

# Making living sustainable

Sustainability Report

2021

**LEG**



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## About this report

LEG published its 2021 sustainability report at the following web address on 11 May 2022: [www.leg-wohnen.de/en/corporation/sustainability/sustainability-reports](https://www.leg-wohnen.de/en/corporation/sustainability/sustainability-reports) – for sustainability reasons, it was published exclusively in digital format. In this sustainability report, we discuss the ESG activities and projects that were not mentioned in the 2021 non-financial report and provide an outlook on the issues that we have in store for 2022. In this sense, the 2021 sustainability report supplements the non-financial report in the 2021 annual report, focusing on non-financial performance indicators and data in line with the corresponding frameworks for sustainability reporting. To avoid duplicating information, we have included a number of links to the non-financial report in the 2021 annual report [2021 non-financial report](#), which has been audited with limited assurance. This approach is part of our preparations for fully integrated reporting, which we hope to achieve in the coming years.

Unless indicated otherwise, the content of the 2021 sustainability report relates to the LEG Group as a whole, i.e. all consolidated companies as per the 2021 consolidated financial statements (a full list of the consolidated companies can be found in the [2021 annual report](#) under “List of shareholdings”, from p. 216). **GRI 102-45**

The reporting period is the 2021 financial year and runs from 1 January 2021 to 31 December 2021. **GRI 102-50**

This sustainability report has been prepared in accordance with the GRI Standards: Core option. **GRI 102-54** We also complied with the supplemental G4 Construction and Real Estate Sector Disclosures (CRE) specific to the property industry.




In the data section, we have shown the KPIs relevant to the GRI in the order of the GRI Standards, whereas in the non-financial report in the 2021 annual report they have been clustered according to the report structure. This allows our readers to use the version most suitable for them. This report was also prepared taking into account the third edition of the Best Practices Recommendations on Sustainability Reporting of the European Public Real Estate Association (EPRA) published in 2017. The EPRA Sustainability Performance Measures are listed in a separate table at the end of this report and published on the Internet. We have published a table on the requirements of the Sustainability Accounting Standards Boards (SASB) in this sustainability report and online. [SASB table](#) In turn, regarding the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), we have linked to the separate non-financial report in the 2021 annual report and the TCFD table on the Internet [www.leg-wohnen.de/en/corporation/sustainability/key-facts](https://www.leg-wohnen.de/en/corporation/sustainability/key-facts).

LEG has been reporting on its sustainability activities every year since 2017. **GRI 102-52**



### Editor's note:

For reasons of reader-friendliness, this report typically uses the generic male form. Female and other gender identities are expressly also implied to the extent necessary.

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## Foreword by the Management Board

GRI 102-14

Ladies and gentlemen, dear readers,



Lars von Lackum  
CEO

The theme of this report is "Making Living Sustainable". Given the long-term nature of our business model, sustainability is nothing new at LEG. Nonetheless, 2021 was OUR year of sustainability:

- We published our comprehensive sustainability strategy in the spring of 2021, since when we have gradually been bringing it to life.
- We linked Management Board remuneration to specific sustainability targets for the first time in 2021.
- We have integrated our non-financial key performance indicators into our controlling systems to reflect their equal significance with our financial KPIs.

This report therefore contains an extensive body of non-financial figures and a current look at our ESG projects<sup>1</sup> – supplementing our [non-financial report in the 2021 annual report](#) published in March of this year. We are striving for fully integrated reporting in the years ahead.

