

VONOVIA

# Corporate Governance Roadshow

Clara C. Streit (Chair of the Supervisory Board)

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Feb/Mar 2024

# Agenda

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Corporate Governance Topics pages 8-19

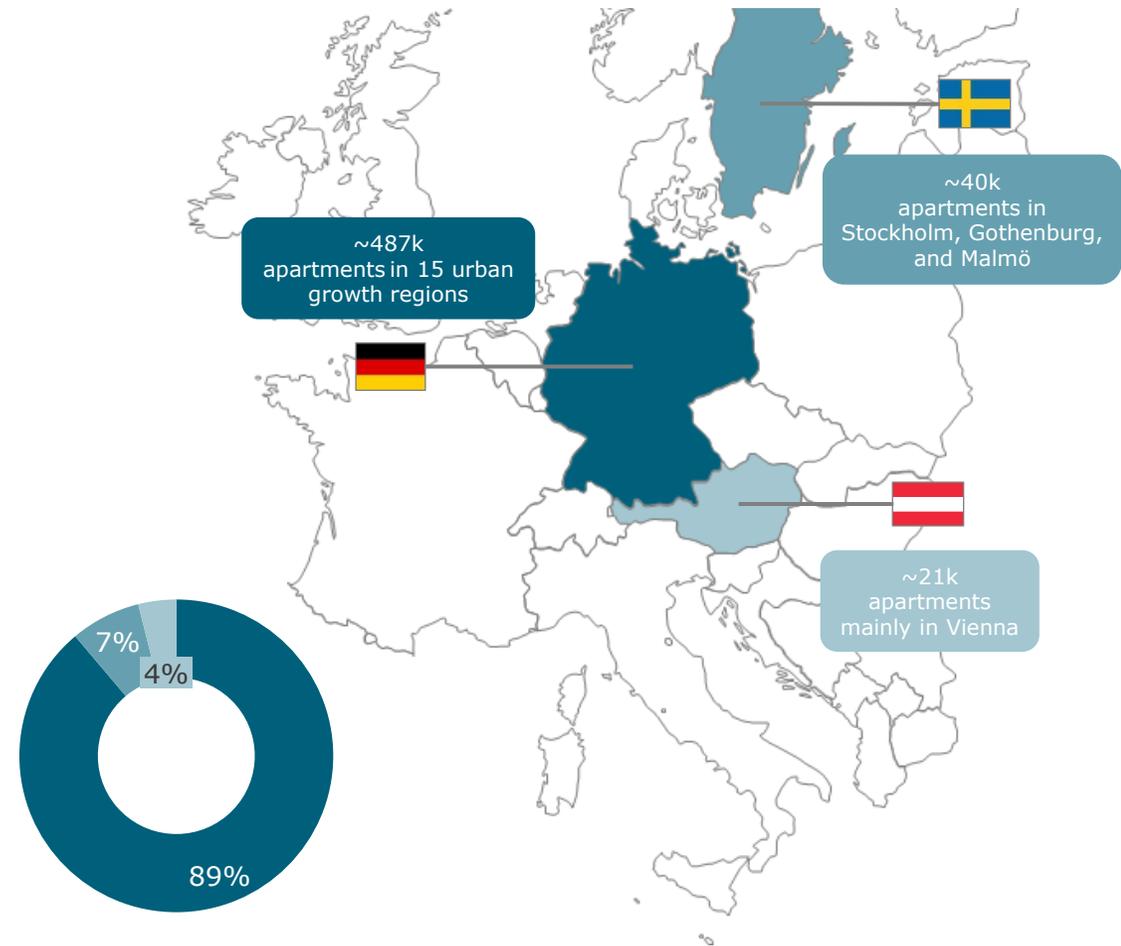
3.

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# Europe's Leading Residential Property Owner and Operator

