

EPRA Sustainability Performance Measures - Reference data

Code	Performance Measure	GRI Standard and CRES D		Reference	2023		2022		Note:
		indicator code	Unit(s) of measure						
<b>ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES:</b>									
Elec-Abs	Total electricity consumption	302-1	annual kWh	3.3.3 Energy management		223.938.000		227.814.000	I) Installed renewable energy capacity is 101.8 MWp (compared to 56.0 MWp at Dec 2022) with a further 32 projects with a power of 69.0 MWp under construction and 93 projects with 99.7 MWp in pipeline, this totals to 270.5 MWp and when realised in enough to cover all energy used by our tenants (ref. 2022). Goals is to realize 300 MWp by 2025.  II) Since 2022 the Group invested significantly in energy saving LED lighting, heat pumps, moving detectors and sun protection for offices and smart meters.  III) 90.7% of leases signed in 2023 contained a green lease clause
Elec-Lfl	Like-for-like total electricity consumption	302-1	annual kWh	3.3.3 Energy management		118.137.794		171.132.099	
DH&C-Abs	Total district heating & cooling consumption	302-1	annual kWh	3.3.3 Energy management		-		-	In the portfolio there is one single-tenant asset that uses district heating. Out of discretion towards the tenant we do not disclose this information.
DH&C-Lfl	Like-for-like total district heating & cooling consumption	302-1	annual kWh	3.3.3 Energy management		-		-	
Fuels-Abs	Total fuel consumption	302-1	annual kWh	3.3.3 Energy management		58.281.000		51.805.000	Particularly the gas consumption in the portfolio has decreased (19.4% like-for-like YoY). The decrease in the consumption of gas is supported by the implementation of the heat pump instead of gas-powered heating and by a general consciousness and willingness to reduce gas consumption due to price volatility
Fuels-Lfl	Like-for-like total fuel consumption	302-1	annual kWh	3.3.3 Energy management		46.258.518		37.300.737	
Energy-Int	Building energy intensity	CRE1	kWh/appropriate denominator	3.3.3 Energy Management		53 kWh/m2		45 kWh/m2	
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	305-1	annual metric tonnes CO2e	3.2.2.2. Results: Group carbon footprint		924		926	I) VGP's target is to achieve carbon neutrality under scope 1 and 2 by 2025 and reduce gross emissions by 50% by 2030: The Group's reduction targets have been approved by the Science Based Targets initiative (SBTi)  II) Mentioned here the Marketbased scope 2 emissions Locationbased emissions amounted to 144 tCO2e  III) Assurance has been provided over the scope 1 and 2 2022 and 2023 emissions
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	annual metric tonnes CO2e	3.2.2.2. Results: Group carbon footprint		17		8	
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	CRE3	tonnes CO2e/appropriate denominator	3.2.2.2. Results: Group carbon footprint		Scope 1: 2.5 kgCO2/FTE Scope 2: 0.0 kgCO2/FTE Scope 3 (own offices): 2.9 kgCO2/FTE Scope 3 (portfolio in use): 21.2 kgCO2/SQM		Scope 1: 2.5 kgCO2/FTE Scope 2: 0.0 kgCO2/FTE Scope 3 (own offices): 3.6 kgCO2/FTE Scope 3 (portfolio in use): 20.3 kgCO2/SQM	
Water-Abs	Total water consumption	303-1	annual cubic metres (m3)	3.3.5 Water management		566.566		470.000	VGP has updated its building standard to implement water saving and retention techniques according to the EU Taxonomy best practices – The amount collected rainwater on site over 2023 was 180,800 m³.
