

EPRA sBPR Report 2025 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 31/12/2025. 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. Therefore, the data presented below refers to properties that were held and owned by the VIB Group during the 2024 and 2025 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 96 properties held in the VIB portfolio at the reporting date 31/12/2025, all of the 96 properties – with a total useful area of 912.366 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 96 properties as of 31/12/2025, is 1,527 million 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 59 properties, and in the Office segment, it represents 37 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 2024 and 2025 is based on the bills we, as landlords, received from the utility companies ourselves. We are also reporting on the consumption data provided by tenants.

For a small number of properties in our portfolio, consumption data estimates were made 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 CO<sub>2</sub>e 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

This EPRA report covers all properties held in the VIB Group's own portfolio. Segmental analysis has been conducted on an asset type basis of the company, meaning Logistics & Others and Offices. As the own 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

Energy consumption figures across the VIB Group's real estate portfolio present a mixed picture. Absolute energy consumption—covering electricity, heating energy, and fossil fuels—increased due to the expansion of the property portfolio. In a like-for-like comparison, however, a reduction in electricity consumption was achieved, whereas consumption of heating energy and fossil fuels saw a moderate rise.

There was also a slight increase 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% CO<sub>2</sub>-neutral in 2025!

### Energy and GHG emissions

Due to the increased property portfolio the absolute electricity consumed by the landlord (Elec-Abs) increased by 109% whereas the absolute electricity consumed by the tenant (Elec-Abs) remained constant compared to previous year. The total absolute electricity consumption of landlord and tenant (Elec-Abs) increased by 7%.

The like-for-like consumption of electricity purchased by the landlord (Elec-Lfl) increased by 14%, and the like-for-like consumption of electricity purchased by the tenant (Elec-Lfl) decreased by 8%. Overall, the like-for-like total electricity consumption (Elec-Lfl) of the landlord and tenant decreased by 6%.

The absolute energy consumption from district heating and cooling (DH&C-Abs) purchased by the landlord increased by 98%, while the absolute energy consumption from district heating and cooling (DH&C-Abs) purchased by the tenant increased by 13%. The total energy consumption from district heating and cooling (DH&C-Abs) by landlord and tenant increased by 65% due the growth of the real estate portfolio.

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

The absolute energy consumed by the landlord from fuel consumption (Fuels-Abs) increased by 35%, while the absolute energy consumed by the tenant from fuel consumption (Fuels-Abs) decreased by 13%. The total energy consumed by the landlord and tenant from fuel consumption (Fuels-Abs) increased by 14%.

The like-for-like consumption of energy from fuels purchased by the landlord (Fuels-Lfl) increased by 26%, the like-for-like consumption of energy from fuels purchased by the tenant (Fuels-Lfl) also increased by 29%. On balance, the like-for-like consumption of energy from fuels purchased by the landlord and tenant (Fuels-Lfl) increased by 2%.

The overall increase in consumption of electricity, district heating and cooling energy, and fossil fuels led to an increase in total energy consumption per unit area sqm (Energy-Int) of 14% compared to the previous year.

Total direct site-based GHG emissions Scope 1 (GHG-Dir-Abs) increased by 37%. Total indirect site-based GHG emissions Scope 2 (GHG-Indir-Abs), however, increased by 100%, and total indirect market-based GHG emissions Scope 2 (GHG-Indir-Abs) increased by 94%. Total indirect site-based GHG emissions Scope 3 (GHG-Indir-Abs) decreased by 3%, and total indirect market-based GHG emissions Scope 3 (GHG-Indir-Abs) decreased by 30%. Per unit area, site-based GHG emissions for buildings (GHG-Int) per tonne of CO<sub>2</sub>e/sqm/year increased by 11%, market-based GHG emissions (GHG-Int) per tonne of CO<sub>2</sub>e/sqm/year were reduced by 4%.

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 25,000 kWp were installed on the roofs of VIB properties (existing properties of the VIB Group, including sold properties) at the end of 2024, this capacity had increased to around 31,000 kWp by the end of 2025. The annual energy produced corresponds to around 4 million liters of heating oil and a CO<sub>2</sub> saving of around 10,000 tons. The focus of capacity expansion in 2025 was primarily on repowering, i.e., replacing old PV modules with more powerful new ones as well as the installation of new systems in completed new project developments. 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) increased by 21% in 2025 compared to the previous year. Like-for-like water consumption (Water-LFL) decreased by 18%.

