Elec-Abs) decreased by 31%. The total absolute electricity consumption of landlord and tenant (Elec-Abs) decreased by 31%.

The like-for-like consumption of electricity purchased by the landlord (Elec-LfL) decreased by 29%, and the like-for-like consumption of electricity purchased by the tenant (Elec-LFL) decreased by 6%. Overall, the like-for-like total electricity consumption (Elec-LFL) of the landlord and tenant decreased by 7%.

The absolute energy consumption from district heating and cooling (DH&C-Abs) purchased by the landlord decreased by 10%, while the absolute energy consumption from district heating and cooling (DH&C-Abs) purchased by the tenant decreased by 56%. The total energy consumption from district heating and cooling (DH&C-Abs) by landlord and tenant decreased by 36%.

The like-for-like consumption of district heating and cooling energy purchased by the landlord (DH&C-LFL) decreased by 7%, while the like-for-like consumption of tenant-purchased district heating and cooling energy (DH&C-LFL) increased by 8%. Overall, the like-for-like total consumption of district heating and cooling energy purchased by both landlord and tenant (DH&C-LFL) decreased by 2%.

The absolute energy consumed by the landlord from fuel consumption (Fuels-Abs) increased by 5%, while the absolute energy consumed by the tenant from fuel consumption (Fuels-Abs) decreased by 57%. The total energy consumed by the landlord and tenant from fuel consumption (Fuels-Abs) decreased by 35%.

The like-for-like consumption of energy from fuels purchased by the landlord (Fuels-LFL) decreased by 6%. The like-for-like consumption of energy from fuels purchased by the tenant (Fuels-LFL) decreased by 9%. On balance, the like-for-like consumption of energy from fuels purchased by the landlord and tenant (Fuels-LFL) decreased by 7%.

The overall reduction in consumption of electricity, district heating and cooling energy, and fossil fuels led to a reduction in total energy consumption per unit area sqm (Energy-Int) of 4%.

Total direct site-based GHG emissions Scope 1 (GHG-Dir-Abs) increased by 5%. Total indirect site-based GHG emissions Scope 2 (GHG-Indir-Abs), however, decreased by 17%, and total indirect market-based GHG emissions Scope 2 (GHG-Indir-Abs) decreased by 15%. Total indirect site-based GHG emissions Scope 3 (GHG-Indir-Abs) decreased by 38%, and total indirect market-based GHG emissions Scope 3 (GHG-Indir-Abs) decreased by 59%. Per unit area, site-based GHG emissions for buildings (GHG-Int) per tonne of CO₂e/sqm/year decreased by 3%.

In addition to ensuring the most sustainable use of energy resources, VIB has also been committed to expanding sustainable energy generation in the form of photovoltaic systems for years. While systems with a nominal output of around 20,000 kWp were installed on the roofs of VIB properties (existing properties of the VIB Group, including sold properties) at the end of 2023, this capacity had increased to around 25,000 kWp by the end of 2024. The annual energy produced corresponds to 3.2 million liters of heating oil and a CO₂ saving of 8,400 tons. The focus of capacity expansion in 2024 was primarily on repowering, i.e., replacing old PV modules with more powerful new ones. In addition to installing systems on new construction projects, we are increasingly examining the possibility of retrofitting capacity on existing properties. As a real estate portfolio holder, we want to continue to make a contribution to climate protection in the coming years.

Water

Absolute water consumption (Water-Abs) decreased by 14% in 2024 compared to the previous year. Like-for-like water consumption (Water-LFL) increased by 1%.

Based on the total usable area, water consumption (Water-Int) in 2024 was 0.18 m³ per square meter, compared to 0.14 m³ per square meter in the previous year. All water consumed in VIB properties originates from the local water supply.

Waste Management

No meaningful data could be determined on the waste generated by VIB Group properties during the past reporting period.

Building certification

The number of certified properties (Cert-Tot) decreased by 22% to 29 due to the property sales that took place in the past reporting year.

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 2024 (2023: 1.03 : 1). The pay ratio between men and women at management level (not including Board of Directors and Supervisory Board members) stood at 1.02 : 1 (2023: 1.04 : 1).

According to figures published by the German Federal Statistical Office, the gender-specific pay ratio between men and women in Germany stood at 1.16 : 1 in 2024. 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 67% in 2024 (2023: 62%), the proportion of female management (not including Board of Directors and Supervisory Board members) was 29% (2023: 50%).

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 16 hours (2023: 20 hours).