In terms of the **environment, climate protection** issues are our top priority. Our carbon reduction path is in keeping with the German government's goal of achieving climate neutrality by 2045. We intend to reduce our carbon emissions by 10% as against 2022 by 2025. In terms of the environment, climate protection issues are our top priority. Our carbon reduction path is in keeping

with the German government's goal of achieving climate neutrality by 2045. We intend to reduce our carbon emissions by 10% by 2025. We began in our benchmark year with a location-based value of 36.7 kg CO<sub>2</sub>e/m<sup>2</sup> and a market-based value of 34.0 kg CO<sub>2</sub>e/m<sup>2</sup>. In 2021, we achieved a significant reduction to 34.7 kg



**„IN TERMS OF THE ENVIRONMENT,  
CLIMATE PROTECTION ISSUES ARE  
OUR TOP PRIORITY. A DRIVER OF THIS  
DEVELOPMENT IS THE ENERGY-  
EFFICIENCY IMPROVEMENT OF OUR  
PROPERTIES.“**

LARS VON LACKUM (CEO)

CO<sub>2</sub>e/m<sup>2</sup> (location-based) and 32.3 kg CO<sub>2</sub>e/m<sup>2</sup> (market-based) (both climate-adjusted). We have disclosed both location-based and market-based values in this report to provide as nuanced a picture as possible. Some climate initiatives also favour this style of reporting. A driver of this development is the energy-efficiency improvement of our properties. We had been aiming for a rate of

<sup>1</sup> ESG stands for the three dimensions of sustainability – environment, social and governance.

at least 3% for 2021, but actually achieved 3.5%. Through energy modernisation activities alone, we hope to reduce our carbon emissions by 4,000 tonnes in the current year of 2022.

We are the first German housing company to have established a joint venture for the serial refurbishment of residential properties: Together with Rhomberg Bau from Austria, we are developing innovative, digitalised and cost-effective solutions that the joint venture hopes to be able to offer to property owners within the DACH region from the end of 2023. [Press release](#)

In total, we are planning to achieve 25% to 30% of the carbon reductions necessary by 2045 through energy-efficiency improvements.

On the other hand, 65% to 70% of savings will derive from the energy transition in the building sector. We are using green district heating wherever possible. Around a third of all LEG apartments are currently heated with district heating. We also began implementing our heat pump programme in 2022. Last but not least, we are trialling concepts for green local heating networks, for the use of hydrogen, photovoltaic power or combined heat and power systems. All this notwithstanding, there will never be a climate-neutral housing industry without a successful energy transformation for the whole of Germany.

For the remaining approximately 5% of our energy savings, we must hope to change consumer behaviour. In a pilot project, we looked at how a competition for the most environmentally friendly behaviour affect energy consumption in residential neighbourhoods. And what we learned is that it doesn't have to take a lot. Even just posters and signs reminding people to save energy have a considerable positive effect.



**„WE HAVE UNDERTAKEN TO INCREASE  
OUR CUSTOMER SATISFACTION INDEX  
TO 70% BY 2025.“**

LARS VON LACKUM (CEO)

The issue of rising energy prices is increasingly coming to the fore in our “Social” activities as well. We are helping our customers directly with energy-saving hacks. We are also offering the opportunity to adjust prepayments in line with changing energy prices as an advance precaution. When carrying out modernisation work, we have always made sure that this is worthwhile for our tenants. One indication of this is our reasonable, average allowance of around EUR 1 per modernised square metre and our uniform

standards for hardship regulations. In the political realm, we advocate actively assisting people with low and medium incomes. This is because we are very close to our customers – which is where we want to be. We have therefore undertaken to increase our customer satisfaction index to 70% by 2025. One matter that is especially pressing at this time is aid for refugees. We organised a coordinating office to arrange apartments for refugees four days after Russia attacked Ukraine. At the same time, our Your Home Helps Foundation set up a special fund of initially EUR 500,000. [www.dein-zuhause-hilft.de](http://www.dein-zuhause-hilft.de)

And we would not want to forget **good governance**, which to us means more than “just” legally compliance and respectable conduct. We are therefore still gradually expanding our ESG governance and reporting structures. However, we should be judged in this by others: In 2022, we will again be using the Sustainability ESG risk rating and its numerous governance criteria as our benchmark. As a company, we are aiming for a negligible ESG risk classification once again.