Based on the total usable area, water consumption (Water-Int) in 2025 was 0.19 m<sup>3</sup> per square meter, compared to 0.16 m<sup>3</sup> per square meter in the previous year. All water consumed in VIB properties originates from the local water supply.

## Waste Management

Total absolute waste weight (Waste-Abs) decreased by 10% in 2025, standing at 47,344 t/year compared to 52,626 t/year in the previous year. Like-for-like waste weight (Waste-Lfl) remained unchanged from the previous year at 47,047 t/year. Total waste weight intensity was 0.052 t/year/sqm in 2025, a decrease of 13% compared to the previous year.

### Building certification

Mandatory energy certificates are available for all properties in the VIB Group; coverage therefore remains unchanged at 100%. The share of certified properties (Cert-Tot) based on rentable area stood at 38% in the past reporting year. Based on market values, the share (Cert-Tot) was 53%.

## 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 1.02 : 1 in 2025 (2024: 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 (2024: 1.02 : 1).

According to figures published by the German Federal Statistical Office, the gender-specific pay ratio between men and women in Germany remained unchanged at 1.16 : 1 in 2025. In a direct comparison, VIB furthermore performed much better than the German average.

### Diversity

The VIB is committed to a balanced and inclusive workforce with a diverse range of mindsets. The proportion of female employees without management tasks was 68% in 2025 (2024: 67%), the proportion of female management (not including Board of Directors and Supervisory Board members) was 29% (2024: 29%).

### 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 as a company 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 18 hours (2024: 16 hours).

### Staff turnover

In 2025, 24 new employees joined the company (2024: 4 employees), resulting in a recruitment rate of 55% (2024: 19%). In the same period, 7 employees left the company (2024: 5 employees), resulting in a turnover rate of 16% (2024: 19%).

### Health and safety

In 2025, no work-related accidents occurred in the VIB Group (2024: 0 work-related accidents), so no days of absence were incurred (2024: 0 days of absence). The injury rate came in at 0.0000% (2024: 0.0000%), with a lost workday rate of 0.0000% (2024: 0.0000%).

The absence rate, which includes days of absence both due to workplace and personal reasons, stood at 6.7% in the fiscal year under review (2024: 6.1%).

