

TAKING SUSTAINABILITY TO NEW DIMENSIONS



Introduction

About us

VIB Vermögen AG is a medium-sized company specialising in commercial real estate management that has been operating successfully on the market for more than 25 years. The focus is on properties from the logistics/light industry and retail sectors in the economically strong southern German region. VIB's shares have been listed on the Munich (m:access) and Frankfurt (Open Market) stock exchanges since 2005.

VIB's business model is based on a "develop-or-buy-and-hold" strategy. Firstly, VIB acquires properties that are already rented. Secondly, it completely develops new properties in order to transfer them to its own portfolio on a long-term basis and generate rental income from them. VIB also holds investments in companies with real estate assets.

Ever since VIB Vermögen AG was founded more than 25 years ago, 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 December 31, 2021. This EPRA report is split into the following sections:

1. Overarching recommendations
2. Narrative on performance
3. 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 total of 109 properties in the VIB portfolio as of the reporting date of 31/12/2021, 17 properties – with a total useful area of 392,656 m² – are included in EPRA sustainability reporting; this equates to a 30% share of the portfolio as a whole.

The total value (amount of Investment Properties as shown in the balance sheet) of the 17 properties as of December 31, 2021, is 421 m Euro (share of total Investment Properties of 28%).

Within the segments, every prescribed EPRA key figure and every property is reported, so coverage is 100%. Within Logistics / Light Industry 11 out of 11, within Retail 3 out of 3, within Offices & Others 3 out of 3.

When comparing properties of the years 2020 and 2021 there did not occur any changes, so that also useful areas remain unchanged. Thus, there is no difference between “absolute”- and “LfL”-KPIs 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 2019, 2020 and 2021 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 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 Industry, Retail and Offices/Others. As the property portfolio of VIB 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.

Disclosure on own offices

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

In respect of consumption figures within the VIB Group, the picture is more nuanced than in the previous year. The trend in water and energy consumption, both of which fell further, was pleasing in this regard. A further positive trend was recorded in terms of the share of renewable energies, which also grew slightly year on year. A different picture was witnessed in the area of heating energy, which rose on account of the cold winter in 2020/2021 and the associated increase in heating needs, thereby following the nationwide trend in Germany.

There is positive news to report in terms of electricity and energy consumption at VIB company headquarters in Neuburg an der Donau. As announced in the previous EPRA report, green power accounted for 100% of the electricity supply in the 2021 fiscal year. Thanks to the operation of additional heat pumps, our headquarters is completely carbon-neutral as of the end of 2021. A further building block in the VIB Group sustainability strategy – and one of which we are very proud.

Energy and GHG emissions

Whereas electricity consumption (Elec-LfL) fell by 4.5%, district heating consumption (DH&C-LfL) increased by 12.6% and fuel consumption (Fuels-LfL) by 17.6% on account of the greater need for heating. Absolute electricity consumption (Elec-Abs) declined by 4.5%. Absolute energy consumption rose by 12.6% in respect of district heating (DH&C-Abs) – and by 17.6% in respect of fuel (Fuels-Abs). Overall, the increased consumption of district heating energy and fuel was not offset by reduced electricity consumption, meaning that total energy consumption per unit of area (Energy-Int) increased by 10.8% in 2021.

As a consequence, Scope 1 emissions (GHG-Dir-Abs) climbed by 17.6%, with Scope 2 emissions (GHG-Indir-Abs) rising by 4.5%. In relation to the unit of area, total Scope 1 and 2 emissions (GHG-Int) increased by 7.8% 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 to expanding sustainable energy generation in the form of photovoltaic installations. While, as of the end of 2020, systems with a nominal output of approx. 4,000 kWp were installed on the roofs of VIB properties, this figure more than doubled to approx. 8,300 kWp by the end of 2021. The annual energy produced using these systems equates mathematically to approx. 1.1 million litres of heating oil/a CO₂ saving corresponding to 4,800 tonnes. As well as installing systems on new builds, we are also increasingly examining the option of retrofitting capacity on existing properties. In this way, we aim to continue making a contribution to climate protection in the years ahead in our role as a property management company.