Hoping you find this report informative reading,

**LARS VON LACKUM**  
CEO

## Company profile and key figures

**GRI 102-1; GRI 102-5** With around 166,200 rental apartments and approximately 500,000 tenants, LEG Immobilien SE, based in Dusseldorf, is one of Germany's leading listed housing companies.

**GRI 102-3; GRI 102-4** It is listed in the MDAX and generated rental and lease income of around EUR 960 million (2020: EUR 861 million) in the 2021 financial year **GRI 102-2**. The company is focused on providing good, secure place to live as a fair housing company, and in so doing contributing to society.

A consistently value-driven business model with a focus on growth and customers combines the interests of shareholders, society and tenants. Customer satisfaction is especially important to LEG. It therefore strives to continuously improve the quality of its service and its neighbourhood management. The company also practices its social responsibility through its two foundations, the long-standing "LEG NRW Tenant Foundation" and the "Your Home Helps Foundation" established at the end of 2019.

Targeted, sustainable investment safeguards the quality of the housing portfolio and satisfies rising customer demands. Investment particularly focuses on climate protection activities to enhance the energy efficiency of the LEG portfolio. Since 2019, LEG has increasingly been investing in new construction, thereby making a social contribution towards creating both privately financed and publicly subsidised housing.

As an employer, LEG makes efforts to ensure the well-being of its employees. It is particularly important to the company to provide good development prospects, equal opportunities and a work-life balance. The company had around 1,770 employees in 2021. Regarding the shortage of skilled workers, LEG increased the number of its training positions from 12 to 16 and its student positions (integrated degree programme) from four to ten.

Further information on the business model of LEG Immobilien SE can be found in the [management report of the 2021 annual report](#) under "Basic information on the Group".



Around **166,200** rental apartments at **7** branches

8 branches since start of 2022



**1,770**

employees



Around  
**63 m<sup>2</sup>**

average  
apartment size



Around  
**EUR 5.00**

average rent in  
social housing – around  
EUR 6,13 average rent



Average  
**EUR 42.50**

per m<sup>2</sup> for modernisation  
and maintenance



Approximately  
**500,000**  
tenants



**22 percent**  
social housing



More than **EUR 0.5 million** for COVID relief work and thus more than EUR 1 million in total since the pandemic began for various causes – locally and nationally, in person and digitally, in particular for young people, families and seniors; flood relief fund of EUR 250,000 for those affected; progress in establishment and expansion of neighbourhood projects with 6 new initiatives; endowment by LEG of EUR 5 million in December 2021

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## SUSTAINABILITY AT LEG

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## ESG Progress Report

In this editorial section of our 2021 sustainability report, we have focused on providing an overview of our ESG measures and projects that were not addressed in more detail in the extensive non-financial report within our 2021 annual report. This includes the first impressions of progress, new developments and milestones in the areas of environment, social and governance in the 2022 financial year now underway.

### UN Global Compact and Sustainable Development Goals

Since August 2021, LEG Immobilien SE has been a party to the UN Global Compact (UNGC), a global United Nations initiative that helps companies to adopt responsible practices on the basis of the Ten Principles of the UNGC [www.globalcompact.de/en/about-us/united-nations-global-compact](http://www.globalcompact.de/en/about-us/united-nations-global-compact) and to advance innovative

solutions for achieving the Sustainable Development Goals (SDGs). The following table provides an overview of the relevant issues covered by LEG, and is also the company's annual UNGC Communication on Progress (CoP) on its internal progress in implementing the Ten Principles and the company-wide activities to promote sustainable development. Furthermore, LEG publishes an annual declaration by its CEO on its continued support of the UNGC on the official United Nations website: [www.unglobalcompact.org/what-is-gc/participants/147583-LEG-Immobilien-SE](http://www.unglobalcompact.org/what-is-gc/participants/147583-LEG-Immobilien-SE)

### Relevant SDGs

We have identified six SDGs (of 17 in total) significant to our company that will guide us in aligning our goals and activities for sustainable development:

#### Sustainable Development Goals



The Ten Principles of the UNGC contribute towards the key areas of the initiative: human rights, labour, environment and anti-corruption.

