

EPRA Sustainability Performance Measures - Reference data

Code	Performance Measure	GRI Standard and CRES D		Reference	2021		2020		Note:
		indicator code	Unit(s) of measure						
<b>ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES:</b>									
Elec-Abs	Total electricity consumption	302-1	annual kWh	3.4.3.1Energy consumption		169.719.047		138.412.142	I) Installed renewable energy capacity is 56.6 MWp (compared to 34.0 MWp at Dec 2021) with a further 28 projects with a power of 75.0 MWp under construction and 60 projects with 72.7 MWp in pipeline, this totals to 204.3 MWp and whens realised in enough to cover all energy used by our tenants (ref. 2021). Goals is to realize 300 MWp by 2025.  II) For 2023 a EUR 2 million refurbishment program for existing portfolio to enhance eco-efficiency  III) 97.2% of leases signed in 2022 contained a green lease clause
Elec-Lfl	Like-for-like total electricity consumption	302-1	annual kWh	3.4.3.1Energy consumption		118.137.794		110.638.126	
DH&C-Abs	Total district heating & cooling consumption	302-1	annual kWh	3.4.3.1Energy consumption		-		-	- note that VGP does not use DH&C
DH&C-Lfl	Like-for-like total district heating & cooling consumption	302-1	annual kWh	3.4.3.1Energy consumption		-		-	
Fuels-Abs	Total fuel consumption	302-1	annual kWh	3.4.3.1Energy consumption		73.642.807		83.694.645	To reduce gas dependency in total 21 buildings with heat pumps were installed and now standard considered for new developments (instead of gas-powered heating)
Fuels-Lfl	Like-for-like total fuel consumption	302-1	annual kWh	3.4.3.1Energy consumption		37.585.975		37.465.023	
Energy-Int	Building energy intensity	CRE1	kWh/appropriate denominator	3.4.3.1Energy consumption		54.9 KWh/m2		56.7 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		852		841	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)
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	annual metric tonnes CO2e	3.2.2.2. Results: Group carbon footprint		127		105	
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: 2.7 kgCO2/FTE Scope 2: 0.4 kgCO2/FTE Scope 3 (own offices): 3.1 kgCO2/FTE Scope 3 (portfolio in use): 22.1 kgCO2/SQM		Scope 1: 3.5 kgCO2/FTE Scope 2: 0.4 kgCO2/FTE Scope 3 (own offices): 4.3 kgCO2/FTE Scope 3 (portfolio in use): 27.6 kgCO2/SQM	I) Set a target of 55% reduction of "tenant use" scope 3 carbon emissions by 2030 (agreed by SBTi) II) Set a target to reduce the embodied carbon footprint of our development activities by 20% by 2030 (agreed by SBTi)
Water-Abs	Total water consumption	303-1	annual cubic metres (m3)	3.4.5 Water management		222.856		156.831	VGP has updated its building standard to implement water saving and retention techniques according to the EU Taxonomy best practices – 4 warehouses collected 105,000 m³ of rainwater on site.
Water-Lfl	Like-for-like total water consumption	303-1	annual cubic metres (m3)	3.4.5 Water management		-4.4%		-	
Water-Int	Building water intensity	CRE2	m2/appropriate denominator	3.4.5 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	3.4.6 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	3.4.6 Waste management		-53%		-	
Cert-Tot	Type and number of sustainably certified assets	CRE8	Total number by certification/rating/labelling scheme	3.3.2 Environmental certifications		43 assets of which 14 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 61.0% of the total portfolio certified or with certificate pending as of December 2022