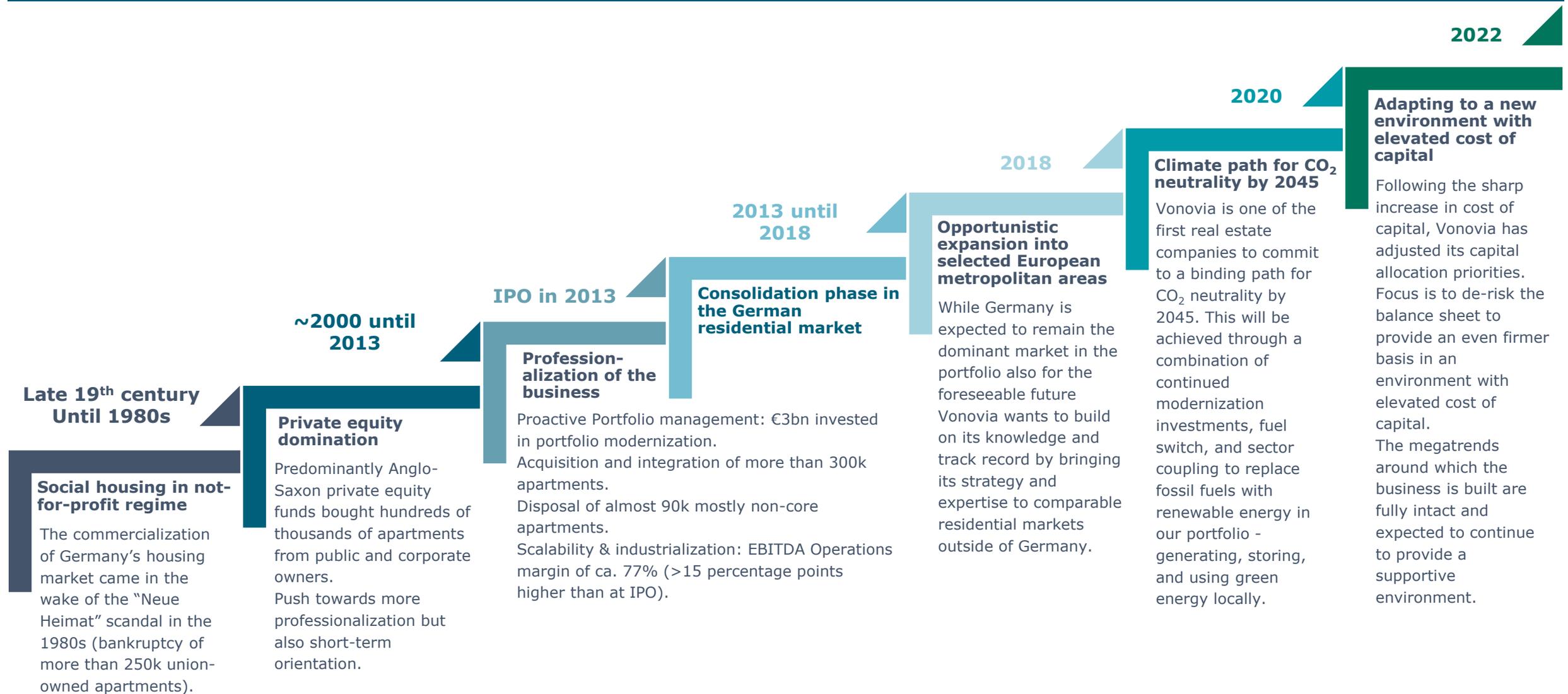


- Largest European real estate stock with €21bn market cap.
- Only real estate company in German blue-chip DAX 40 index.
- Providing a home to 550,000 low-to mid-income households.
- 90% of Total EBITDA generated in rock solid Rental Segment; remaining 10% from additional services, apartment sales, and new construction.



# History of Vonovia

We Have Built a Responsible European Leader



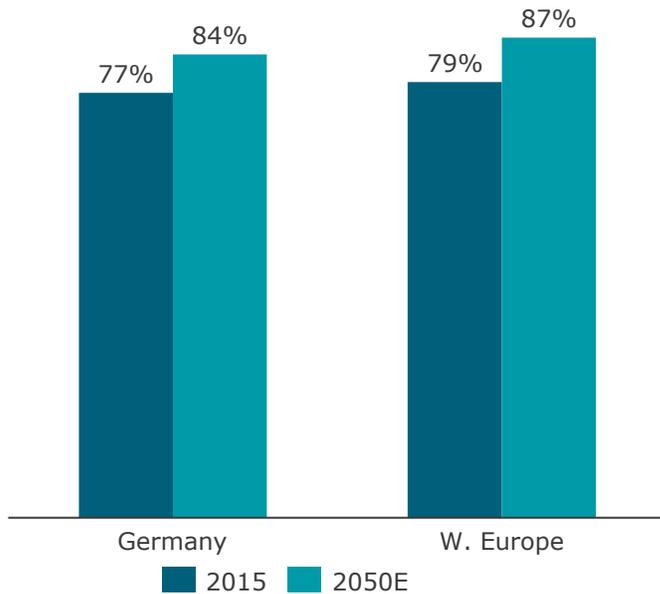
# Megatrends

## Three Dominant Megatrends in Residential Real Estate

### Urbanization



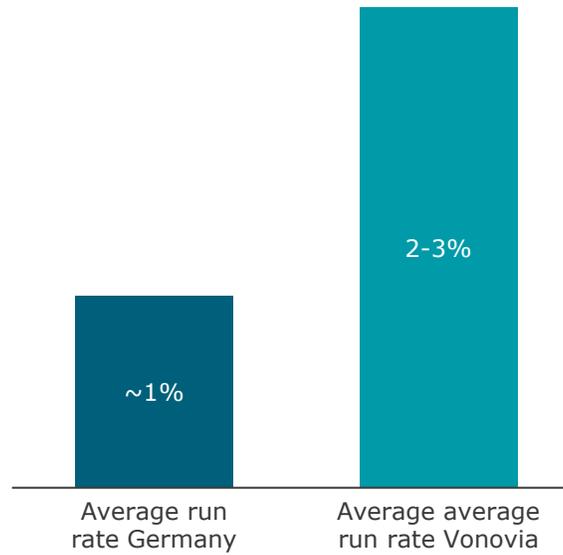
% of population living in cities



### Climate Change



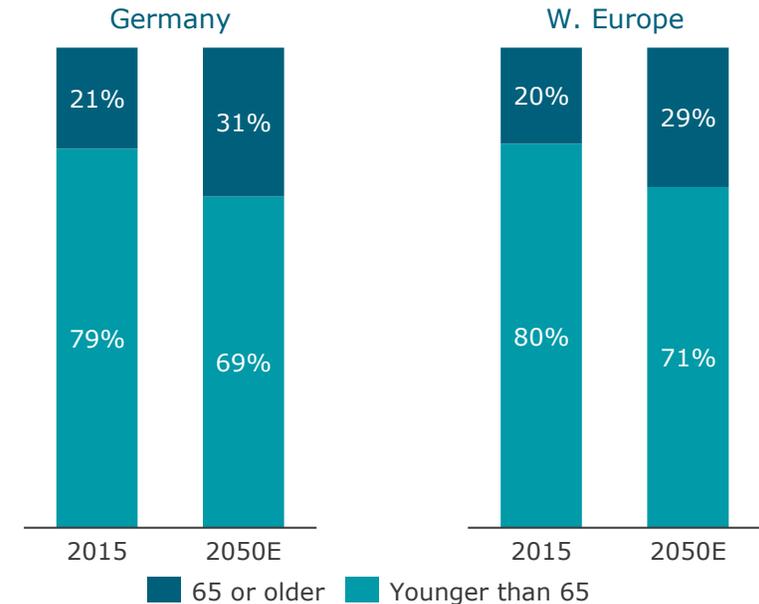
Housing units modernized p.a. as % of total portfolio



### Demographic Change



% of population above/below 65 years



Sources: United Nations, European Union.

# Serving a Fundamental Need in a Highly Relevant Market

Our Business Is Deeply Rooted in ESG

“ All of our actions have more than just an economic dimension and require adequate stakeholder reconciliation. ”

- We provide a home to almost 1.5 million people from ca. 140 nations.
- CO<sub>2</sub> emissions related to housing are one of the largest sources of greenhouse gas emissions.
- As a listed, blue-chip company we are rightfully held to a high standard.



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# Looking Back - What Progress Have We Made?