Water-Lfl	Like-for-like total water consumption	303-1	annual cubic metres (m3)	3.3.5 Water management		221.793		255.163	
Water-Int	Building water intensity	CRE2	m2/appropriate denominator	3.3.5 Water management		0.11 m3/m2		-	
Waste-Abs	Total weight of waste by disposal route	306-2	annual metric tonnes and proportion by disposal route	3.3.6 Waste management		Total waste recycled/reused: 17.9 Tonnes Total waste disposed: 5.2 Tonnes		Total waste recycled/reused: 23.8 Tonnes Total waste disposed: 10.8 Tonnes	
Waste-Lfl	Like-for-like total weight of waste by disposal route	306-2	annual metric tonnes and proportion by disposal route	3.3.6 Waste management		-53%		-	
Cert-Tot	Type and number of sustainably certified assets	CRE8	Total number by certification/rating/labelling scheme	3.2.2 Environmental certifications		76 assets of which 24 with Excellent or Gold		-	Aim for DGNB Gold or BREEAM Excellent sustainability certification for all newly constructed buildings: 100% of new construction projects are being environmentally certified. Combined with buildings previously certified this has resulted in 75,9% of the total portfolio certified or with certificate pending as of December 2023

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<b>SOCIAL PERFORMANCE MEASURES</b>									
Diversity-Emp	Employee gender diversity	405-1	Percentage of employees	3.5.4 Diversity		Board 60% Leading positions 20% Company 37%		Board 60% Leading positions 19% Company 35%	
Diversity-Pay	Gender pay ratio	405-2	Ratio	3.5.4.1 Gender Pay Gap		42%		42%	
Emp-Training	Employee training and development	404-1	Average hours	3.5.3 Training		0.45h/ employee		0.82h/ employee	Total training hours provided centrally= 180 hr over 395 employees. There are trainings on a local level but these are not registered on a group level. The figure presented here includes only the training that was provided centrally.
Emp-Dev	Employee performance appraisals	404-3	Percentage of employees	3.5.2 Talent management		100%		100%	Employees meet with their managers once a year for year-end evaluations, have the opportunity to provide and receive ongoing feedback throughout the year, which gives them the opportunity to discuss their performance, objectives, career advancement and training needs.
Emp-Turnover	New hires and turnover	401-1	Total number and rate	3.5.2 Talent management		Turnover rate: 17% New Hire ratio: 19%		Turnover rate: 13% New Hire ratio: 31%	
H&S-Emp	Employee health and safety	403-2	Injury rate, absentee rate and number of work related fatalities	3.6.6 Occupational health and safety		LTIFR: 0		LTIFR: 0	The Group makes use of dedicated Health & Safety management frameworks at development projects, where the work site is always monitored by a Health & Safety Coordinator, supplemented with procedures that comply with local regulations. Contractual requirements for contractors are overseen by the construction management contractor to make the necessary provisions for site safety and comply with the relevant Health & Safety legislation.
H&S-Asset	Asset health and safety assessments	416-1	Percentage of assets	2.1.3 ESG risks and opportunities Health, safety security and well-being of people in our properties 3.5.6. Occupational Health and Safety		-		-	Furthermore, maintenance and inspection is conducted for all relevant equipment subject to regulation and thirdparty audits of Health & Safety risks are conducted at asset level and associated action plans. Routine property tours are organized to identify hazardous conditions and implement corrective actions. Health & Safety audits are conducted on a continuous basis. The number of incidents (see section Occupational Health and Safety) is monitored as well as sanctions for non-compliance related to building health and safety.
H&S-Comp	Asset health and safety compliance	416-2	Number of incidents	2.1.3 ESG risks and opportunities Health, safety security and well-being of people in our properties 3.5.6. Occupational Health and Safety		0		0	
Comty-Eng	Community engagement, impact assessments and development programs	413-1	Percentage of assets	3.8 VGP in the community		100%		100%	
<b>GOVERNANCE PERFORMANCE MEASURES</b>									
Gov-Board	Composition of the highest governance body	102-22	Total number	Section 'Board of directors and Management' in the Annual		refer to Annual report p. 100 - 105		refer to Annual report p. 112 - 115	
Gov-Selec	Process for nominating and selecting the highest governance body	102-24	Narrative on process	Section 'Report of the Board of Directors' in the Annual report		refer to Annual report p. 62-77		refer to Annual report p. 82	
Gov-Col	Process for managing conflicts of interest	102-25	Narrative on process	Section 'Report of the Board of Directors' in the Annual report		refer to Annual report p. 62-77		refer to Annual report p. 76-83	

Epra Overarching Recommendations		Reference
Organisational boundaries	Boundaries determine the extent of reporting according to assets or organisational activities owned or controlled by the reporting company. Boundary assessments allow a company to establish which operations should be in and out of reporting scope for both asset-level and corporate-level performance measures. It is important that reporters clearly articulate how boundaries are defined so stakeholders can understand the extent of operations and activities included in the performance analysis.	Refer to: 1.3 About this report and the individual metrics
Coverage	Coverage delineates what percentage or number of assets within the organisational boundary are included in data disclosed for each asset-level performance measure.	Environmental Certifications : refer to '3.2.2 Environmental certifications' Energy Consumption - portfolio: refer to '3.3.3.3 Energy consumption – portfolio' Waste: refer to '3.3.6 Waste management'