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 2025 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 2025 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 31/12/2025 and is directly responsible for managing the company (31/12/2024: 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 three members (31/12/2024: 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		
				2024	2025	Δ	2024	2025	Δ	2024	2025	Δ
		Total number of properties	Number	77	96	25%	21	37	76%	56	59	5%
		Floorspace	sqm	881,117	912,366	4%	167,423	303,056	81%	713,694	609,310	-15%
Energy	Elec-Abs	<b>Total electricity consumption for landlord shared services</b>	<b>kWh/year</b>	<b>2,848,139</b>	<b>5,944,678</b>	<b>109%</b>	<b>2,083,299</b>	<b>4,765,512</b>	<b>129%</b>	<b>764,840</b>	<b>1,179,166</b>	<b>54%</b>
		<i>of which, renewable energy</i>	kWh/year	2,314,989	5,178,473	124%	1,771,167	4,436,644	150%	543,822	741,829	36%
			%	81%	87%		85%	93%		71%	63%	
		Landlord-obtained electricity consumed in tenant areas	kWh/year	0	0	0%	0	0	0%	0	0	0%
		<b>Total landlord-obtained electricity consumption</b>	<b>kWh/year</b>	<b>2,848,139</b>	<b>5,944,678</b>	<b>109%</b>	<b>2,083,299</b>	<b>4,765,512</b>	<b>129%</b>	<b>764,840</b>	<b>1,179,166</b>	<b>54%</b>
		<i>of which solar power (photovoltaics)</i>	kWh/year	0	0	0%	0	0	0%	0	0	0%
			%	0%	0%		0%	0%		0%	0%	
		<i>of which from wind power</i>	kWh/year	2,314,989	5,178,473	124%	1,771,167	4,436,644	150%	543,822	741,829	36%
			%	81%	87%		85%	93%		71%	63%	
		<i>of which other (from non-renewable energy sources)</i>	kWh/year	533,150	766,205	44%	312,132	328,868	5%	221,018	437,337	98%
			%	19%	13%		15%	7%		29%	37%	
		<b>Total tenant-obtained electricity consumption</b>	<b>kWh/year</b>	<b>39,507,097</b>	<b>39,340,783</b>	<b>0%</b>	<b>5,417,009</b>	<b>9,285,946</b>	<b>71%</b>	<b>34,090,087</b>	<b>30,054,837</b>	<b>-12%</b>
		<i>of which, renewable energy</i>	kWh/year	22,658,666	31,690,617	40%	2,388,229	7,967,824	234%	20,270,437	23,722,794	17%
			%	57%	81%		44%	86%		59%	79%	
<b>Total electricity consumption</b>	<b>kWh/year</b>	<b>42,355,236</b>	<b>45,285,461</b>	<b>7%</b>	<b>7,500,308</b>	<b>14,051,457</b>	<b>87%</b>	<b>34,854,927</b>	<b>31,234,003</b>	<b>-10%</b>		
<i>of which, renewable energy</i>	kWh/year	24,973,655	36,869,090	48%	4,159,396	12,404,467	198%	20,814,260	24,464,623	18%		
	%	59%	81%		55%	88%		60%	78%			
Number of properties analysed by floorspace	Number	77	96	25%	21	37	76%	56	59	5%		
Coverage as a % of total floorspace	sqm	881,117	912,366	4%	167,423	303,056	81%	713,694	609,310	-15%		
	%	100%	100%		100%	100%		100%	100%			
Proportion of consumption data estimated	%	22%	13%		10.0%	6%		24.2%	17%			
Energy	Elec-Lfl	<b>Like-for-like total electricity consumption for landlord shared services</b>	<b>kWh/year</b>	<b>2,788,969</b>	<b>3,173,414</b>	<b>14%</b>	<b>2,083,299</b>	<b>2,378,492</b>	<b>14%</b>	<b>705,670</b>	<b>794,922</b>	<b>13%</b>
		<i>of which, renewable energy</i>	kWh/year	2,314,989	2,659,630	15%	1,771,167	2,049,624	16%	543,822	610,006	12%
			%	83%	84%		85%	86%		77%	77%	
		Like-for like landlord-obtained electricity consumed in tenant areas	kWh/year	0	0	0%	0	0	0%	0	0	0%
		<b>Like-for like landlord-obtained electricity consumed in tenant areas</b>	<b>kWh/year</b>	<b>2,788,969</b>	<b>3,173,414</b>	<b>14%</b>	<b>2,083,299</b>	<b>2,378,492</b>	<b>14%</b>	<b>705,670</b>	<b>794,922</b>	<b>13%</b>
		<i>of which solar power (photovoltaics)</i>	kWh/year	0	0	0%	0	0	0%	0	0	0%
			%	0%	0%		0%	0%		0%	0%	
		<i>of which from wind power</i>	kWh/year	2,314,989	2,659,630	15%	1,771,167	2,049,624	16%	543,822	610,006	12%
			%	83%	84%		85%	86%		77%	77%	
		<i>of which other (from non-renewable energy sources)</i>	kWh/year	473,980	513,784	8%	312,132	328,868	5%	161,848	184,916	14%
			%	17%	16%		15%	14%		23%	23%	
		<b>Like-for like total tenant-obtained electricity consumption</b>	<b>kWh/year</b>	<b>35,836,740</b>	<b>33,123,645</b>	<b>-8%</b>	<b>5,417,009</b>	<b>5,078,748</b>	<b>-6%</b>	<b>30,419,730</b>	<b>28,044,897</b>	<b>-8%</b>
		<i>of which, renewable energy</i>	kWh/year	19,089,821	27,297,019	43%	2,187,738	4,681,391	114%	16,902,083	22,615,628	34%
			%	53%	82%		40%	92%		56%	81%	
<b>Like-for-like total electricity consumption</b>	<b>kWh/year</b>	<b>38,625,709</b>	<b>36,297,059</b>	<b>-6%</b>	<b>7,500,308</b>	<b>7,457,240</b>	<b>-1%</b>	<b>31,125,401</b>	<b>28,839,819</b>	<b>-7%</b>		
<i>of which, renewable energy</i>	kWh/year	21,404,810	29,956,649	40%	3,958,905	6,731,015	70%	17,445,906	23,225,634	33%		
	%	55%	83%		53%	90%		56%	81%			
Number of properties analysed by floorspace	Number	69	77	12%	21	21	0%	48	48	0%		
Coverage as a % of total floorspace (2024)	sqm	701,931	777	11%	167,423	167,423	100%	534,509	534,509	100%		
	%	77%	86%		55%	55%		88%	88%			
Proportion of consumption data estimated (Lfl)	%	22%	16%		10%	11%		25%	18%			
Energy	DH&C-Abs	<b>Total landlord-obtained district heating &amp; cooling consumption (consumed in tenant areas)</b>	<b>kWh/year</b>	<b>6,778,150</b>	<b>13,401,895</b>	<b>98%</b>	<b>3,817,912</b>	<b>8,485,350</b>	<b>122%</b>	<b>2,960,238</b>	<b>4,916,545</b>	<b>66%</b>
		<i>of which, renewable energy</i>	kWh/year	0	0	0%	0	0	0%	0	0	0%
			%	0%	0%		0%	0%		0%	0%	
		<b>Total tenant-obtained district heating &amp; cooling consumption</b>	<b>kWh/year</b>	<b>4,214,884</b>	<b>4,768,906</b>	<b>13%</b>	<b>2,285,739</b>	<b>3,128,700</b>	<b>37%</b>	<b>1,929,145</b>	<b>1,640,206</b>	<b>-15%</b>
		<i>of which, renewable energy</i>	kWh/year	0	0	0%	0	0	0%	0	0	0%
			%	0%	0%		0%	0%		0%	0%	
		<b>Total district heating &amp; cooling consumption</b>	<b>kWh/year</b>	<b>10,993,034</b>	<b>18,170,801</b>	<b>65%</b>	<b>6,103,651</b>	<b>11,614,050</b>	<b>90%</b>	<b>4,889,383</b>	<b>6,556,751</b>	<b>34%</b>
		<i>of which, renewable energy</i>	kWh/year	0	0	0%	0	0	0%	0	0	0%
			%	0%	0%		0%	0%		0%	0%	
		Number of properties analysed by floorspace	Number	19	33	74%	12	21	75%	7	12	71%
Coverage as a % of total floorspace	sqm	175,267	294,150	68%	106,607	174,892	64%	68,660	119,257	74%		
	%	20%	32%		64%	58%		10%	20%			
Proportion of consumption data estimated	%	0%	4%		0%	5%		1%	0%			