## Key Topics On Supervisory Board's Agenda in Early 2023

Agenda early 2023		Progress made
Considerations	Rationale	
Reduce Board size from 12 to 10 members	More compact/effective leadership	 Board size reduced to 10 members
Transition to staggered Board structure	De-risking while safeguarding continuity	 Staggered Board structure in place
Enhance coverage of key competence areas: Finance, ESG, Real Estate, Digitalization & Transformation	Adjust to Vonovia's evolving business priorities and oversight needs	 D&T profile strengthened with addition of Dr. Daniela Gerd tom Markotten
Succession plan and pipeline 2023-2026	Long-term planning based on competence needs; structured selection process on the basis of target profiles	 Important steps done; work to be continued in 2024
Further increase in gender diversity from currently 33% female representation	Ensuring diversity including Board Committees; leadership roles	 50% female representation
Review Committee structure and composition including chairpersons	Stronger reflection of ESG; balance of new and existing members	 Updated structure and composition
Continued full compliance with German Corporate Governance Code Recommendations for Board Composition		

# Governance Priorities (Examples)

Structure Established in 2023. Further Step-up in Processes Focus for 2024 and beyond.

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Establish Supervisory Board as modern and internationally leading board with best-in-class governance

- Further clarify roles and streamline interfaces of Supervisory Board plenary and committees.
- Improve permanent education program.

Institutionalize succession plan for Supervisory and Management Board members

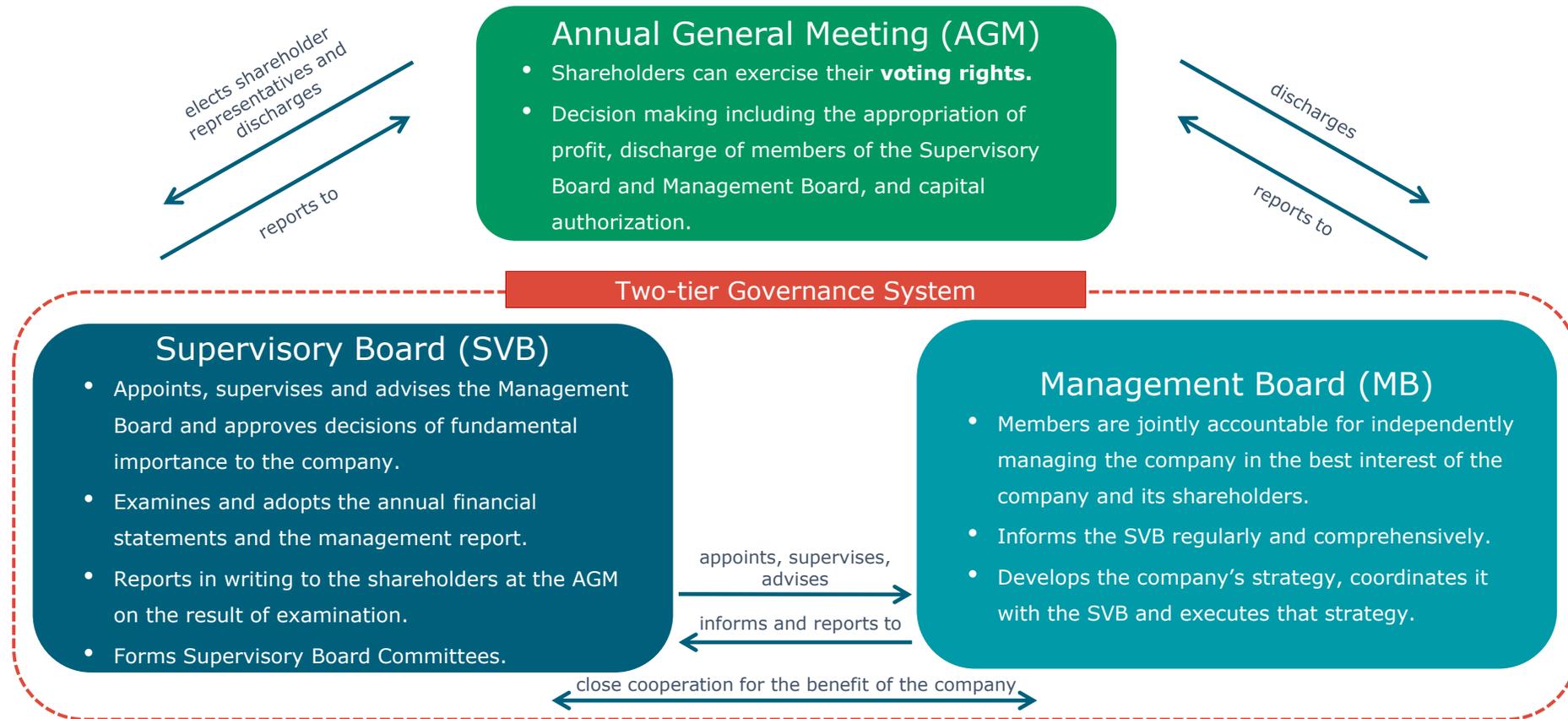
- Establish regular review of Supervisory Board suitability and competence grid.
- Support and advise structured and regular succession planning for Management Board positions (external and internal); incl. assessments and development plans.
- Increase familiarity of Supervisory Board with company's key talents.

Review management compensation system

- Ensure alignment with stakeholder priorities.
- Fit for purpose in light of changed economic and competitive context.
- Review alignment with core KPIs.

# Vonovia SE with Three Governing Bodies

- The duties and authorities of the three governing bodies derive from the SE Regulation, the German Stock Corporation Act and the Articles of Association. In addition, Vonovia is **in compliance**<sup>1</sup> with the German Corporate Governance Code.
- In the **two-tier governance system**, the management and the monitoring of the business are **strictly separated** from each other.



<sup>1</sup> All recommendations of the "Government Commission on the German Corporate Governance Code" (as amended on June 27, 2022) have been complied with and will be complied with in the future, with the exception of Section G. 13 sentence 2. In accordance with G.13 sentence 2 GCGC, severance payments in the event of a post-contractual non-competition clause should be offset against the compensation for non-competition. This recommendation has not yet been implemented in one case for reasons of grandfathering. Recommendation G.13 sentence 2 GCGC will be complied with in the case of contract extensions and future contracts. See <https://investoren.vonovia.de/en/corporate-governance/declaration-of-conformity/> for further details.