The VIB Group has also set itself ambitious targets in terms of photovoltaic technology for 2022, the plan being to almost double the existing capacity to approx. 15,000 kWp by the end of the year. In mathematical terms, this would correspond to a substantial CO₂ saving of 9,000 tonnes.

As mentioned above, the self-built company headquarters of VIB also sets the highest standards when it comes to environmental sustainability. The building, which boasts the latest standards in terms of HVAC technology, only requires external sources of electricity to power the heat pumps. No fossil fuels are burnt at all. Furthermore, a ventilation system with heat recovery, LED lighting and charging stations for electric vehicles can all be found on-site. In addition, a photovoltaic installation is in place on the roof of the building. With an output of 30 kWp, the system's savings work out at approx. 70 tonnes of CO₂ per annum since the system has been operational. We are especially delighted that we are now sourcing electricity solely from renewable energy thanks to a new supply agreement with our energy supplier. As such, the VIB company headquarters is 100% carbon-neutral as of the end of the 2021 reporting year.

Water

In 2021, water consumption (Water-LfL) once again fell sharply against the previous year, coming in 7.6% lower. Absolute water consumption (Water-Abs) also fell by 7.6% across the portfolio as a whole, although disproportionately sharp declines were witnessed in the retail and office/other segments. Taken across the total useful area, water consumption per square metre (Water-Int) stood at just 0.10 m³ in 2021, compared with 0.11 m³ in the previous year. All water consumed in VIB properties originates from the local water supply.

Waste Management

The total weight of refuse in the portfolio for which we collect data fell by 7.3% between 2020 and 2021. Pursuant to German waste disposal regulations, no waste is disposed of on landfill sites. 69,8% of waste was incinerated for energy recovery (2020: 68,3%), 21,9% was recycled (2020: 24,3%) and 8,8% was composted (2020: 8,0%).

Building certification

While the VIB real estate portfolio used for the EPRA analysis does not comprise any certified buildings, we have decided – on account of increased transparency requirements – to carry out certification for all future development projects in the logistics segment.

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 (administrative staff not including Managing and Supervisory Board members) stood at 1.05 : 1 in 2021 (2020: 1.05 : 1). The pay ratio between men and women at executive level (not including Managing and Supervisory Board members) stood at 1.00 : 1 (2020: 1.04 : 1). Only men are currently employed in the construction and industrial segments at VIB, meaning that no gender-specific pay ratio is reported.

According to figures published by the German Federal Statistical Office, the gender-specific pay ratio between men and women in Germany in 2021 remained on a par with the previous year at 1.22 : 1. In a direct comparison, VIB therefore once again performed much better than the German average in respect of this indicator for the workforce as a whole. VIB even achieved equal pay at executive level in 2021.

Diversity

VIB recognises the importance of a balanced and inclusive workforce with a diverse range of mindsets. Pleasingly, women continued to account for a high share of 62% of our employees in 2021 (2020: 62%), with 25% of employees in the first management level below the Managing Board female (2020: 25%).

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).

Unfortunately, the range of training programmes once again had to be reduced to a minimum in 2021 due to the coronavirus pandemic, meaning that each employee only attended 4 hours of external training on average (2020: 5 hours). We are, however, optimistic that it will once again be possible to expand the range of training programmes for VIB employees in 2022.

Staff turnover

In 2021, 4 new employees joined the company (2020: 5 employees), resulting in a recruitment rate of 9% (2020: 11%). In the same period, 4 employees left the company (2020: 2 employees), resulting in a turnover rate of 9% (2020: 4%).

Health and safety

With a total of 45 people employed at the VIB Group, two injuries were recorded as a result of minor accidents in 2021 (2020: no workplace accidents), followed by 44 days of absence (2020: 0 days of absence). The injury rate came in at 0.0034% (2020: 0%), with a lost workday rate of 0.0751% (2020: 0%).

The absence rate, which includes days of absence both due to workplace and personal reasons, stood at 4.0% in the fiscal year under review (2020: 4.8%).

In order to prevent accidents and injuries at our properties, the VIB property 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 property 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 element in this regard is the VIB Code of Conduct, 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 2021 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 senior management and the company in the 2021 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 31/12/2021 and is directly responsible for managing the company. 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. 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 of VIB Vermögen AG.