Estimation of landlord-obtained utility consumption	When landlord-obtained utility consumption data for asset-level environmental performance measures is partially unavailable or unreliable for an asset, estimation may be necessary.	In order to obtain a full view of the tenants utility data and the related CO2 emissions VGP uses extrapolations based on the available data. Refer to '3.1.2.3 Focus on emissions from tenant operations', '3.3.3.3 Energy consumption' Section: Annual portfolio energy consumption reporting,
Third Party Assurance	The choice to assure a sustainability report is not a legal requirement across all countries in Europe. However, assurance of sustainability reports by independent third-parties is likely to become increasingly common practice, and EPRA encourages this.	Refer to '5.2 Independent third-party's ESG assurance report' for the assurance letter on the CO2 emissions Refer to '4.3 VGP External Review of Green Finance Reporting 2023' - For the external review of the green bond allocation
Boundaries – reporting on landlord and tenant utility consumption	Data on tenant-obtained utility consumption for asset-level performance measures are not always available to the landlord. Sub-metering of landlord-obtained consumption that services tenant demises is not always universally undertaken; even where it is, the landlord has less control over such consumption than for landlord services for common parts.	In order to obtain a full view of the tenants utility data and the related CO2 emissions VGP uses extrapolations based on the available data. Refer to '3.1.2.3 Focus on emissions from tenant operations', '3.3.3.3 Energy consumption' Section: Annual portfolio energy consumption reporting,
Normalisation	Absolute utility consumption and health and safety performance data represents a good measure of a company's exposure to risk (including regulatory risks, fiscal liability, etc.). However, absolute performance measures are affected by increases and decreases in the size of a company's portfolio and employee base. This makes intensity (normalised) indicators a useful complementary tool for stakeholders to assess companies' environmental and health and safety performance	For CO2 emissions per relevant measure refer to '3.1 Address Climate Change' For utility intensities per relevant measure refer to '3.3 Improve eco-efficiency' For employee statistics refer to '3.5 Empowering our workforce' Occupational Health & safety is reported in LTF and TRIF, Other employee data is provided in %, which provides a comparable basis on the population.
Segmental analysis (by property type, geography etc.)	Building types and their location may have a significant impact on asset-level performance measures. Therefore, aggregated environmental, health and safety and community data across multiple asset types and geographies can make it challenging for stakeholders when understanding the materiality of a performance measure, or which region or asset class might be under/outperforming against other regions or assets groups in the portfolio.	Please refer to the analysis made under: 3.3.3.3 Energy consumption – portfolio
Disclosure on own offices	In addition to disclosing their investment portfolio and corporate-level performance, the environmental impact of a company's own occupation should also be disclosed within a company's sustainability report.	Refer to: 3.1.2.2 Results: Group carbon footprint 3.3.3.2 Energy consumption – own organisation 3.3.6.1 Waste management of own operations
Narrative on performance	Similarly to financial performance, the environmental, social and governance performance and position of real estate companies often requires additional narrative information.	All utility data and HR data is provided with an analysis on the trends and a description of the factors that influenced the YoY evolution
Location of EPRA Sustainability Performance Measures in companies' reports	It is EPRA's view that companies should include yearly Sustainability & Corporate Responsibility content in their Annual Report and Accounts, supporting the transition towards integrated reporting <sup>28</sup> . However, it is not necessary for companies to report in detail on EPRA Sustainability Performance Measures in their annual Sustainability & Corporate Responsibility reports, or that complete EPRA SBPR performance tables are disclosed in Annual Report & Accounts. A sample table including environmental and social performance measures is provided for illustrative purposes in Section 10.	Please refer to the full annual report - The Corporate Responsibility Report is an integrated part of the annual report.
Reporting period	Companies that have been reporting on their sustainability performance for a long time may have access to many years' worth of historical data. While like-for-like performance measures must be reported for the two most recent years, companies can choose to report their performance against Absolute and Intensity performance measures over a much longer period. At the same time, companies must balance the benefits of disclosing longer term trends with the need to provide meaningful data.	CO2 data : refer to '3.1.2 Carbon assessment' - 4 years historical data Energy consumption: refer to '3.3.3 Energy management' - 4/5 year of historical data Water: 3.3.5 Water management' - 4 years of historical data
Materiality	Materiality plays a crucial role in identifying which issues a company should focus on in their sustainability strategies, and consequently in their sustainability reports. Furthermore, there is an increasing expectation on companies to conduct a materiality review as a pre-requisite for reporting against both voluntary and mandatory reporting standards.	Refer to '2.1.2. Materiality matrix' and '2.1.3 ESG risks and opportunities' for the full materiality analysis