# Skill & Experience Matrix

Name	Independent ?	Year of birth	Year appointed	Nationality	Finance, Accounting, FP&A	Real estate	Strategy	Legal and regulation	International experience, M&A, capital markets	Investment expertise	Digitalization & Cybersecurity	Sustainability
Clara C. Streit (Chair)	yes	1968	2013	German/US	x		x		x	x	x	
Vitus Eckert	yes	1969	2018	Austrian		x	x	x	x	x		
Jürgen Fenk	yes	1966	2022	German		x	x		x	x		x
Dr. Florian Funck	yes	1971	2014	German	x		x	x	x	x		
Dr. Ute Geipel-Faber	yes	1950	2015	German	x	x			x	x		x
Daniela Gerd tom Markotten	Yes	1974	2023	German			x		x	x	x	x
Matthias Hünlein	yes	1961	2022	German		x	x		x	x		x
Hildegard Müller	yes	1967	2013	German	x		x	x			x	x
Dr. Ariane Reinhart	yes	1969	2016	German			x	x	x		x	x
Christian Ulbrich	yes	1966	2014	German		x	x		x	x	x	

The members of the Supervisory Board can specify up to five areas of expertise.

# Board Committees

New Setup since May 2023

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## Governance and Nomination Committee

*Members: Streit (Chair), Eckert, Reinhart*

- Succession planning; Board committees; effectiveness review.
- Feedback to chair on objectives and performance.
- Prepares proposals to appoint Supervisory Board members.
- Resolves in cases of legal, loan or other transactions involving Management.
- Handles all material SVB issues unless they are specifically attributed to another committee and prepares the resolutions of the Supervisory Board.

## Audit, Risk and Compliance Committee

*Members: Funck (Chair), Eckert, Geipel-Faber, Hünlein*

- Monitors accounting process and effectiveness of internal control system, risk management system, and internal audit system.
- Monitors audit of financial statements, in particular selection and independence of auditor as well as the audit quality.
- Prepares Board resolutions on the financial statements.

## Strategy, Finance and Sustainability Committee

*Members: Fenk (Chair), Gerd tom Markotten, Müller, Streit, Ulbrich*

- Advises and monitors the Management Board in particular with regards to corporate strategy, financial and sustainability matters, including digitalization, technological innovation, and transformation.

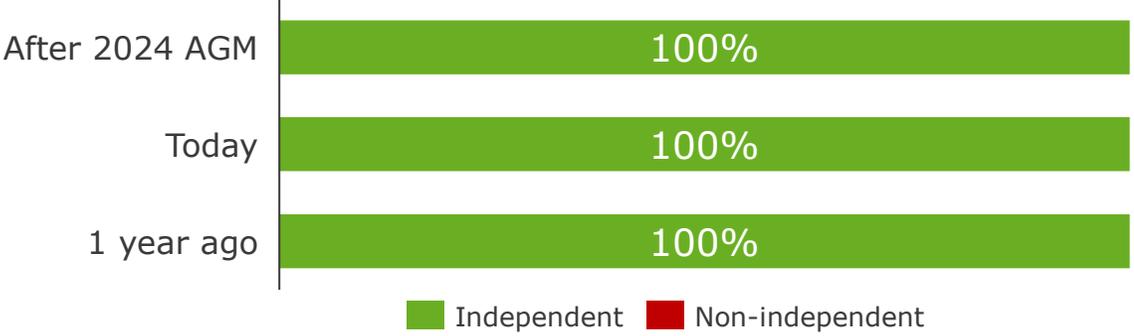
## Human Resources and Compensation Committee

*Members: Reinhart (Chair), Fenk, Funck, Streit*

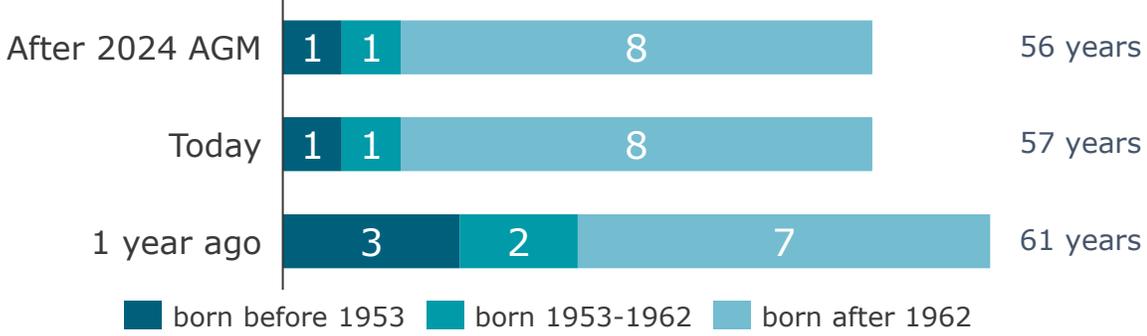
- Prepares and proposes remuneration system, including essential contractual elements and targets and performance.
- Advises Management on human resources strategy.

# Independent and Diverse Board with Balanced Age and Tenure Structure

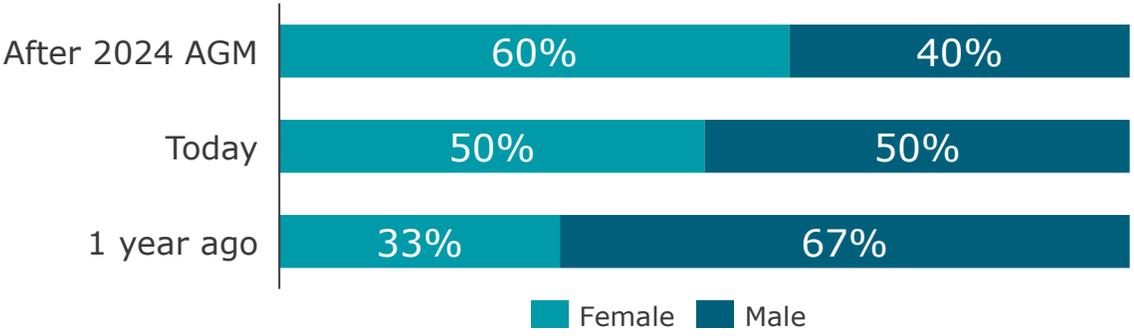
## Independence



## Age



## Gender



## Tenure



# Staggered Board

(Re-)Election with Different Tenures at Last Year's AGM

		Annual General Meeting							
		2022	2023	2024	2025	2026	2027	2028	2029
1	Christian Ulbrich		●	▲					
2	Dr. Ute Geipel-Faber		●		▲				
3	Hildegard Müller		●		▲				
4	Jürgen Fenck	●				▲			
5	Matthias Hünlein	●				▲			
6	Clara C. Streit (Chair)		●				▲		
7	Vitus Eckert		●				▲		
8	Dr. Florian Funck		●				▲		
9	Dr. Ariane Reinhart		●				▲		
10	Dr. Daniela Gerd tom Markotten		●				▲		
	Proposal AGM 2024			●				▲	
	Proposal AGM 2025				●				▲
	Proposal AGM 2025				●				▲