Staff turnover

In 2024, 5 new employees joined the company (2023: 13 employees), resulting in a recruitment rate of 19% (2023: 35%). In the same period, 5 employees left the company (2023: 13 employees), resulting in a turnover rate of 19% (2023: 35%).

Health and safety

In 2024, no work-related accidents occurred in the VIB Group (2023: 2 work-related accidents), so no days of absence were incurred (2023: 127 days of absence). The injury rate came in at 0.0000% (2023: 0.0038%), with a lost workday rate of 0.0000% (2023: 0.2431%).

The absence rate, which includes days of absence both due to workplace and personal reasons, stood at 6.1% in the fiscal year under review (2023: 5.6%).

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 2024 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 2024 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 31/12/2024 and is directly responsible for managing the company (31/12/2023: two 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 (31/12/2023: 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	Total			Offices			Logistics & Other		
				2023	2024	Δ	2023	2024	Δ	2023	2024	Δ
Energy	Elec-Abs	Total number of properties	Number	103	77	-25%	21	21	0%	82	56	-32%
		Floorspace	sqm	1,266,844	881,117	-30%	167,401	167,423	0%	1,099,443	713,694	-35%
		Market Value	EUR million	2,157	1,514	-30%	420	404	-4%	1,737	1,110	-36%
		Total electricity consumption for landlord shared services	kWh/year	2,959,549	1,915,116	-35%	1,440,828	1,346,933	-7%	1,518,720	568,183	-63%
		<i>of which, renewable energy</i>	<i>kWh/year</i>	<i>2,098,007</i>	<i>1,613,832</i>	<i>-23%</i>	<i>1,220,144</i>	<i>1,104,819</i>	<i>-9%</i>	<i>877,864</i>	<i>509,013</i>	<i>-42%</i>
			%	71%	84%		85%	82%		58%	90%	
		Landlord-obtained electricity consumed in tenant areas	kWh/year	0	0	0%	0	0	0%	0	0	0%
		Total landlord-obtained electricity consumption	kWh/year	2,959,549	1,915,116	-35%	1,440,828	1,346,933	-7%	1,518,720	568,183	-63%
		<i>- davon erneuerbare Energien</i>	<i>kWh/year</i>	<i>2,098,007</i>	<i>1,613,832</i>	<i>-23%</i>	<i>1,220,144</i>	<i>1,104,819</i>	<i>-9%</i>	<i>877,864</i>	<i>509,013</i>	<i>-42%</i>
			%	71%	84%		85%	82%		58%	90%	
		Total tenant-obtained electricity consumption	kWh/year	57,898,511	39,972,828	-31%	5,527,076	5,627,367	2%	52,371,435	34,345,461	-34%
		<i>of which, renewable energy</i>	<i>kWh/year</i>	<i>9,306,058</i>	<i>22,658,666</i>	<i>143%</i>	<i>1,900,222</i>	<i>2,388,229</i>	<i>26%</i>	<i>7,405,836</i>	<i>20,270,437</i>	<i>174%</i>
			%	16%	57%		34%	42%		14%	59%	
		Total electricity consumption	kWh/year	60,858,060	41,887,945	-31%	6,967,904	6,974,300	0%	53,890,155	34,913,644	-35%
		<i>of which, renewable energy</i>	<i>kWh/year</i>	<i>11,404,066</i>	<i>24,272,498</i>	<i>113%</i>	<i>3,120,366</i>	<i>3,493,048</i>	<i>12%</i>	<i>8,283,700</i>	<i>2,897,242</i>	<i>-65%</i>
			%	19%	58%		45%	50%		15%	8%	
	Elec-Lfi	Number of properties analysed by floorspace	Number sqm	102 1,254,905	77 881,117	-25% -30%	21 167,401	21 167,423	0% 0%	81 1,087,504	56 713,694	-31% -34%
		Coverage as a % of total floorspace	%	99%	100%		100%	100%		99%	100%	