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 Industry | | | | Retail | | | |
|---------------|---------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------|----------------------------|-----------|------------|-----------|-----------|-----------|-----------|--------|
| | | | | 2019 | 2020 | 2021 | Change | 2019 | 2020 | 2021 | Change |
| Energy | Elec-Abs | Total electricity consumption | annual kWh | 3,511,975 | 3,031,267 | 2,947,250 | -2.8% | 1,089,462 | 1,053,256 | 1,022,925 | -2.9% |
| | | | % from renewable sources | 62.5% | 65.8% | 61.1% | -7.2% | 54.0% | 56.2% | 59.2% | 5.3% |
| | Elec-LfL | Like-for-like total electricity consumption | annual kWh | 3,511,975 | 3,031,267 | 2,947,250 | -2.8% | 1,089,462 | 1,053,256 | 1,022,925 | -2.9% |
| | | | annual kWh | 9,527,309 | 9,216,720 | 10,427,742 | 13.1% | 952,015 | 659,933 | 638,100 | -3.3% |
| | DH&C-Abs | Total district heating & cooling consumption | % from renewable sources | k.A. | k.A. | k.A. | 0.0% | k.A. | k.A. | k.A. | 0.0% |
| | | | annual kWh | 9,527,309 | 9,216,720 | 10,427,742 | 13.1% | 952,015 | 659,933 | 638,100 | -3.3% |
| Fuels-Abs | Total fuel consumption | annual kWh | 5,798,176 | 5,338,777 | 6,293,188 | 17.9% | 2,215,489 | 1,934,482 | 2,259,665 | 16.8% | |
| | | % from renewable sources | 0% | 0% | 0% | 0.0% | 0% | 0% | 0% | 0.0% | |
| Fuels-LfL | Like-for-like total fuel consumption | annual kWh | 5,798,176 | 5,338,777 | 6,293,188 | 17.9% | 2,215,489 | 1,934,482 | 2,259,665 | 16.8% | |
| Energy-Int | Building energy intensity | kWh/sqm | 60 | 56 | 62 | 11.8% | 81 | 69 | 74 | 7.5% | |
| Emissions | GHG-Dir-Abs | Total direct greenhouse gas (GHG) emissions, Scope 1 | annual metric tonnes CO ₂ | 1,376 | 1,267 | 1,493 | 17.9% | 526 | 459 | 536 | 16.8% |
| | | | annual metric tonnes CO ₂ | 4,234 | 3,904 | 4,163 | 6.6% | 811 | 719 | 698 | -3.0% |
| | GHG-Indir-Abs | Total indirect greenhouse gas (GHG) emissions, Scope 2 | annual metric tonnes CO ₂ | 4,234 | 3,904 | 4,163 | 6.6% | 811 | 719 | 698 | -3.0% |
| GHG-Int | Greenhouse gas (GHG) emissions intensity from building energy consumption | annual metric tonnes CO ₂ /sqm | 0.018 | 0.016 | 0.018 | 9.4% | 0.025 | 0.022 | 0.023 | 4.7% | |
| Water | Water-Abs | Total water consumption | annual cubic metres (m ³) | 30,629 | 25,899 | 26,104 | 0.8% | 24,338 | 15,272 | 12,131 | -20.6% |
| | | | annual cubic metres (m ³) | 30,629 | 25,899 | 26,104 | 0.8% | 24,338 | 15,272 | 12,131 | -20.6% |
| | Water-LfL | Like-for-like total water consumption | annual cubic metres (m ³) | 30,629 | 25,899 | 26,104 | 0.8% | 24,338 | 15,272 | 12,131 | -20.6% |
| Water-Int | Building water intensity | m ³ /sqm | 0.10 | 0.08 | 0.08 | 0.8% | 0.46 | 0.29 | 0.23 | -20.6% | |
| Waste | Waste-Abs | Total weight of waste by disposal route | annual metric tonnes | 61 | 60 | 60 | 0.0% | 44 | 49 | 41 | -17.4% |
| | | | % incinerated | 63.5% | 64.2% | 64.2% | 0.0% | 68.3% | 68.9% | 73.1% | 6.1% |
| | | | % composted | 14.3% | 14.5% | 14.5% | 0.0% | 1.1% | 1.2% | 1.9% | 57.3% |
| | Waste-LfL | Like-for-like total weight of waste by disposal route | % recycled | 22.1% | 22.4% | 23.4% | 0.0% | 30.6% | 29.9% | 25.0% | -16.4% |
| | | | annual metric tonnes | 61 | 60 | 60 | 0.0% | 44 | 49 | 41 | -17.4% |
| | | | % incinerated | 63.5% | 64.2% | 64.2% | 0.0% | 68.3% | 68.9% | 73.1% | 6.1% |