Environmental KPIs PORTFOLIO

Area	EPRA-Code	Indicator	Unit	Total			Offices			Logistics & Other		
				2024	2025	Δ	2024	2025	Δ	2024	2025	Δ
Energy	DH&C-LfI	<b>Like-for-like landlord-obtained district heating &amp; cooling consumption (consumed in tenant areas)</b>	<b>kWh/year</b>	<b>6.778.150</b>	<b>6.944.142</b>	<b>2%</b>	<b>3.817.912</b>	<b>3.726.545</b>	<b>-2%</b>	<b>2.960.238</b>	<b>3.217.597</b>	<b>9%</b>
		<i>of which, renewable energy</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%
		<b>Like-for-like tenant-obtained district heating &amp; cooling consumption (consumed in tenant areas)</b>	<b>kWh/year</b>	<b>3.818.684</b>	<b>4.068.366</b>	<b>7%</b>	<b>2.285.739</b>	<b>2.428.160</b>	<b>6%</b>	<b>1.532.945</b>	<b>1.640.206</b>	<b>7%</b>
		<i>of which, renewable energy</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%
		<b>Like-for-like total district heating &amp; cooling consumption (consumed in tenant areas)</b>	<b>kWh/year</b>	<b>10.596.834</b>	<b>11.012.508</b>	<b>4%</b>	<b>6.103.651</b>	<b>6.154.705</b>	<b>1%</b>	<b>4.493.183</b>	<b>4.857.803</b>	<b>8%</b>
		<i>of which, renewable energy</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%
	<b>Number of properties analysed by floorspace</b>	Number sqm	18 170.195			12 106.607				6 63.588		
	<b>Coverage as a % of total floorspace</b>	%	19%			35%				10%		
	<b>Proportion of consumption data estimated (Lfi)</b>	%	0%	6%		0%	10%			1%	0%	
	Fuels-Abs	<b>Total landlord-obtained fuel consumption (consumed in tenant areas)</b>	<b>kWh/year</b>	<b>14.041.400</b>	<b>19.003.552</b>	<b>35%</b>	<b>3.539.833</b>	<b>8.997.674</b>	<b>154%</b>	<b>10.501.567</b>	<b>10.005.878</b>	<b>-5%</b>
		<i>of which, natural gas</i>	kWh/year %	13.900.624 99%	18.222.476 96%	31% 100%	3.539.833 100%	8.256.782 92%	133% 100%	10.360.791 99%	9.965.694 100%	-4% -13%
		<i>of which, heating oil</i>	kWh/year %	140.776 1%	781.076 4%	455% 1%	0 0%	740.892 8%	0% 0%	140.776 1%	40.184 0%	-71% 0%
		<i>of which, liquified petroleum gas (LPG)</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%
		<i>of which, renewable energy</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%
		<b>Total tenant-obtained fuel consumption</b>	<b>kWh/year</b>	<b>10.776.173</b>	<b>9.407.981</b>	<b>-13%</b>	<b>84.149</b>	<b>100.768</b>	<b>20%</b>	<b>10.692.024</b>	<b>9.307.213</b>	<b>-13%</b>
		<i>of which, natural gas</i>	kWh/year %	10.474.725 97%	9.106.533 97%	-13% 100%	84.149 100%	100.768 100%	20% 100%	10.390.576 97%	9.005.765 97%	-13% -13%
		<i>of which, heating oil</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%
		<i>of which, liquified petroleum gas (LPG)</i>	kWh/year %	301.448 3%	301.448 3%	0% 0%	0 0%	0 0%	0% 0%	301.448 3%	301.448 3%	0% 0%
		<i>of which, renewable energy</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%
		<b>Total fuel consumption</b>	<b>kWh/year</b>	<b>24.817.573</b>	<b>28.411.533</b>	<b>14%</b>	<b>3.623.982</b>	<b>9.098.442</b>	<b>151%</b>	<b>21.193.590</b>	<b>19.313.091</b>	<b>-9%</b>
		<i>of which, natural gas</i>	kWh/year %	24.375.349 98%	27.329.008 96%	12% 100%	3.623.982 100%	8.357.550 92%	131% 100%	20.751.367 98%	18.971.458 98%	-9% -9%