		Proportion of consumption data estimated	%	14%	22%		5%	12%		16%	25%	
		Like-for-like total electricity consumption for landlord shared services	kWh/year	2,698,178	1,915,116	-29%	1,440,828	1,346,933	-7%	1,257,350	568,183	-55%
		<i>of which, renewable energy</i>	<i>kWh/year</i>	<i>2,063,750</i>	<i>1,613,832</i>	<i>-22%</i>	<i>1,220,144</i>	<i>1,104,819</i>	<i>-9%</i>	<i>843,606</i>	<i>509,013</i>	<i>-40%</i>
			%	76%	84%		85%	82%		67%	90%	
		Like-for like landlord-obtained electricity consumed in tenant areas	kWh/year	0	0	0%	0	0	0%	0	0	0%
		Like-for-like total landlord-obtained electricity consumption	kWh/year	2,698,178	1,915,116	-29%	1,440,828	1,346,933	-7%	1,257,350	568,183	-55%
		<i>of which, renewable energy</i>	<i>kWh/year</i>	<i>2,063,750</i>	<i>1,613,832</i>	<i>-22%</i>	<i>1,220,144</i>	<i>1,104,819</i>	<i>-9%</i>	<i>843,606</i>	<i>509,013</i>	<i>-40%</i>
			%	76%	84%		85%	82%		67%	90%	
		Like-for like total tenant-obtained electricity consumption	kWh/year	42,200,750	39,821,262	-6%	5,527,076	5,627,367	2%	36,673,674	34,193,895	-7%
		<i>of which, renewable energy</i>	<i>kWh/year</i>	<i>6,014,136</i>	<i>22,658,666</i>	<i>277%</i>	<i>1,900,222</i>	<i>2,388,229</i>	<i>26%</i>	<i>4,113,914</i>	<i>20,270,437</i>	<i>393%</i>
			%	14%	57%		34%	42%		11%	59%	
		Like-for-like total electricity consumption	kWh/year	44,898,928	41,736,379	-7%	6,967,904	6,974,300	0%	37,931,024	34,762,078	-8%
		<i>of which, renewable energy</i>	<i>kWh/year</i>	<i>8,077,886</i>	<i>24,272,498</i>	<i>200%</i>	<i>3,120,366</i>	<i>3,493,048</i>	<i>12%</i>	<i>4,957,520</i>	<i>20,779,451</i>	<i>319%</i>
			%	18%	58%		45%	50%		13%	60%	
		Number of properties analysed by floorspace	Number sqm	76 871,033	21 167,423		21 167,423	21 167,423		55 703,609	56 713,694	
		Coverage as a % of total floorspace (2024)	%	99%	100%		100%	100%		99%	100%	
		Proportion of consumption data estimated (Lfi)	%	14%	26%		14%	10%		14%	29%	
	DH&C-Abs	Total landlord-obtained district heating & cooling consumption (consumed in tenant areas)	kWh/year	7,534,187	6,815,431	-10%	4,241,014	3,709,063	-13%	3,293,173	3,106,368	-6%
		<i>of which, renewable energy</i>	<i>kWh/year</i>	<i>0</i>	<i>0</i>	<i>0%</i>	<i>0</i>	<i>0</i>	<i>0%</i>	<i>0</i>	<i>0</i>	<i>0%</i>
			%	0%	0%		0%	0%		0%	0%	
		Total tenant-obtained district heating & cooling consumption	kWh/year	9,653,518	4,238,829	-56%	2,159,981	2,309,684	7%	7,493,537	1,929,145	-74%
		<i>of which, renewable energy</i>	<i>kWh/year</i>	<i>0</i>	<i>0</i>	<i>0%</i>	<i>0</i>	<i>0</i>	<i>0%</i>	<i>0</i>	<i>0</i>	<i>0%</i>
			%	0%	0%		0%	0%		0%	0%	
		Total district heating & cooling consumption	kWh/year	17,187,705	11,054,260	-36%	6,400,995	6,018,747	-6%	10,786,710	5,035,513	-53%
		<i>of which, renewable energy</i>	<i>kWh/year</i>	<i>0</i>	<i>0</i>	<i>0%</i>	<i>0</i>	<i>0</i>	<i>0%</i>	<i>0</i>	<i>0</i>	<i>0%</i>
			%	0%	0%		0%	0%		0%	0%	
		Number of properties analysed by floorspace	Number sqm	26 250,193	19 175,267	-27% -30%	12 106,585	12 106,607	0% 0%	14 143,608	7 68,660	-50% -52%
		Coverage as a % of total floorspace	%	20%	20%		64%	64%		13%	10%	
		Proportion of consumption data estimated	%	41%	8.5%		18%	15.1%		55%	0.6%	