● = year (re-)elected; ▲ = tenure ends.

# SVB Efficiency Review

Transparent & Rigorous Approach with Benchmark to International Best Practice

Supported by an external provider, the Supervisory Board conducted a comprehensive efficiency review.



<b>Aug '23</b>	<b>Introduction</b>	Presentation to the board
	<b>Review design</b>	Questionnaire, timing, and overall approach
	<b>Online questionnaire</b>	Comprehensive questionnaire completed by all board members
	<b>Data analysis</b>	Analysis & benchmarking across all dimensions; individualized reports for all SVB members
	<b>Interviews</b>	Interviews with all members of the Management Board
<b>Feb '24</b>	<b>Presentation &amp; next steps</b>	Presentation and discussion of results (individually and as a group)

## Highlights include

- Above-average scores for composition and the ability to leverage its members' strength vs. international benchmark data.
- Scores on all other dimensions of effective boards are aligned.
- Distinctive strength in diversity of experiences & competencies, team spirit, and leadership.
- Strong alignment around the objectives for the company and a high degree of professionalism.

## Further potential includes

- Leverage strengths and expertise of individual members further.
- Continue fine-tuning of roles and responsibilities between the Supervisory Board and Management.
- Character of the personalities on the Supervisory Board, as well as the strong team spirit and trust between the members can be leveraged to strengthen relationships with crucial stakeholder groups.

# Recruitment Criteria for Supervisory Board Members

- Vonovia SE (Societas Europaea) is not subject to employee co-determination; thus, there are no employee representatives on the Supervisory Board.
- The Board shall include 10 members, an adequate amount of whom are to be independent, and all of whom shall have sufficient time and skills to perform the duties associated with their mandate.
- No more than two former members of the Management Board shall be members of the SVB.
- Members of the SVB who are a member of the management board of a listed company shall not hold more than two supervisory board mandates at non-group listed companies or comparable functions.
- Members of the SVB who are not a member of the management board of a listed company shall not hold more than five supervisory board mandates at non-group listed companies or comparable functions.
- The age limit is 75 years at the time of election; one term shall not be more than 4 years (re-elections possible).

## Skills Profile

- The SVB shall be composed so as to ensure qualified supervision of and advice to the Management Board.
- Members of the SVB must
  - have adequate knowledge, skills and professional experience to perform their duties;
  - have adequate familiarity with the sector;
  - show integrity, professionalism and commitment.

## Independence

- No material conflicts of interest.
- No executive or similar positions or advisory roles for important competitors.

## Diversity

- Diversity shall be a factor in the nomination process.
- The SVB shall comprise at least 30% women/men, as the case may be.

Please see <https://www.vonovia.com/en/about-us/corporate-management/supervisory-board> to download the rules of procedure for the Supervisory Board.

# Structured Selection, Nomination, and Onboarding Process for New Members

1 Required profile is defined			2 Committee	3 Full Board	4 AGM	5 Onboarding
Skill set	Diversity	Other				
<ul style="list-style-type: none"> <li>• Leadership experience</li> <li>• Relevant work experience</li> <li>• Relevant know-how in context of Board's overall skill set</li> </ul>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Gender</li> <li>• Nationality</li> </ul>	<ul style="list-style-type: none"> <li>• Integrity</li> <li>• Commitment</li> <li>• Independence</li> <li>• Other mandates (no overboarding)</li> </ul>	<p>Governance and Nomination Committee assesses potential candidate on the basis of the required profile, market mapping and with external support.</p>	<p>The results of step 2 are presented to the entire Supervisory Board.</p>	<p>The Supervisory Board presents its proposed candidate to the AGM for shareholders to vote.</p>	<p>Comprehensive onboarding process to enable new members to assume their role and responsibility swiftly and efficiently.</p>

# High Attendance Ratio

Board Member	Supervisory Board	Committees <u>BEFORE</u> 2023 AGM			Committees <u>AFTER</u> 2023 AGM				Attendance Ratio
		Audit Committee	Executive and Nomination Committee	Finance Committee	Governance and Nomination Committee	Audit, Risk and Compliance Committee	Strategy, Finance and Sustainability Committee	Human Resources and Compensation Committee	
Clara C. Streit (Chair)	7/7	---	2/2	2/2	3/3	---	5/5	3/3	
Vitus Eckert	7/7	2/2	---	---	3/3	2/2	---	---	
Jürgen Fenk	7/7	2/2	---	---	---	---	5/5	3/3	
Dr. Florian Funck	7/7	2/2	---	---	---	2/2	---	3/3	
Dr. Ute Geipel-Faber	7/7	---	---	2/2	---	2/2	---	---	
Dr. Daniela Gerd tom Markotten (since 04/2022)	5/5	---	---	---	---	---	4/5	---	
Matthias Hünlein	6/7	---	2/2	---	---	2/2	---	---	
Hildegard Müller	6/7	---	2/2	---	---	---	5/5	---	
Dr. Ariane Reinhart	7/7	---	2/2	---	3/3	--	---	3/3	
Christian Ulbrich	6/7	---	---	2/2	---	---	3/5	---	

Frequency of meetings and attendances refers to FY 2023.