		<i>of which, heating oil</i>	kWh/year %	140.776 1%	781.076 3%	455% 1%	0 0%	740.892 8%	0% 0%	140.776 1%	40.184 0%	-71% 0%
		<i>of which, liquified petroleum gas (LPG)</i>	kWh/year %	301.448 1%	301.448 1%	0% 0%	0 0%	0 0%	0% 0%	301.448 1%	301.448 2%	0% 0%
		<i>of which, renewable energy</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%
	<b>Number of properties analysed by floorspace</b>	Number sqm	57 695.350	62 607.716	9% -13%	9 60.817	16 128.164	78% 111%	48 634.534	46 479.553	-4% -24%	
	<b>Coverage as a % of total floorspace</b>	%	79%	67%		36%	42%		89%	79%		
	<b>Proportion of consumption data estimated</b>	%	29%	24%		0%	0%		34%	36%		
Fuels-LfI	<b>Like-for-like landlord-obtained fuel consumption (consumed in tenant areas)</b>	<b>kWh/year</b>	<b>12.141.850</b>	<b>12.351.761</b>	<b>2%</b>	<b>3.539.833</b>	<b>3.513.550</b>	<b>-1%</b>	<b>8.602.017</b>	<b>8.838.211</b>	<b>3%</b>	
	<i>of which, natural gas</i>	kWh/year %	12.001.074 99%	12.311.577 100%	3% 100%	3.539.833 100%	3.513.550 100%	-1% 100%	8.461.241 98%	8.798.027 100%	4% 100%	
	<i>of which, heating oil</i>	kWh/year %	140.776 1%	40.184 0%	-71% 0%	0 0%	0 0%	0% 0%	140.776 2%	40.184 0%	-71% 0%	
	<i>of which, liquified petroleum gas (LPG)</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	
	<i>of which, renewable energy</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	
	<b>Like-for-like tenant-obtained fuel consumption</b>	<b>kWh/year</b>	<b>9.268.312</b>	<b>9.407.981</b>	<b>2%</b>	<b>84.149</b>	<b>100.768</b>	<b>20%</b>	<b>9.184.163</b>	<b>9.307.213</b>	<b>1%</b>	
	<i>of which, natural gas</i>	kWh/year %	8.966.864 97%	9.106.533 97%	2% 100%	84.149 100%	100.768 100%	20% 100%	8.882.715 97%	9.005.765 97%	1% 1%	
	<i>of which, heating oil</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	
	<i>of which, liquified petroleum gas (LPG)</i>	kWh/year %	301.448 3%	301.448 3%	0% 0%	0 0%	0 0%	0% 0%	301.448 4%	301.448 3%	0% 0%	
	<i>of which, renewable energy</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	
	<b>Like-for-like total fuel consumption</b>	<b>kWh/year</b>	<b>21.410.162</b>	<b>21.759.742</b>	<b>2%</b>	<b>3.623.982</b>	<b>3.614.318</b>	<b>0%</b>	<b>17.786.180</b>	<b>18.145.424</b>	<b>2%</b>	
	<i>of which, natural gas</i>	kWh/year %	20.967.938 97,9%	21.418.109 98%	2% 100,0%	3.623.982 100,0%	3.614.318 100%	0% 100%	17.343.956 97,5%	17.803.791 98%	3% -71%	
	<i>of which, heating oil</i>	kWh/year %	140.776 0,7%	40.184 0%	-71% 0%	0 0,0%	0 0%	0% 0%	140.776 0,8%	40.184 0%	-71% 0%	
	<i>of which, liquified petroleum gas (LPG)</i>	kWh/year %	301.448 1,4%	301.448 1%	0% 0%	0 0,0%	0 0%	0% 0%	301.448 1,7%	301.448 2%	0% 0%	
	<i>of which, renewable energy</i>	kWh/year %	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	0 0%	0 0%	0% 0%	
	<b>Number of properties analysed by floorspace</b>	Number sqm	50 521.237			9 60.816			41 460.421			
<b>Coverage as a % of total floorspace (2024)</b>	%	57%			20%			76%				
<b>Proportion of consumption data estimated (lfi)</b>	%	29%	32%		0%	0%		35%	38%			
Energy-Int		<b>Buildings energy intensity</b>	<b>kWh/sqm</b>	<b>88,7</b>	<b>100,7</b>	<b>14%</b>	<b>102,9</b>	<b>114,7</b>	<b>11%</b>	<b>85,4</b>	<b>93,7</b>	<b>10%</b>