Environmental KPIs PORTFOLIO

Area	EPRA-Code	Indicator	Unit	Total			Offices			Logistics & Other		
				2023	2024	Δ	2023	2024	Δ	2023	2024	Δ
Energy	DH&C-Lfl	Like-for-like landlord-obtained district heating & cooling consumption (consumed in tenant areas)	kWh/year	7,360,691	6,815,431	-7%	4,241,014	3,709,063	-13%	3,119,677	3,106,368	0%
		of which, renewable energy	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		Like-for-like tenant-obtained district heating & cooling consumption (consumed in tenant areas)	kWh/year	3,941,426	4,238,829	8%	2,159,981	2,309,684	7%	1,781,445	1,929,145	8%
		of which, renewable energy	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		Like-for-like total district heating & cooling consumption (consumed in tenant areas)	kWh/year	11,302,117	11,054,260	-2%	6,400,995	6,018,747	-6%	4,901,122	5,035,513	3%
		of which, renewable energy	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		Number of properties analysed by floorspace	Number sqm	19 175,267			12 106,607			7 68,660		
		Coverage as a % of total floorspace	%	0%			0%			0%		
		Proportion of consumption data estimated (Lfl)	%	10%	8%		18%	15%		24%	1%	
Fuels-Abs		Total landlord-obtained fuel consumption (consumed in tenant areas)	kWh/year	14,146,986	14,813,551	5%	3,496,955	3,657,982	5%	10,650,031	11,155,569	5%
		of which, natural gas	kWh/year %	13,554,760 96%	14,221,325 96%	5%	3,496,955 25%	3,657,982 25%	5%	10,057,805 71%	10,563,343 71%	5%
		of which, heating oil	kWh/year %	592,226 4%	592,226 4%	0%	0 0%	0 0%	0%	592,226 4%	592,226 4%	0%
		of which, liquified petroleum gas (LPG)	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		of which, renewable energy	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		Total tenant-obtained fuel consumption	kWh/year	26,132,723	11,210,854	-57%	92,392	84,149	-9%	26,040,331	11,126,705	-57%
		of which, natural gas	kWh/year %	24,746,952 95%	10,909,406 97%	-56%	92,392 0%	84,149 1%	-9%	24,654,560 94%	10,825,257 97%	-56%
		of which, heating oil	kWh/year %	105,735 0%	0 0%	-100%	0 0%	0 0%	0%	105,735 0%	0 0%	-100%
		of which, liquified petroleum gas (LPG)	kWh/year %	1,280,036 5%	301,448 2%	-76%	0 0%	0 0%	0%	1,280,036 5%	301,448 2%	-76%
		of which, renewable energy	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		Total fuel consumption	kWh/year	40,279,709	26,024,405	-35%	3,589,347	3,742,131	4%	36,690,362	22,282,274	-39%
		of which, natural gas	kWh/year %	38,301,712 95%	25,130,731 97%	-34%	3,589,347 9%	3,742,131 14%	4%	34,712,365 86%	21,388,599 82%	-38%
		of which, heating oil	kWh/year %	697,961 2%	592,226 2%	-15%	0 0%	0 0%	0%	697,961 2%	592,226 2%	-15%
		of which, liquified petroleum gas (LPG)	kWh/year %	1,280,036 3%	301,448 1%	-76%	0 0%	0 0%	0%	1,280,036 3%	301,448 1%	-76%
		of which, renewable energy	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		Number of properties analysed by floorspace	Number sqm	76 1,004,712	58 705,850	-24%	9 60,816	9 60,817	0%	67 943,896	49 645,034	-27%
		Coverage as a % of total floorspace	%	79%	80%		36%	36%		86%	90%	
		Proportion of consumption data estimated	%	20%	35%		11%	8%		20%	40%	
Fuels-Lfl		Like-for-like landlord-obtained fuel consumption (consumed in tenant areas)	kWh/year	15,188,379	14,315,922	-6%	3,496,955	3,657,982	5%	11,691,424	10,657,940	-9%
		of which, natural gas	kWh/year %	14,596,152 96%	13,723,696 96%	-6%	3,496,955 100%	3,657,982 100%	5%	11,099,197 95%	10,065,714 94%	-9%
		of which, heating oil	kWh/year %	592,226 4%	592,226 4%	0%	0 0%	0 0%	0%	592,226 5%	592,226 6%	0%
		of which, liquified petroleum gas (LPG)	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		of which, renewable energy	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		Like-for-like tenant-obtained fuel consumption	kWh/year	12,320,485	11,210,854	-9%	92,392	84,149	-9%	12,228,093	11,126,705	-9%
		of which, natural gas	kWh/year %	11,934,120 97%	10,909,406 97%	-9%	92,392 100%	84,149 100%	-9%	11,841,728 97%	10,825,257 97%	-9%
		of which, heating oil	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		of which, liquified petroleum gas (LPG)	kWh/year %	386,365 3%	301,448 3%	-22%	0 0%	0 0%	0%	386,365 3%	301,448 3%	-22%
		of which, renewable energy	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		Like-for-like total fuel consumption	kWh/year	27,508,864	25,526,776	-7%	3,589,347	3,742,131	4%	23,919,517	21,784,645	-9%
		of which, natural gas	kWh/year %	26,530,272 96%	24,633,102 96%	-7%	3,589,347 100%	3,742,131 100%	4%	22,940,925 96%	20,890,970 96%	-9%
		of which, heating oil	kWh/year %	592,226 2%	592,226 2%	0%	0 0%	0 0%	0%	592,226 2%	592,226 3%	0%
		of which, liquified petroleum gas (LPG)	kWh/year %	386,365 1%	301,448 1%	-22%	0 0%	0 0%	0%	386,365 2%	301,448 1%	-22%
		of which, renewable energy	kWh/year %	0 0%	0 0%	0%	0 0%	0 0%	0%	0 0%	0 0%	0%
		Number of properties analysed by floorspace	Number sqm	57 695,766			9 60,817			48 634,949		
		Coverage as a % of total floorspace (2024)	%	79%			36%			89%		
		Proportion of consumption data estimated (fl)	%	13%	36%		3%	8%		15%	41%	
Energy-Int		Buildings energy intensity	kWh/sqm	93.4	89.6	-4%	101.3	100.0	-1%	92.2	87.2	-5%