#### Relevant KPIs relating to the UNGC Principles in our sustainability reporting

UNGC principle	HGB aspects	Associated issues	Key non-financial performance indicators <sup>1</sup>
Environment	Environmental issues	Reduction of energy use and emissions	Energy consumption within and outside the organisation; GRI 302-1, 302-2 Direct and indirect GHG emissions; GRI 305-1, 305-2
Labour	Employee matters	Corporate culture and values	Information on employees and other workers; GRI 102-8 Collective agreements; GRI 102-41 Diversity of governance bodies and employees; GRI 405-1
Labour	Social issues	Customer satisfaction and participation, fair and affordable rent, neighbourhood development	Operations with local community engagement, impact assessments and development programmes; GRI 413-1
Human rights	Respect for human rights	Human Rights Policy and various internationally recognised agreements	Non-compliance with laws and regulations in the social and economic area; GRI 419-1
Anti-corruption	Tackling corruption and bribery	Sustainable growth and resilience	Confirmed incidents of corruption and actions taken; GRI 205-3

<sup>1</sup> Where non-financial performance indicators have a counterpart in the GRI Indicators, these are supplemented here. The key indicators that LEG Immobilien SE uses for the respective UNGC principle have been assigned. Further assignments in accordance with the GRI Standard or other sustainability reporting standards (e.g. TCFD, SASB, etc.) are possible.



### Current ESG ratings

In addition to our involvement in initiatives for sustainable and responsible corporate governance, such as the UN Global Compact, LEG maintains an ongoing dialogue with the leading ESG rating agencies and incorporates their findings and assessments in the optimisation of its ESG strategy. Our goal for ESG ratings is to outperform the sector and to achieve continuous improvement. We thereby wish to underscore our positioning as a responsible company and satisfy investors' growing need for information on which to base sustainability-driven investment decisions to the best of our ability.

In selecting the agencies, besides the transparency and clarity of ratings, we also prioritise the balance between the effort required

and information gained as well as the relevance to our capital market participants.

Our ESG ratings were either maintained at a stable level or improved in the 2021 financial year. In November 2021, we received an updated Sustainalytics rating of 7.8 and were placed in the lowest risk category "negligible". All current ratings can be viewed in our [non-financial report in the 2021 annual report](#).

LEG withdrew from the Global Real Estate Sustainability Benchmark (GRESB) rating system in 2021 on account of its granular methodology. In light of the changes in the GRESB methodology, it was no longer practical for LEG to gather the data to the extent required, i.e. for each floor of every individual building. Our goal

would be aggregated reporting of portfolio data at national level. No material changes were made to its methods for the 2022 assessment cycle, and we therefore continue to refrain from active participation this year as well. However, like last year, we will be taking part in the GRESB Public Disclosure assessment. Together with other housing companies, we are in active dialogue with GRESB to identify a practical and adapted solution for the housing sector methodology. GRESB has also invited us to take part in further discussions as part of its Expert Resource Group.

#### Overview of participation in ESG ratings



## Environment – Well on the way to climate neutrality

Climate protection is one of the most important challenges facing society. The German government recently announced plans to invest around EUR 200 billion in climate protection by 2026. Within the housing sector, the focus is primarily on sustainable construction and renovation while reducing carbon. In 2021, LEG published its ESG strategy in accordance with the German Climate Protection Act, which aims to achieve climate neutrality by 2045. The energy-efficiency improvement of its portfolio is expected to contribute 25% to 30% to its carbon reduction, the use of green energies and heating 65% to 70%, and tenants up to 5% by optimising their patterns of use and adapting their ventilation and heating behaviour. [ESG-Agenda 2024](#)

LEG has set a new target for the 2022 reporting year of reducing carbon emissions by 4,000 tonnes through modernisation activities – not including carbon reductions from the advancing energy policy transformation. Between 2022 and 2025, the company is seeking to reduce its carbon emissions by 10% on a kg CO<sub>2</sub>e/m<sup>2</sup> basis. <https://www.leg-wohnen.de/en/corporation/sustainability>