# Supervisory Board Compensation

€'000		Fixed Remuneration		Committee Remuneration		Total			
		2022	2023	2022	2023	2022	2023		
	Clara-Christina Streit		<i>Chair since 05/2023</i>	110	214	90	109	200	322
	Jürgen Fitschen		<i>Chair until 05/2023</i>	275	115	90	38	365	152
	Prof. Dr. Edgar Ernst		<i>until 05/2023</i>	165	69	90	38	255	106
	Vitus Eckert			110	145	45	64	155	208
	Jürgen Fenk			83	110	34	73	116	183
	Dr. Florian Funck			110	110	45	92	155	202
	Dr. Ute Geipel-Faber			110	110	30	39	140	149
	Dr. Daniela Gerd tom Markotten		<i>Since 05/2023</i>	---	73	---	20	---	93
	Matthias Hünlein			83	110	23	39	105	149
	Daniel Just		<i>until 05/2023</i>	110	46	30	13	140	58
	Hildegard Müller			110	110	30	30	140	140
	Dr. Ariane Reinhart			110	110	30	68	140	178
	Christian Ulbrich			110	110	30	30	140	140
<b>Total</b>				<b>1,558<sup>1</sup></b>	<b>1,431</b>	<b>591<sup>1</sup></b>	<b>652</b>	<b>2,150<sup>1</sup></b>	<b>2,082</b>

€'000	Chair	Member
Supervisory Board	275	110
Audit, Risk and Compliance Committee	90	45
Other Committees	60	30

- The remuneration of the Supervisory Board is determined by the Annual General Meeting and is regulated in Article 13 of Vonovia's Articles of Association.
- Board members receive fixed compensation for their board and committee membership; the maximum annual compensation is capped at €400k.
- **The total compensation is ca. 30% lower than the DAX average of €3.1m.<sup>2</sup>**

<sup>1</sup> Data reflects total SVB compensation at the time and includes compensation for former members. <sup>2</sup> DSW Aufsichtsratsvergütungsstudie 2023 (2022 data published on Dec 4, 2023).

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Supervisory Board Member profiles

Management Remuneration

Vonovia shares – shareholder structure and basic information

IR contacts and links to further information

# Supervisory Board Members



**Clara C. Streit**

Born in 1968  
Nationality: German/U.S.

Board member since 2013  
Elected until AGM in 2027

Practiced profession: Non-executive board member

- Chair of the Supervisory Board
- Chair of the Governance and Nomination Committee
- Member of the Strategy, Finance and Sustainability Committee
- Member of the Human Resources and Compensation Committee

Other mandates:

- Jerónimo Martins SGPS S.A.\* (Member of the Administrative Board)
- Vontobel Holding AG\* (Member of the Administrative Board) (membership ends in April 2024)
- Deutsche Börse AG\* (Member of the Supervisory Board)

\* Listed company



**Vitus Eckert**

Born in 1969  
Nationality: Austrian

Board member since 2018  
Elected until AGM in 2027

Practiced profession:  
Attorney-at-law

- Deputy Chairman of the Supervisory Board
- Member of the Governance and Nomination Committee
- Member of the Audit, Risk and Compliance Committee

Other mandates:

- STANDARD Medien AG (Chairman of the Supervisory Board)
- S. Spitz GmbH (Deputy Chairman of the Supervisory Board)
- Vitalis Food Vertriebs-GmbH (Deputy Chairman of the Supervisory Board)
- Simacek Holding GmbH (Chairman of the Supervisory Board)
- Simacek GmbH (Chairman of the Supervisory Board, group company of Simacek Holding GmbH)
- Echo Partner AG (Deputy Chairman; Delegate of the Board of Directors)

# Supervisory Board Members



**Jürgen Fenk**

Born in 1966  
Nationality: German

Board member since 2022  
Elected until AGM in 2026

Practiced profession:  
Managing Director of Eastdil  
Secured GmbH

- Chairman of the Strategy, Finance and Sustainability Committee
- Member of the Human Resources and Compensation Committee

Other mandates:

- none



**Dr. Florian Funck**

Born in 1971  
Nationality: German

Board member since 2014  
Elected until AGM in 2027

Practiced profession:  
Member of the Management  
Board (CFO) of Franz Haniel  
& Cie. GmbH  
Member of the Management  
Board (CFO) of Sartorius  
AG\* (starting 04/24)

- Chairman of the Audit, Risk and Compliance Committee
- Member of the Human Resources and Compensation Committee

Other mandates:

- CECONOMY AG\* (Member of the Supervisory Board, Participation of Franz Haniel & Cie. GmbH)
- TAKKT AG\* (Member of the Supervisory Board, Group company of Franz Haniel & Cie. GmbH)

\* Listed company

# Supervisory Board Members



**Dr. Ute Geipel-Faber**

Born in 1950  
Nationality: German

Board member since 2015  
Elected until AGM in 2025

Practiced profession:  
Member of German  
supervisory boards and  
international advisory boards

Member of the Audit, Risk and Compliance  
Committee

Other mandates:

- none



**Dr. Daniela Gerd tom  
Markotten**

Born in 1974  
Nationality: German

Board member since 2023  
Elected until AGM in 2027

Practiced profession:  
Member of the Management  
Board for Digitalization &  
Technology of Deutsche  
Bahn AG\*

Member of the Strategy, Finance and  
Sustainability Committee

Other mandates:

- DEVK Rückversicherung AG (Member of the Supervisory Board)
- Schenker AG (Member of the Supervisory Board; group company of Deutsche Bahn AG)
- DB Fahrzeuginstandhaltung GmbH (Chairwoman; group company of Deutsche Bahn AG)
- DB Systel GmbH (Chairwoman; group company of Deutsche Bahn AG)
- DB Systemtechnik GmbH (Chairwoman; group company of Deutsche Bahn AG)
- Supervisory Board of DB broadband GmbH (Chairwoman; subsidiary company of Deutsche Bahn AG)

\* Listed company

# Supervisory Board Members

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**Matthias Hünlein**

Born in 1961  
Nationality: German

Board member since 2022  
Elected until AGM in 2026

Practiced profession:  
Managing Director Tishman  
Speyer Properties  
Deutschland GmbH

Member of the Audit, Risk and Compliance  
Committee

Other mandates:

- Tishman Speyer Investment  
Management GmbH (Deputy Chairman  
of the Supervisory Board; group  
company of Tishman Speyer Properties  
Deutschland GmbH)