| % composted | 14.3% | 14.5% | 14.5% | 0.0% | 1.1% | 1.2% | 1.9% | 57.3% | | | |
| % recycled | 22.1% | 22.4% | 22.4% | 0.0% | 30.6% | 29.9% | 25.0% | -16.4% | | | |
| Certification | Cert-Tot | number of sustainability certified assets | number of certified assets | 0 | 0 | 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 | | | |
|----------------------|--------------------------------------|---------------------------------------------------------------------------|-------------------------------------------|---------------------|-----------|-----------|-----------|------------|------------|------------|--------|
| | | | | 2019 | 2020 | 2021 | Change | 2019 | 2020 | 2021 | Change |
| Energy | Elec-Abs | Total electricity consumption | annual kWh | 715,395 | 637,404 | 536,958 | -15.8% | 5,316,832 | 4,721,927 | 4,507,133 | -4.5% |
| | | | % from renewable sources | 35.7% | 28.5% | 65.1% | 128.0% | 57.2% | 58.7% | 61.1% | 4.2% |
| | Elec-Lfl | Like-for-like total electricity consumption | annual kWh | 715,395 | 637,404 | 536,958 | -15.8% | 5,316,832 | 4,721,927 | 4,507,133 | -4.5% |
| | | | annual kWh | 1,216,269 | 1,222,880 | 1,435,834 | 17.4% | 11,695,593 | 11,099,533 | 12,501,676 | 12.6% |
| | DH&C-Abs | Total district heating & cooling consumption | annual kWh | 1,216,269 | 1,222,880 | 1,435,834 | 17.4% | 11,695,593 | 11,099,533 | 12,501,676 | 12.6% |
| | | | % from renewable sources | k.A. | k.A. | k.A. | 0.0% | k.A. | k.A. | k.A. | 0.0% |
| | DH&C-Lfl | Like-for-like total district heating & cooling consumption | annual kWh | 1,216,269 | 1,222,880 | 1,435,834 | 17.4% | 11,695,593 | 11,099,533 | 12,501,676 | 12.6% |
| | | | annual kWh | 296,963 | 284,604 | 333,904 | 17.3% | 8,310,628 | 7,557,863 | 8,886,757 | 17.6% |
| | Fuels-Abs | Total fuel consumption | annual kWh | 296,963 | 284,604 | 333,904 | 17.3% | 8,310,628 | 7,557,863 | 8,886,757 | 17.6% |
| | | | % from renewable sources | 0% | 0% | 0% | 0.0% | 0% | 0% | 0% | 0.0% |
| Fuels-Lfl | Like-for-like total fuel consumption | annual kWh | 296,963 | 284,604 | 333,904 | 17.3% | 8,310,628 | 7,557,863 | 8,886,757 | 17.6% | |
| | | Building energy intensity | kWh/sqm | 107 | 103 | 110 | 7.5% | 65 | 60 | 67 | 10.8% |
| Emissions | GHG-Dir-Abs | Total direct greenhouse gas (GHG) emissions, Scope 1 | annual metric tonnes CO ₂ | 70 | 68 | 79 | 17.3% | 1,972 | 1,793 | 2,109 | 17.6% |
| | | | annual metric tonnes CO ₂ | 681 | 642 | 642 | 0.1% | 5,726 | 5,264 | 5,503 | 4.5% |
| | GHG-Int | Greenhouse gas (GHG) emissions intensity from building energy consumption | annual metric tonnes CO ₂ /sqm | 0.036 | 0.034 | 0.035 | 1.7% | 0.020 | 0.018 | 0.020 | 7.8% |
| Water | Water-Abs | Total water consumption | annual cubic metres (m ³) | 2,378 | 1,554 | 1,262 | -18.8% | 57,345 | 42,725 | 39,497 | -7.6% |
| | | | annual cubic metres (m ³) | 2,378 | 1,554 | 1,262 | -18.8% | 57,345 | 42,725 | 39,497 | -7.6% |
| | Water-Lfl | Like-for-like total water consumption | Building water intensity | m ³ /sqm | 0.11 | 0.07 | 0.06 | -18.8% | 0.15 | 0.11 | 0.10 |
| annual metric tonnes | | | 7 | 7 | 7 | 0.0% | 112 | 116 | 108 | -7.3% | |
| Waste | Waste-Abs | Total weight of waste by disposal route | % incinerated | 100.0% | 100.0% | 100.0% | 0.0% | 67.6% | 68.3% | 69.8% | 2.3% |
| | | | % composted | 0.0% | 0.0% | 0.0% | 0.0% | 8.2% | 8.0% | 8.8% | 10.0% |