Our comprehensive modernisation programme – with which we are upgrading the energy efficiency of our portfolio and making it fit for the future – is a key lever in achieving our climate goals. Modernisation work also helps to reduce our tenants' annual heating requirements. This is becoming an increasingly important factor in light of rising energy prices. We have resolved to invest another half a billion euro in modernisation and thus climate protection in the years ahead. We will be using faster and more efficient processes to do so. This is because we – and the industry as a whole – need to make Germany's housing stock climate-neutral by 2045.

LEG is making progress on a number of innovative projects and counting on **serial, digitalised solutions**.

### LEG Future House and the Energiesprong principle

One model project is our real-world laboratory – the LEG Future House in Mönchengladbach-Hardt. In cooperation with the German Energy Agency, we are modernising 111 apartments in an estate built in the fifties with four different construction partners according to the Energiesprong principle. The goal is to complete the renovations with as little impact on rent levels as possible. Here, together with our partners in the fields of science and construction, we are researching how to achieve climate protection in residential neighbourhoods faster and more cost effectively. Work will begin early in the summer of this year. We will then make our findings available to the industry as a whole so that everyone can benefit. [www.leg-zukunftshaus.de](http://www.leg-zukunftshaus.de)

### RENOWATE – New business model and process

We are not only testing, but also developing new business models and modernisation processes on close to an industrial scale. To do so, we created RENOWATE – a joint venture between LEG and Rhomberg Bau from Austria – in early 2022. In total, with RENOWATE, we plan to carry out the energy-efficiency improvement of more than ten LEG neighbourhoods in record time over the next two years, starting with an estate in Mönchengladbach. Working on the basis of buildings' digital twins, we will be performing high-quality energy-efficiency improvement on buildings in series, making the process fast, cost-effective and resource-efficient. We plan to develop modules and construction methods



that enable the decarbonisation of entire blocks of houses. This will be made possible using a new, largely machine-made shell and the necessary, also modular, building and heating technology. RENOWATE's motto is to reduce costs, time and resource requirements while ramping up carbon savings. That way everyone wins: Tenants, landlords and the housing sector as a whole. The joint venture hopes to be able to offer its expertise to other owners within the DACH region from as early as the end of 2023. We are therefore doing pioneering work for the entire industry.



### Study with Wuppertal Institute: Refurbishment greener than new construction

One way to improve our portfolio's energy footprint is also to build more new buildings. We looked into this. However, the study that LEG commissioned from the renowned Wuppertal Institute on the green assessment of energy-efficiency improvement in buildings and new construction projects clearly shows the ecological advantages of energy-efficiency improvement in existing buildings over demolition and new construction. Even taking the carbon costs of new buildings into account, energy-efficiency improvement has only half the carbon footprint of a new building. However, taken over the entire lifecycle, the results also show the

necessity of an accelerated transition in heating and hot water supply away from fossil fuels and towards district and local heating with efficient heat pumps and green electricity. In an ESG context, we therefore feel that new construction mainly offers social value as it helps to eliminate the imbalance between supply and demand. Ecologically, however, there is no alternative to the energy-efficiency improvement of existing buildings. Or, to put it another way, new construction is necessary where more living space is needed. But demolition and new construction is very typically counterproductive in terms of climate protection, and not a solution for Germany's overall housing stock. The LEG new construction programme is therefore assigned to the company's social activities. [Non-financial report in 2021 annual report, p. 118.](#)

### Use of green energies in neighbourhoods: Herne model project as an example of efficient and green heating

Besides serial modernisation, we are also working on an efficient, green heat supply for our neighbourhoods and finding bespoke, individual solutions. Around 300 LEG apartments have recently begun receiving district heating powered by methane from the disused "Frederick the Great" coal mine in Herne-Horsthausen. The city works' new district heating network makes this possible. LEG's buildings can thus enjoy climate-neutral heating. If it is to achieve climate neutrality, the housing industry has to explore every option for a green residential power supply – from green district heating using "genuine" tenant electricity projects through to the corresponding infrastructure around and inside the buildings of the respective neighbourhood.