Environmental KPIs PORTFOLIO

Area	EPRA-Code	Indicator	Unit	Total			Offices			Logistics & Other		
				2023	2024	Δ	2023	2024	Δ	2023	2024	Δ
Emissions	GHG-Dir-Abs	Direct scope 1 (total) GHG emissions (location based)	t CO2e/year	3,386	3,544	5%	826	864	5%	2,561	2,680	5%
	GHG-Indir-Abs	Indirect scope 2 (total) GHG emissions (location based)	t CO2e/year	3,634	3,015	-17%	1,945	1,777	-9%	1,688	1,239	-27%
	GHG-Indir-Abs	Indirect scope 2 (total) GHG emissions (market based)	t CO2e/year	2,795	2,370	-15%	1,457	1,335	-8%	1,338	1,035	-23%
		Other indirect scope 3 (total) GHG emissions (location based)	t CO2e/year	34,939	21,783	-38%	3,146	3,257	4%	31,794	18,526	-42%
		Other indirect scope 3 (total) GHG emissions (market based)	t CO2e/year	31,219	12,726	-59%	2,386	2,302	-3%	28,833	10,423	-64%
	GHG-Int	Buildings greenhouse gas (GHG) emissions intensity (location based)	kg CO2e/sqm	33.1	32.2	-3%	35.3	35.2	0%	32.8	31.4	-4%
Water	Water-Abs	Total water consumption	m³	182,049	155,782	-14%	42,392	35,883	-15%	139,658	119,899	-14%
		Number of properties analysed by floorspace	Number	103	77	-25%	21	21	0%	82	56	-32%
		Coverage as a % of total floorspace	%	100%	100%	0%	100%	100%	0%	100%	100%	0%
		Proportion of consumption data estimated	%	27%	19%		0%	0%		46%	24%	
	Water-LfL	Like-for-like water consumption	m³	153,705	155,070	1%	42,392	35,883	-15%	111,313	119,187	7%
		Number of properties analysed by floorspace	Number	76			21			55		
		Coverage as a % of total floorspace (2024)	%	871,033			167,423			703,609		
		Proportion of consumption data estimated (Lfi)	%	99%			100%			99%		
	Water-Int	Buildings water intensity	m³/sqm	0.14	0.18	23%	0.25	0.21	-15%	0.13	0.17	32%
Waste	Waste-Abs	Total weight of waste by disposal route	t/year	k.A.	k.A.		k.A.	k.A.		k.A.	k.A.	
	Waste-LfL	Like-for-like weight of waste by disposal route	t/year	k.A.	k.A.		k.A.	k.A.		k.A.	k.A.	
Certified assets	Cert-Tot	Number of sustainably certified assets	Number	37	29	-22%	9	9	0%	28	20	-29%
		Number of sustainably certified assets as a % of floorspace	%	39%	43%	11%	21%	8%	-64%	45%	52%	14%
		Number of sustainably certified assets as a % of market value	%	45%	53%	17%	38%	12%	-69%	50%	68%	34%