| | | | % recycled | 0.0% | 0.0% | 0.0% | 0.0% | 24.1% | 24.3% | 21.9% | -9.5% |
| | Waste-Lfl | Like-for-like total weight of waste by disposal route | annual metric tonnes | 7 | 7 | 7 | 0.0% | 112 | 116 | 108 | -7.3% |
| | | | % incinerated | 100.0% | 100.0% | 100.0% | 0.0% | 67.6% | 68.3% | 69.8% | 2.3% |
| | | | % composted | 0.0% | 0.0% | 0.0% | 0.0% | 8.2% | 8.0% | 8.8% | 10.0% |
| | | % recycled | 0.0% | 0.0% | 0.0% | 0.0% | 24.1% | 24.3% | 21.9% | -9.5% | |
| Certification | Cert-Tot | number of sustainability certified assets | number of certified assets | 0 | 0 | 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 | 2019 | 2020 | 2021 | Change |
|---------------|---------------------------------------------------------------------------|------------------------------------------------------------|---------------------------------------|---------|---------|---------|--------|
| Energy | Elec-Abs | Total electricity consumption | annual kWh | 200,068 | 202,069 | 231,434 | 14.5% |
| | | | % from renewable sources | 53% | 56% | 100% | 79.9% |
| | Elec-LfL | Like-for-like total electricity consumption | annual kWh | 200,068 | 202,069 | 231,434 | 14.5% |
| | | | | | | | |
| | DH&C-Abs | Total district heating & cooling consumption | annual kWh | 0 | 0 | 0 | 0.0% |
| | | | % from renewable sources | n.z. | n.z. | n.z. | 0.0% |
| | DH&C-LfL | Like-for-like total district heating & cooling consumption | annual kWh | 0 | 0 | 0 | 0.0% |
| | | | | | | | |
| | Fuels-Abs | Total fuel consumption | annual kWh | 0 | 0 | 0 | 0.0% |
| | | | % from renewable sources | n.z. | n.z. | n.z. | 0.0% |
| Fuels-LfL | Like-for-like total fuel consumption | annual kWh | 0 | 0 | 0 | 0.0% | |
| | | | | | | | |
| Energy-Int | Building energy intensity | kWh/sqm | 72 | 73 | 84 | 14.5% | |
| | | | | | | | |
| Emissions | GHG-Dir-Abs | Total direct greenhouse gas (GHG) emissions | annual metric tonnes CO ₂ | 0 | 0 | 0 | 0.0% |
| | | | | | | | |
| | GHG-Indir-Abs | Total indirect greenhouse gas (GHG) emissions | annual metric tonnes CO ₂ | 93 | 93 | 110 | 17.9% |
| | | | | | | | |
| GHG-Int | Greenhouse gas (GHG) emissions intensity from building energy consumption | annual metric tonnes CO ₂ /sqm | 0.034 | 0.034 | 0.040 | 17.9% | |
| | | | | | | | |
| Water | Water-Abs | Total water consumption | annual cubic metres (m ³) | 572 | 478 | 509 | 6.5% |
| | | | | | | | |
| | Water-LfL | Like-for-like total water consumption | annual cubic metres (m ³) | 572 | 478 | 509 | 6.5% |
| | | | | | | | |
| Water-Int | Building water intensity | m ³ /sqm | 0.21 | 0.17 | 0.18 | 6.5% | |
| | | | | | | | |
| Waste | Waste-Abs | Total weight of waste by disposal route | annual metric tonnes | 5 | 5 | 5 | 0.0% |
| | | | % incinerated | 11.6% | 11.6% | 11.6% | 0.0% |
| | | | % composted | 46.3% | 46.3% | 46.3% | 0.0% |
| | | | % recycled | 42.1% | 42.1% | 42.1% | 0.0% |
| | Waste-LfL | Like-for-like total weight of waste by disposal route | annual metric tonnes | 5 | 5 | 5 | 0.0% |
| | | | % incinerated | 11.6% | 11.6% | 11.6% | 0.0% |
| | | | % composted | 46.3% | 46.3% | 46.3% | 0.0% |
| Certification | Cert-Tot | number of sustainability certified assets | % recycled | 42.1% | 42.1% | 42.1% | 0.0% |
| | | | number of certified assets | 0 | 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