### Tenants brought in

Of course, our tenants will also play their part in reducing carbon emissions. In this context, we carried out a project with the aim of inspiring our customers to reconsider and revisit their heating and ventilation habits. The research project ran throughout the entire 2021/22 heating period and included a qualitative analysis and a quantitative field test. What we found was that a majority of our tenants would like to save money on heating, with climate change and environmental protection also playing an important role for many. To raise awareness among our tenants, the first step was to put up posters at selected LEG properties, highlighting individual aspects of heating and ventilation. Further information is provided in a video with more details that can be accessed using the QR code on the poster.

We feel that the EU Energy Efficiency Directive is also a good opportunity to further improve awareness of energy-saving habits. This requires us to inform our customers how much heating energy they consumed in the previous month. To satisfy the transparency requirement, we tried out various incentives to save energy and savings hacks so that we could measure their success, i.e. the resulting energy reduction. We were able to prove that the transparency requirement can be economically attractive for our tenants and for LEG alike – in addition to significantly reducing emissions. The actual activities derived from a research project will be implemented in the course of this year.

## Social – Responsibility for tenants, employees and society



When it comes to social issues, as a housing company we shoulder a great deal of responsibility for entire regions, our neighbourhoods and the residential landscape. With an average rent of EUR 6.13 per square metre (FY 2021), we offer affordable housing for broad sections of the population. 22% of our apartments are social housing. Especially in these difficult times, it is important to offer the people who have their home with us the best possible support. Besides our various COVID and flood relief work, we also offer our customers a range of social projects through our Your Home Helps Foundation. [www.dein-zuhause-hilft.de](http://www.dein-zuhause-hilft.de)



**22 Percent**  
social housing

### Rapid assistance for refugees

As an example, we would like to point out our assistance for people who have fled Ukraine. Russia's aggression in Ukraine leaves us aghast, and we feel deeply for those suffering. As a large owner of apartments in Germany, it goes without saying that we will help Ukrainians seeking shelter in this country. Four days after the war began, we therefore set up a relief programme and coordinated with the local councils at our locations to provide living space where necessary. We have gradually written to all local councils



For refugees

**EUR 500,000**

emergency fund by  
"Foundation – Your Home Helps"

with large LEG portfolios of more than 1,000 apartments to inform them that we have organised a coordinating office to arrange apartments for refugees. At the same time, the Your Home Helps Foundation set up an emergency fund of initially EUR 500,000 to help set up the apartments. LEG quickly held talks with furniture providers to put together appropriate packages and to ensure that the furniture would be ready when people move in. A large number of our own employees also made non-cash donations and helped to get the apartments into shape. At present, almost

300 apartments at around 60 locations have been handed over to Ukrainian families. Wherever we cannot help directly, we reach out to partners at charities, clubs and associations that the company has worked with before on other occasions. Together with the Munich company Westwing AG, LEG is also setting up apartments with donations of furniture in Dortmund, Herne, Monheim and Wilhelmshaven for around 90 Ukrainian refugees. Even though all these efforts cannot make up for the loss of one's home, these collaborations enable us to provide Ukrainian refugees with apartments quickly and straightforwardly. Looking ahead, where reasonable and possible, we would also like to offer training spots and jobs to those people now coming to us.