**Hildegard Müller**

Born in 1967  
Nationality: German

Board member since 2013  
Elected until AGM in 2025

Practiced profession:  
President of the German  
Association of the  
Automotive Industry (VDA)

Member of the Strategy, Finance and  
Sustainability Committee

Other mandates:

- Siemens Energy AG\* (Member of the  
Supervisory Board)
- Siemens Energy Management GmbH  
(Member of the Supervisory Board)
- RAG-Foundation (Member of the Board  
of Trustees)

\* Listed company

# Supervisory Board Members

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- Chairwoman of the Human Resources and Compensation Committee
- Member of the Governance and Nomination Committee

## Dr. Ariane Reinhart

Born in 1969  
Nationality: German

Board member since 2016  
Elected until AGM in 2027

Practiced profession:  
Member of the Management  
Board of Continental AG\*

### Other mandates:

- EVONIK Industries AG\*



Member of the Strategy, Finance and Sustainability Committee

## Christian Ulbrich

Born in 1966  
Nationality: German

Board member since 2014  
Elected until AGM in 2024

Practiced profession: Global  
CEO & President Jones Lang  
LaSalle Incorporated\*

### Other mandates:

- none

\* Listed company

# Management Board Remuneration

Based On Three Pillars and Aligned with GCGC, Shareholder Rights Directive & German Stock Corporation Act

## Fixed Remuneration (incl. Pension)

- Monthly fixed compensation paid in 12 equal installments
- Annual pension contribution (alternative: cash payout)
- Other benefits (e.g. company car, insurances)

## STIP

- Criteria/Targets: Group FFO, adj. EBITDA Total, individual targets agreed with SVB
- Bonus Cap at 125% predetermined amount
- Payout: Cash

## LTIP

- Annually granted remuneration component in the form of virtual shares
- Criteria/Targets: relative TSR, NTA/share, Group FFO/share, Sustainability Performance Index (SPI)
- Performance Period: 4 years
- Payout: Cash
- Cap: 250% of grant value

Malus / Clawback clause for variable compensation

## Share Holding Provision

- Mandatory share ownership
- 100% (CEO 150%) of annual fixed remuneration (excl. pension)
- On reappointment 150% (CEO 200%)
- Accumulation on a pro rata basis during first 4 years

	VNA shares owned	Share Holding Provision
CEO	318k	✓
CFO	49k	✓
CRO	18k	✓
CDO	28k	✓
CHRO	22k	✓ <sup>1</sup>

<sup>1</sup> CHRO well underway to reach 100% of annual fixed remuneration with 22k shares (€550k) already purchased less than two months after starting at Vonovia in 10/20223.

# Management Board Remuneration – STIP

## Short-term Incentive Plan (STIP)

Targets set by Supervisory Board



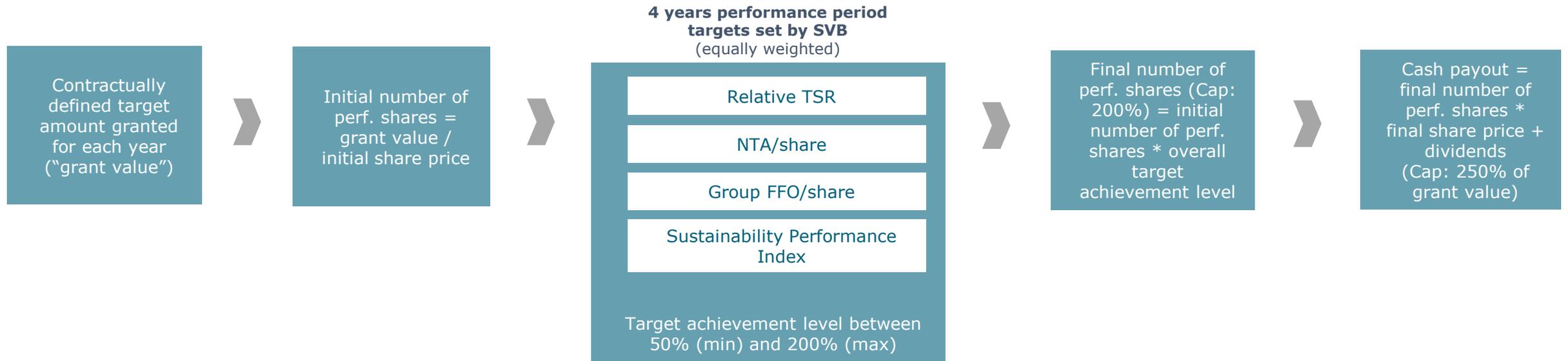
### Rationale

- **Group FFO** is the key figure for managing the sustained operational earnings power of our business.
- **Adj. EBITDA Total**: aggregate EBITDA across the four segments, reflecting the sustainable earnings strength of the business before interest, taxes, depreciation and amortization.
- **Personal targets** related to individual department responsibilities or overlapping targets (e.g. integration projects).

# Management Board Remuneration – LTIP

## Long-term Incentive Plan (LTIP)

Annually granted long-term remuneration component in the form of virtual shares (“performance shares”)



### Rationale

- **LTIP** aims to ensure that remuneration structure focuses on sustainable corporate development.
- **Relative TSR** is from an investor perspective a well-established and accepted performance measure, focusing on share return, relative to a selected peer group. Hence, it is adequate for comparison with relevant competitors.
- **Sustainability Performance Index (SPI):** The SPI includes environmental, social and governance targets that are of fundamental importance to Vonovia’s long-term, sustainable growth.
- **Shareholder alignment** safeguarded by (i) relative performance targets (Group FFO/share and NTA/share) as well as (ii) calculation method which takes actual share price performance into account.