- > 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 | 2019 | 2020 | 2021 | |
|-----------------------------------|--------------------------------------------------------------------|--------------------------------------------------------------------------------|-------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|------|
| Employee Diversity | Diversity-Emp | Ratio male / female - Supervisory Board | % | Corporate Level | 100% male, 0% female | 100% male, 0% 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 - Senior Management | % | | 75% male, 25% female | 75% male, 25% female | 75% male, 25% female | |
| | | Ratio male / female - all employees | % | | 36% male, 64% female | 38% male, 62% female | 38% male, 62% female | |
| | | Male to female Pay Ratio - Senior Management | % | | 1.07:1 | 1.04:1 | 1.00:1 | |
| | Diversity-Pay | Male to female Pay Ratio - Administrative staff | % | | 1.02:1 | 1.05:1 | 1.05:1 | |
| | | Male to female Pay Ratio - Construction staff | % | | male employees only | male employees only | male employees only | |
| | | Male to female Pay Ratio - Commercial staff | % | | male employees only | male employees only | male employees only | |
| | | Emp-Training | Average training hours per employee | | hours | 20 | 5 | 4 |
| | | | Emp-Dev | | Ratio of total workforce with regular performance review | % | 100% | 100% |
| Employee Training and Development | Emp-Turnover | Total number of new hires | total number | 5 | 5 | 4 | | |
| | | Ratio of new hires | % | 12.0% | 11.0% | 9.0% | | |
| | employee turnover rate | Total number of leavers | total number | 1 | 2 | 4 | | |
| | | employee turnover rate | % | 2.0% | 4.0% | 9.0% | | |
| Health and Safety | H&S-Emp | Injury rate | % | 0.0038% | 0.0000% | 0.0034% | | |
| | | Lost day rate | % | 0.0038% | 0.0000% | 0.0751% | | |
| | | Absentee rate | % | 6.0% | 5.0% | 4.0% | | |
| | H&S-Asset | Fatalities | total number | 0 | 0 | 0 | | |
| | | Ratio of assets with regular health & safety assessments | % | 100% | 100% | 100% | | |
| | | total number of incidents of non-compliance from health and safety assessments | total number | 0 | 0 | 0 | | |
| Communities | Comty-Eng | community engagement initiatives | % | 0% | 0% | 0% | | |
| Governance | Gov-Board | Total number of Executive Board members | total number | 6 | 6 | 6 | | |
| | | Total number of independent Executive Board members | total number | 6 | 6 | 6 | | |
| | | Average tenure of Executive Board members | years | 10.7 | 11.7 | 5.7 | | |
| | | Board members with competencies relating to environmental and social topics | total number | 6 | 6 | 6 | | |
| | Gov-Select | Process for selecting the Executive Board | Narrative on process | Corporate Level | See chapter "Corporate Governance" Annual Report 2019 (page 27 ff.) | See chapter "Corporate Governance" Annual Report 2020 (page 34 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 2019 (page 27 ff.) | See chapter "Corporate Governance" Annual Report 2020 (page 34 ff.) | See chapter "Corporate Governance" Annual Report 2021 (page 36 ff.) | | |

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

INVESTOR RELATIONS

VIB Vermögen AG

Petra Riechert

Tilly-Park 1

petra.riechert@vib-ag.de

D-86633 Neuburg/Danube

Phone: +49 (0)8431 9077-952

www.vib-ag.de