### Successful mentoring programme continues

We offer our employees modern, agile jobs, flexible hours, long-term measures and a number of cooperation schemes to improve work-life balance. We attach particular importance to diversity within the workforce, which contributes to the company's success. LEG therefore believes in the cooperation of diverse teams and is giving the talented a leg up with the one-year mentoring programme that was launched at the end of 2020 to further boost equality between the sexes at LEG. The programme offers female employees and those of other genders (with or without management experience) the chance to advance their personal and professional development by gathering professional experience and networking under the guidance of an experienced manager as a mentor. This is intended to help the mentees develop their interpersonal and professional skills, teach them formal and informal knowledge and enhance employee loyalty, team spirit and a sense of belonging in the LEG culture. Conversations between

mentees and mentors can take any form and are strictly confidential. To guarantee an open atmosphere for discussion, the chosen mentor is never a direct or indirect head.

Following its debut success in 2020/2021, the mentoring programme is now entering its second year, where mentors and mentees will be able to meet in person more frequently, which

was not possible first time round because of COVID. At the same time, we want to continue developing more ideas for our diversity programme. Information on the diversity concept and the skills profile of the Management Board and the Supervisory Board can be accessed here: [📄 “Governance”, p.39f., “Diversity concept and skills profile of the Management Board and the Supervisory Board”](#)



The LEG Management Board members at the handover of the keys to their new headquarter at Dusseldorf Airport, from left to right: Lars von Lackum (CEO), Susanne Schröter (CFO), Thomas Auhagen (STRABAG) and Dr Volker Wiegel (COO).

### New head office emphasises open corporate culture

Another highlight for our employees is our new head office in Düsseldorf, which we moved into in April 2022. The building at Flughafenstrasse 99 promotes our open corporate culture with flexible floor plans that reflect the changes in the world of work. The premises offer our employees a modern workplace and opportunities to talk and interact with their colleagues.

### Customer satisfaction analysis – quarterly from 2022

Customer satisfaction is at the heart of what we do – because satisfied customers form the foundation of our sustainable business model. LEG uses various tools to measure the effectiveness of all activities to increase customer satisfaction. In particular, this includes our regular customer satisfaction survey. In last year's survey, we had asked 10,000 LEG tenants to give us their feedback over the period from 15 September to 1 October 2021. The survey's results are discussed with those in charge in the various relevant areas of the company and corresponding activities are implemented. Many of our activities to improve the customer experience are already showing initial signs of success. In particular, satisfaction with customer service in terms of service times and phone availability has increased significantly. We hope that the further feedback from this year's quarterly survey will continue to provide us important clues as to how we can keep on improving and thereby offer even better customer satisfaction in the years ahead. In addition to the customer satisfaction analysis, we also preform local tenant surveys – last year in Münster, for example, in order to find out more and implement improvements at a local level.

## Governance – Focus on good corporate governance

In governance – the “G” in sustainable ESG criteria – we want to continue to be one of the best. This is why we not only satisfy the statutory requirements, but also high ethical standards as well. Good corporate governance allows us to build trust among existing and future tenants, boost credibility, fulfil the expectations of investors and other stakeholders, and bolster LEG’s public reputation. The high standards that guide us have been set out in our internal regulations, which we are constantly refining <https://www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/> [www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/policies/](https://www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/policies/)

Therefore, in light of the new 2020 version of the German Corporate Governance Code, the diversity concept for the Supervisory Board and the skills profiles for its members were published in the 2021 financial year.

In line with this, the members of the Supervisory Board have each proven that they have the necessary knowledge, abilities and specific experience to perform their duties properly. This goes hand-in-hand with the special skills placed at the company’s disposal when performing Supervisory Board work with the utmost motivation and dedication. We published the following skills matrix for the first time in the [non-financial report in the 2021 annual report](#) in order to transparently present the professional positioning of our Supervisory Board:

### Competence profile

	Competencies						
	Group management	Housing industry	Property transactions	Bank and capital market financing	Finance, accounting and audit	Management and regulation	Sustainability
Michael Zimmer (Chairman)	●●	●●	●●	●	●	●	●
Stefan Jütte (Deputy Chairman) <sup>1</sup>	●●	●	●●	●●	●	●	●
Dr. Sylvia Eichelberg	●●	●	●	●	●	●●	●●
Dr. Johannes Ludewig <sup>1</sup>	●●	●	●	●	●	●●	●●
Dr. Claus Nolting	●●	●	●●	●●	●●	●●	●
Dr. Jochen Scharpe	●●	●●	●●	●	●●	●	●
Martin Wiesmann	●	●	●●	●●	●	●	●●