Environmental KPIs PORTFOLIO

Area	EPRA-Code	Indicator	Unit	Total			Offices			Logistics & Other		
				2024	2025	Δ	2024	2025	Δ	2024	2025	Δ
Emissions	GHG-Dir-Abs	Direct scope 1 (total) GHG emissions (location based)	t CO <sub>2</sub> e/Jahr	3.326	4.549	37%	836	2.183	161%	2.490	2.366	-5%
		of which from natural gas	t CO <sub>2</sub> e/Jahr	3.282	4.304	31%	836	1.950	133%	2.446	2.354	-4%
		of which from heating oil	t CO <sub>2</sub> e/year	44	245	455%	0	233	0%	44	13	-71%
	GHG-Indir-Abs	of which from liquefied gas	t CO <sub>2</sub> e/year	0	0	0%	0	0	0%	0	0	0%
		Indirect scope 2 (total) GHG emissions (location based)	t CO <sub>2</sub> e/year	3.330	6.667	100%	2.074	4.628	123%	1.256	2.039	62%
		of which from electricity	t CO <sub>2</sub> e/year	1.179	2.414	105%	862	1.935	124%	317	479	51%
	GHG-Indir-Abs	of which from district heating and cooling	t CO <sub>2</sub> e/year	2.151	4.254	98%	1.212	2.693	122%	940	1.560	66%
		Indirect scope 2 (total) GHG emissions (market based)	t CO <sub>2</sub> e/year	2.477	4.799	94%	1.421	3.027	113%	1.056	1.772	68%
		of which from electricity	t CO <sub>2</sub> e/year	325	545	68%	209	334	60%	116	211	82%
	GHG-Indir-Abs	of which from district heating and cooling	t CO <sub>2</sub> e/year	2.151	4.254	98%	1.212	2.693	122%	940	1.560	66%
		Other indirect scope 3 (total) GHG emissions (location based)	t CO <sub>2</sub> e/year	20.241	19.714	-3%	2.988	4.787	60%	17.253	14.927	-13%
		Other indirect scope 3 (total) GHG emissions (market based)	t CO <sub>2</sub> e/year	11.886	8.282	-30%	2.107	1.913	-9%	9.778	6.369	-35%
	GHG-Indir-Abs	Scope 1 + Scope 2 (location based)	t CO <sub>2</sub> e/year	6.657	11.216	68%	2.910	6.811	134%	3.747	4.405	18%
		Scope 1 + Scope 2 (market based)	t CO <sub>2</sub> e/year	5.803	9.348	61%	2.257	5.210	131%	3.546	4.138	17%
Scope 1 + Scope 2 (location based) + Scope 3 (location based)		t CO <sub>2</sub> e/year	26.898	30.930	15%	5.898	11.597	97%	21.000	19.333	-8%	
Scope 1 + Scope 2 (market based) + Scope 3 (market based)		t CO <sub>2</sub> e/year	17.689	17.630	0%	4.364	7.123	63%	13.325	10.507	-21%	
GHG-Int	Buildings greenhouse gas (GHG) emissions intensity (location based)	kgCO <sub>2</sub> e/sqm/year	30,5	33,9	11%	35,2	38,3	9%	29,4	31,7	8%	
	Buildings greenhouse gas (GHG) emissions intensity (market based)	kgCO <sub>2</sub> e/sqm/year	20,1	19,3	-4%	26,1	23,5	-10%	18,7	17,2	-8%	
Water	Water-Abs	Water obtained from the landlord (for tenant use)	sqm	101.095	121.877	21%	26.106	52.939	103%	74.989	68.938	-8%
		Water supplied by the tenant	sqm	39.808	49.028	23%	9.179	9.300	1%	30.629	39.729	30%
		Total water consumption	sqm	140.903	170.906	21%	35.285	62.239	76%	105.618	108.667	3%
		of which surface water	sqm	0	0	0%	0	0	0%	0	0	0%
		of which groundwater	sqm	0	0	0%	0	0	0%	0	0	0%
		of which directly collected and stored rainwater	sqm	0	0	0%	0	0	0%	0	0	0%
		of which wastewater from another organization	sqm	0	0	0%	0	0	0%	0	0	0%
		of which municipal water supply or other public or private utility companies	sqm	140.903	170.906	21%	35.285	62.239	76%	105.618	108.667	3%
		Number of properties analysed by floorspace	Number	77	96	25%	21	37	76%	56	59	5%
		Coverage as a % of total floorspace	%	881.117	912.366	4%	167.423	303.056	81%	713.694	609.310	-15%
		Proportion of consumption data estimated	%	100%	100%	0%	100%	100%	0%	100%	100%	0%