Environmental KPIs OWN OFFICE

Area	EPRA Code	Indicator	Unit(s) of measure	2023	2024	Change		
Environment	Energy	Elec-Abs	Total electricity consumption	annual kWh	210,373	199,703	-5%	
				% from renewable sources	100%	100%	0%	
		Elec-LfL	Like-for-like total electricity consumption	annual kWh	210,373	199,703	-5%	
			DH&C-Abs	Total district heating & cooling consumption	annual kWh	0	0	0%
				% from renewable sources	n.z.	n.z.	0%	
		DH&C-LfL	Like-for-like total district heating & cooling consumption	annual kWh	0	0	0%	
			Fuels-Abs	Total fuel consumption	annual kWh	0	0	0%
				% from renewable sources	n.z.	n.z.	0%	
		Fuels-LfL	Like-for-like total fuel consumption	annual kWh	0	0	0%	
			Energy-Int	Building energy intensity	kWh/sqm	76	72	-5%
		Emissions		GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	annual metric tonnes CO ₂	0	0
			GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	annual metric tonnes CO ₂	96	93	-3%
	GHG-Int		Greenhouse gas (GHG) emissions intensity from building energy consumption	annual metric tonnes CO ₂ /sqm	0.035	0.034	-3%	
			Water	Water-Abs	Total water consumption	annual cubic metres (m³)	460	478
	Water-LfL	Like-for-like total water consumption		annual cubic metres (m³)	460	478	4%	
		Water-Int		Building water intensity	m³/sqm	0.17	0.17	4%
	Waste		Waste-Abs	Total weight of waste by disposal route	annual metric tonnes	5	5	0%
		% incinerated			12%	12%	0%	
		% composted			46%	46%	0%	
		% recycled			42%	42%	0%	
		Waste-LfL	Like-for-like total weight of waste by disposal route	annual metric tonnes	5	5	0%	
				% incinerated	12%	12%	0%	
				% composted	46%	46%	0%	
				% recycled	42%	42%	0%	
		Certification	Cert-Tot	number of sustainability certified assets	number of certified assets	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	2023	2024
Social	Employee Diversity	Diversity-Emp	Ratio male / female - Supervisory Board	%	Corporate Level	75% male, 25% female	75% male, 25% female
			Ratio male / female - Management Board	%		100% male, 0% female	100% male, 0% female
			Ratio male / female - Management	%		50% male, 50% female	71% male, 29% female
			Ratio male / female - staff w/o management tasks	%		38% male, 62% female	33% male, 67% female
			Male to female Pay Ratio - Management	%		1.04:1	1.02:1
			Male to female Pay Ratio - staff w/o management tasks	%		1.03:1	1.03:1
		Diversity-Pay	Male to female Pay Ratio - Management	%		1.04:1	1.02:1
			Male to female Pay Ratio - staff w/o management tasks	%		1.03:1	1.03:1
	Employee Training and Development	Emp-Training	Average training hours per employee	hours	Corporate Level	20	16
		Emp-Dev	Ratio of total workforce with regular performance review	%	Corporate Level	100%	100%
		Emp-Turnover	Total number of new hires	total number	Corporate Level	13	5
			Ratio of new hires	%		35%	19%
			Total number of leavers	total number		13	5
		H&S-Emp	employee turnover rate	%	Corporate Level	35%	19%
			Injury rate	%		0.0038%	0.0000%
			Lost day rate	%		0.2431%	0.0000%
	Health and Safety	H&S-Asset	Absentee rate	%	Portfolio	5.6%	6.1%
			Fatalities	total number		0	0
			Ratio of assets with regular health & safety assessments	%		100%	100%
		H&S-Comp	total number of incidents of non-compliance from health and safety assessments	total number	Portfolio	0	0
	Communities	Comty-Eng	community engagement initiatives	%	Portfolio	0%	0%
Governance	Governance	Gov-Board	Total number of Executive Board members	total number	Corporate Level	6	6
			Total number of independent Executive Board members	total number		6	6
			Average tenure of Executive Board members	years		4.0	5.0
			Board members with competencies relating to environmental and social topics	total number		6	6
			Board members with competencies relating to environmental and social topics	total number		6	6
		Gov-Select	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.)
		Gov-Col	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.)	See chapter "Corporate Governance" Annual Report 2021 (page 36 ff.)
		Gov-Board	Total number of Executive Board members	total number	Corporate Level	6	6
						6	6

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



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