EPRA Sustainability Performance Measures

Code	Performance Measure	GRI Standard and CRESO		Reference	2022		2021		Note:
		indicator code	Unit(s) of measure						
<b>SOCIAL PERFORMANCE MEASURES</b>									
Diversity-Emp	Employee gender diversity	405-1	Percentage of employees	3.6.4 Diversity		Board 60% Leading positions 23% Company 35%		Board 60% Leading positions 16% Company 39%	
Diversity-Pay	Gender pay ratio	405-2	Ratio	3.6.4.1 Gender Pay Gap		42%		-	
Emp-Training	Employee training and development	404-1	Average hours	3.6.3 Training		0.82h/ employee		-	- In addition to Code of Conduct training, 96.4% of new employees completed sustainable development training
Emp-Dev	Employee performance appraisals	404-3	Percentage of employees	3.6.2 Talent management		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	3.6.2 Talent management		Turnover rate: 13% New Hire ratio: 31%		Turnover rate: 12% New Hire ratio: -	
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	2.1.2.3 Health, safety security and well-being of people in our properties		-		-	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	2.1.3.2 Health, safety security and well-being of people in our properties 3.6.6 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%		-	
<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 report		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. 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. 76-83		-	

EPRA Sustainability Performance Measures - Descriptions

Code	Performance Measure	GRI Standard and CRES D indicator code	Unit(s) of measure	Description
<b>ENVIRONMENTAL SUSTAINABILITY PERFORMANCE MEASURES:</b>				
Elec-Abs	Total electricity consumption	302-1	annual kWh	Elec-Abs refers to the total amount of electricity consumed over a full reporting year. It includes electricity from renewable and non-renewable sources, whether imported or generated on site.
Elec-LfL	Like-for-like total electricity consumption	302-1	annual kWh	Elec-LfL refers to the electricity consumption of a portfolio that has been consistently in operation, and not under development, during the most recent two full reporting years (this like-for-like definition is aligned with the EPRA Financial BPR like-for-like definition for rental growth reporting). For example, the 2017 like-for-like change compares the 2017 electricity consumption with the 2016 electricity consumption for a consistent portfolio.
DH&C-Abs	Total district heating & cooling consumption	302-1	annual kWh	DH&C-Abs refers to the total amount of indirect energy consumed from district heating or cooling systems over a full reporting year. In this instance, 'indirect' means energy generated off site and typically bought from an external energy supplier.
DH&C-LfL	Like-for-like total district heating & cooling consumption	302-1	annual kWh	DH&C-LfL refers to the district heating and cooling consumed by a portfolio that has been consistently in operation, and not under development, during the most recent two full reporting years (this like-for-like definition is aligned with the EPRA Financial BPR like-for-like definition for rental growth reporting). For example, the 2017 like-for-like change compares the 2017 district heating and cooling consumption with the 2016 district heating & cooling consumption for a consistent portfolio.
Fuels-Abs	Total fuel consumption	302-1	annual kWh	Fuels-Abs refers to the total amount of fuel used from direct (renewable and non-renewable) sources ('direct' meaning that the fuel is combusted on site) over a full reporting year.
Fuels-LfL	Like-for-like total fuel consumption	302-1	annual kWh	Fuels-LfL refers to the fuel consumed by a portfolio that has been consistently in operation, and not under development, during the most recent two full reporting years (this like-forlike definition is aligned with the EPRA Financial BPR like-for-like definition for rental growth reporting). For example, the 2017 like-for-like change compares the 2017 Fuels-Abs consumption with the 2016 Fuels-Abs consumption for a consistent portfolio.
Energy-Int	Building energy intensity	CRE1	kWh/appropriate denominator	Energy-Int refers to the total amount of direct and indirect energy used by renewable and non-renewable sources in a building over a full reporting year, normalised by an appropriate denominator.
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	305-1	annual metric tonnes CO2e	GHG-Dir-Abs refers to the total amount of direct greenhouse gas emissions generated ('direct' meaning that GHG emissions are generated on site through combustion of the energy source/ fuel) over a full reporting year.

GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	annual metric tonnes CO2e	GHG-Indir-Abs refers to the total amount of indirect greenhouse gas emissions generated ('indirect' meaning that GHG emissions are generated off site during combustion of the energy source) over a full reporting year.
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	CRE3	tonnes CO2e/appropriate denominator	GHG-Int refers to the total amount of direct and indirect GHG emissions generated from energy consumption
Water-Abs	Total water consumption	303-1	annual cubic metres (m3)	Water-Abs refers to the total amount of water consumed within a portfolio over a full reporting year.
Water-LfL	Like-for-like total water consumption	303-1	annual cubic metres (m3)	Water-LfL refers to the water consumption of a portfolio that has been consistently in operation, and not under development, during the most recent two full reporting years (this like-for-like definition is aligned with the EPRA Financial BPR like-for-like definition for rental growth reporting). For example, the 2017 like-for-like change compares the 2017 Water-Abs consumption with the 2016 Water-Abs consumption for a consistent portfolio.
Water-Int	Building water intensity	CRE2	m2/appropriate denominator	Water-Int refers to the total amount of water consumption within a building over a full reporting year, normalised by an appropriate denominator.
Waste-Abs	Total weight of waste by disposal route	306-2	annual metric tonnes and proportion by disposal route	Waste-Abs refers to the total amount of waste produced and disposed of via various disposal methods routes over a full reporting year.
Waste-LfL	Like-for-like total weight of waste by disposal route	306-2	annual metric tonnes and proportion by disposal route	Waste-LfL refers to the waste arising from a portfolio that has been consistently in operation, and not under development, during the most recent two full reporting years (this like-for-like definition is aligned with the EPRA Financial BPR like-for-like definition for rental growth reporting). For example, the 2017 like-for-like change compares the 2017 Waste-Abs with the 2016 Waste-Abs for a consistent portfolio.
Cert-Tot	Type and number of sustainably certified assets	CRE8	Total number by certification/rating/labelling scheme	Cert-Tot refers to the total number of assets within a portfolio that have formally obtained sustainability certification, rating or labelling at the end of a reporting year.

EPRA Sustainability Performance Measures

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<b>SOCIAL PERFORMANCE MEASURES</b>				
Diversity-Emp	Employee gender diversity	405-1	Percentage of employees	Diversity-Emp refers to the percentage of male and female employees in the organisation's governance bodies and other significant employee categories.
Diversity-Pay	Gender pay ratio	405-2	Ratio	Diversity-Pay refers to the ratio of the basic salary and/or remuneration of men to women.
Emp-Training	Employee training and development	404-1	Average hours	Emp-Training refers to the average hours of training that the organisation's employees have undertaken in the reporting period.
Emp-Dev	Employee performance appraisals	404-3	Percentage of employees	Emp-Dev refers to the percentage of total employees who received regular performance and career development reviews during the reporting period.
Emp-Turnover	New hires and turnover	401-1	Total number and rate	Emp-Turnover refers to the total number and rate of new employee hires and employee turnover during the reporting period.
H&S-Emp	Employee health and safety	403-2	Injury rate, absentee rate and number of work related fatalities	H&S-Emp refers to the occupational health and safety performance of the reporting organisation with relation to its direct employees.
H&S-Asset	Asset health and safety assessments	416-1	Percentage of assets	H&S-Asset refers to the proportion of assets controlled by the reporting company for which health and safety impacts have been reviewed or assessed for compliance or improvement.
H&S-Comp	Asset health and safety compliance	416-2	Number of incidents	H&S-Comp refers to any incidents of non-compliance with regulations and/or voluntary standard concerning the health and safety impacts of assets assessed during the reporting period.
Comty-Eng	Community engagement, impact assessments and development programs	413-1	Percentage of assets	Comty-Eng relates to the percentage of assets under operational control that have implemented local community engagement, impact assessments and/or development programmes.
<b>GOVERNANCE PERFORMANCE MEASURES</b>				
Gov-Board	Composition of the highest governance body	102-22	Total number	Gov-Board refers to the composition of the highest governance body.
Gov-Selec	Process for nominating and selecting the highest governance body	102-24	Narrative on process	Gov-Select refers to the nomination and selection process for the highest governance body and its members, and the criteria used to guide the nomination and selection process.
Gov-Col	Process for managing conflicts of interest	102-25	Narrative on process	Gov-Col refers to the processes for the highest governance body to ensure conflicts of interest are avoided and managed.