		Water-LFL	Water obtained from the tenant (for tenant use)	sqm	99.114	80.782	-18%	26.106	26.295	1%	73.008	54.487
	Water supplied by the tenant		sqm	36.079	32.816	-9%	9.179	4.819	-48%	26.900	27.997	4%
	Like-for-like total water consumption		sqm	135.193	113.598	-16%	35.285	31.114	-12%	99.907	82.485	-17%
	davon Oberflächenwasser		sqm	0	0	0%	0	0	0%	0	0	0%
	of which groundwater		sqm	0	0	0%	0	0	0%	0	0	0%
	of which directly collected and stored rainwater		sqm	0	0	0%	0	0	0%	0	0	0%
	of which wastewater from another organization		sqm	0	0	0%	0	0	0%	0	0	0%
	of which municipal water supply or other public or private utility companies		sqm	135.193	113.598	-16%	35.285	31.114	-12%	99.907	82.485	-17%
	Number of properties analysed by floorspace		Number	67	21	21%	21	37	76%	46	59	28%
	Coverage as a % of total floorspace		%	685.590	167.423	24%	167.423	303.056	18%	518.167	609.310	12%
	Proportion of consumption data estimated		%	20%	5%	25%	0%	0%	0%	27%	6%	22%
	Water-Int		<b>Buildings water intensity</b>	<b>m<sup>3</sup>/sqm</b>	<b>0,160</b>	<b>0,187</b>	<b>17%</b>	<b>0,211</b>	<b>0,205</b>	<b>-3%</b>	<b>0,148</b>	<b>0,178</b>
	Waste	Waste-Abs	Total weight of waste by disposal route	t/year	52.626	47.344	-10%	2.525	4.570	81%	50.101	42.774
of which recycled			t/year	44.855	40.376	-10%	2.177	3.940	81%	42.679	36.437	-15%
of which residual waste			t/year	7.771	6.967	-10%	348	630	81%	7.422	6.337	-15%
Number of properties analysed by floorspace			Number	77	96	25%	21	37	76%	56	59	5%
Coverage as a % of total floorspace			%	881.117	912.366	4%	167.423	303.056	81%	713.694	609.310	-15%
Proportion of consumption data estimated			%	100%	100%	0%	100%	100%	0%	100%	100%	0%
Waste-LFL		Like-for-like weight of waste by disposal route	t/year	40.047	40.047	0%	2.525	2.525	0%	37.522	37.522	0%
		of which recycled	t/year	34.140	34.140	0%	2.176	2.176	0%	31.964	31.964	0%
		of which residual waste	t/year	5.907	5.907	0%	348	348	0%	5.559	5.559	0%
		Number of properties analysed by floorspace	Number	69	21	30%	21	37	76%	48	59	22%
		Coverage as a % of total floorspace	%	701.931	167.423	24%	167.423	303.056	18%	534.509	609.310	12%
		Proportion of consumption data estimated	%	100%	100%	0%	100%	100%	0%	100%	100%	0%
Waste-Int	<b>Total waste intensity</b>	<b>t/year/qm</b>	<b>0,060</b>	<b>0,052</b>	<b>-13%</b>	<b>0,015</b>	<b>0,015</b>	<b>0%</b>	<b>0,070</b>	<b>0,070</b>	<b>0%</b>	
Certificates	Cert-Tot	Mandatory - Energy certificate, share of market value	%	100%	100%		100%	100%		100%	100%	
		voluntary buideling certifications (BREEAM, LEED, DGNB)	Number	19	26	37%	1	9	800%	18	17	-6%
		of which Outstanding (or equivalent)	Number	0	0	0%	0	0	0%	0	0	0%
		of which excellent (or equivalent)	Number	0	0	0%	0	0	0%	0	0	0%
		of which Very Good (or equivalent)	Number	17	17	0%	10	11	10%	7	6	-14%
		of which good (or equivalent)	Number	0	0	0%	0	0	0%	0	0	0%
		of which energy-efficient (at least EnEV 2009)	Number	14	12	-14%	0	0	0%	14	12	-14%
<b>certified assets as a % of floorspace</b>	<b>%</b>	<b>40%</b>	<b>38%</b>	<b>-6%</b>	<b>8%</b>	<b>31%</b>	<b>315%</b>	<b>48%</b>	<b>41%</b>	<b>-15%</b>		
<b>certified assets as a % of market value</b>	<b>%</b>	<b>51%</b>	<b>53%</b>	<b>3%</b>	<b>12%</b>	<b>46%</b>	<b>285%</b>	<b>66%</b>	<b>61%</b>	<b>-7%</b>		