# Sustainability Performance Index (SPI)

## Measurable Targets for Non-financial KPIs

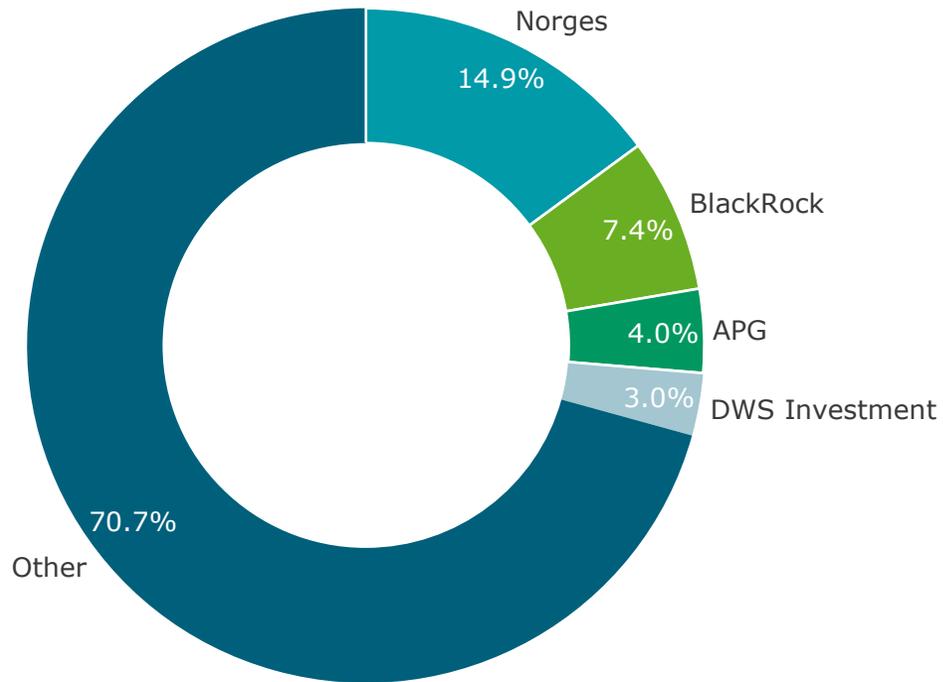
- The SPI is the leading quantitative, non-financial metric to measure sustainability performance in the most relevant areas (based on materiality matrix).
- SPI reporting is audited by our statutory auditor (limited assurance).
- The SPI has a weight of 25% in the long-term incentive plan for the management board as well as for the leadership group below.
- Initial annual target always set at 100% on the basis of the individual categories; i.e. to achieve the target of 100%, all six individual targets must be fully achieved.

SPI		2021 Actuals	2022 Actuals	2023 Targets
1	CO <sub>2</sub> intensity in the portfolio (German portfolio) <sup>1</sup>	38.4 kg CO <sub>2</sub> e/sqm/ p.a.	33.0 kg CO <sub>2</sub> e/sqm/ p.a.	Roughly same level as previous year
2	Average primary energy need of new constructions <sup>2</sup>	38.6 kWh/sqm p.a.	37.7 kWh/sqm p.a.	31.3
3	Ratio of senior-friendly apartment refurbishments among all new lettings <sup>3</sup>	30.0%	32.4%	~10%
4	Customer satisfaction <sup>4</sup>	+4.5%	+1.3%	In line with prior year
5	Employee satisfaction <sup>5</sup>	+5%	-8%	Higher than prior year
6	Workforce gender diversity (1 <sup>st</sup> and 2 <sup>nd</sup> level below top management.) <sup>6</sup>	28.0%	25.1%	28.6%
		<b>109%</b>	<b>103%</b>	<b>~100%</b>

<sup>1</sup> Total portfolio, based on final energy demand as per EPCs and in relation to lettable floor space. Includes specific CO<sub>2</sub> factors from district heating providers. 2023 target in light of the fact that CO<sub>2</sub> intensity in 2022 was lower than expected. 2021 excl., 2022 & 2023 incl. Deutsche Wohnen <sup>2</sup> Based on energy performance certificates, excluding pure commercial spaces and floor additions. 2021 excl., Deutsche Wohnen <sup>3</sup> Includes both apartment refurbishments upon churn as well as on tenants' request; number of new lettings excl. newly constructed apartments. 2021 & 2022 excl., 2023 target incl. Deutsche Wohnen. 2023 accounts for temporarily reduced investment program. <sup>4</sup> 2021 & 2022 excl., 2023 target incl. Deutsche Wohnen. <sup>5</sup> 2021 & 2022 excl., 2023 target incl. Deutsche Wohnen. Compared to 2019 survey (including Germany and Austria. Sweden did not participate in the 2019 survey.). <sup>6</sup> 2021 excl. Deutsche Wohnen. Data excludes nursing and assisted living segment.

# Vonovia Shares

## Major Shareholders and Basic Share Data



First day of trading	July 11, 2013
No. of shares outstanding	814.6 million
Free float	85.1%
ISIN	DE000A1ML7J1
Ticker symbol	VNA
Share class	Registered shares with no par value
Main listing	Frankfurt Stock Exchange
Market segment	Regulated Market, Prime Standard
Major indices	DAX 40, GPR 250 World, FTSE EPRA/NAREIT Europe, DAX 50 ESG, STOXX Global ESG Leaders, EURO STOXX ESG Leaders 50, Dow Jones Sustainability Index Europe

Data as of Feb. 20, 2024

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Corporate website	<a href="https://www.vonovia.com/en/investors">https://www.vonovia.com/en/investors</a>
Sustainability	<a href="https://www.vonovia.com/en/sustainability">https://www.vonovia.com/en/sustainability</a>
Overview corporate governance	<a href="https://www.vonovia.com/en/investors/corporate-governance">https://www.vonovia.com/en/investors/corporate-governance</a>
Shareholders' meeting	<a href="https://www.vonovia.com/en/investors/corporate-governance/annual-general-meeting">https://www.vonovia.com/en/investors/corporate-governance/annual-general-meeting</a>
Supervisory Board	<a href="https://www.vonovia.com/en/about-us/corporate-management/supervisory-board">https://www.vonovia.com/en/about-us/corporate-management/supervisory-board</a>
Management Board	<a href="https://www.vonovia.com/en/about-us/corporate-management/management-board">https://www.vonovia.com/en/about-us/corporate-management/management-board</a>

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Per share numbers for 2013-2014 are TERP.adjusted (TERP factor: 1.051). Subscription rights offering in 2015 due to Südewo acquisition.

Per share numbers for 2013-2020 are TERP adjusted (TERP factor: 1.067). Subscription rights offering in 2021 due to Deutsche Wohnen acquisition.