## Environmental KPIs OWN OFFICE

Area	EPRA Code	Indicator	Unit(s) of measure	2024	2025	Change
Energy	Elec-Abs	Total electricity consumption	annual kWh	199,703	217,178	9%
			% from renewable sources	100%	100%	0%
	Elec-LfL	Like-for-like total electricity consumption	annual kWh	199,703	217,178	9%
	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	72.2	79.0	9%
Emissions	GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	annual metric tonnes CO <sub>2</sub>	0	0	0%
	GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	annual metric tonnes CO <sub>2</sub>	93.1	93.1	0%
	GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	annual metric tonnes CO <sub>2</sub> /sqm	0.034	0.034	0%
	Water	Water-Abs	Total water consumption	annual cubic metres (m <sup>3</sup> )	478	478
Water-LfL		Like-for-like total water consumption	annual cubic metres (m <sup>3</sup> )	478	478	0%
Water-Int		Building water intensity	m <sup>3</sup> /sqm	0.17	0.17	0%
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%
Certification	Cert-Tot	number of sustainability certified assets	% recycled	42%	42%	0%
			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 &amp; Governance KPIs

	Area	EPRA Code	Indicator	Unit(s) of measure	Coverage	2024	2025
Social	Employee Diversity	Diversity-Emp	Ratio male / female - Supervisory Board	%	Corporate Level	75% male, 25% female	100% male, 0% female
			Ratio male / female - Management Board	%		100% male, 0% female	100% male, 0% female
			Ratio male / female - Management	%		71% male, 29% female	71% male, 29% female
		Ratio male / female - staff w/o management tasks	%	33% male, 67% female		32% male, 68% female	
		Diversity-Pay	Male to female Pay Ratio - Management	%		1.02:1	1.04:1
			Male to female Pay Ratio - staff w/o management tasks	%		1.03:1	1.02:1
	Employee Training and Development	Emp-Training	Average training hours per employee	hours	Corporate Level	16	18
		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	5	24
			Ratio of new hires	%		19%	55%
			Total number of leavers	total number		5	7
	Health and Safety	H&S-Emp	employee turnover rate	%	Corporate Level	19%	16%
			Injury rate	%		0.0000%	0.0000%
			Lost day rate	%		0.0000%	0.0000%
		H&S-Asset	Absentee rate	%		6.1%	6.7%
			Fatalities	total number		0	0
			Ratio of assets with regular health & safety assessments	%		Portfolio	100%
	Communities	Comty-Eng	total number of incidents of non-compliance from health and safety assessments	total number	Portfolio	0	0
			community engagement initiatives	%	Portfolio	0%	0%
	Governance	Governance	Gov-Board	Total number of Executive Board members	total number	Corporate Level	6
Total number of independent Executive Board members				total number	6		5
Average tenure of Executive Board members			years	5.0	3.6		
Board members with competencies relating to environmental and social topics			total number	6	5		
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	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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