●● = Expert knowledge; ● = General knowledge

<sup>1</sup> From the end of the 2022 Annual General Meeting, Mr Stefan Jütte and Dr Johannes Ludewig will no longer be eligible for another term in office on account of their age. The Supervisory Board will propose electing Dr Katrin Suder as a new member of the Supervisory Board. If elected, the skills profile for Dr Suder will be published accordingly.

Details of the knowledge, abilities and professional experience of the members of the Supervisory Board can also be viewed on our website [www.leg-wohnen.de/en/corporation/leg-group/members-of-the-management-and-supervisory-board](https://www.leg-wohnen.de/en/corporation/leg-group/members-of-the-management-and-supervisory-board). All members of the Supervisory Board have their own knowledge in the field of sustainability; some ESG skills profiles are even at expert level. The Supervisory Board thus acts as a sparring partner for the Management Board in developing the ESG strategy.

The refinement of the diversity concept for the future composition of the Supervisory Board had already begun with the election of Dr Sylvia Eichelberg as a member of the Supervisory Board at the 2021 Annual General Meeting on 27 May 2021. Also, in January 2022, the Supervisory Board resolved a quota for the percentage of women on the Management Board and the Supervisory Board of 33.3% by 31 December 2024. This quota has already been achieved by LEG’s three-member Management Board following Susanne Schröter-Crossan’s appointment as the company’s CFO. The Supervisory Board should meet the quota following the Supervisory Board election at the next Annual General Meeting on 19 May 2022. The Nomination Committee proposes

appointing one woman while reducing the size of the Supervisory Board to six members. It would then consist of two women and four men.

While maintaining the requisite distance of the Supervisory Board as an executive body – the positive collaboration between the Supervisory Board and the Management Board has always been a defining feature at LEG. An ESG sponsor on the Supervisory Board is therefore a fixed feature of its governance structures; this role was assumed by Mr Martin Wiesmann for the 2021 financial year. The organisational structure of LEG’s sustainability management in 2021 can be found here [www.leg-wohnen.de/en/corporation/sustainability/governance-structure-sustainability](https://www.leg-wohnen.de/en/corporation/sustainability/governance-structure-sustainability)

At the start of 2022, the ongoing engagement with ESG issues in the Management Board also led to the decision to more closely bundle ESG activities that are currently distributed throughout the company moving forward. In future, a specialist ESG team that reports directly to the CEO will oversee all regulatory issues and coordinate the planning of activities and measurement of progress for the whole company.

## 3

## KEY FACTS

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## General information

We use specific key performance indicators to measure our sustainability performance to manage key ESG issues. These are shown in the tables on the following pages. We are guided by various internationally recognised frameworks for sustainability reporting. Unless indicated otherwise, the key performance indicators relate to the 2021 financial year and the LEG Group as a whole (i.e. all consolidated companies as per the respective consolidated financial statements). The figures shown here are rounded to one decimal place, which can cause minor deviations in totals. The GRI performance indicators are arranged by index in this report to

improve legibility. A breakdown of the performance indicators by our action areas – business, tenants, employees, the environment and society – can be found in the separate non-financial report in the 2021 annual report from page 130 and on our website. [www.leg-wohnen.de/en/corporation/sustainability/key-facts/key-facts-according-to-gri-standards](http://www.leg-wohnen.de/en/corporation/sustainability/key-facts/key-facts-according-to-gri-standards)

From > page 48 of this report and on our website, you can also find an overview of KPIs for the sector based on the recommendations of the Sustainability Accounting Standards Board (SASB), an

independent, non-profit organisation. [www.leg-wohnen.de/en/corporation/sustainability/key-facts/sustainability-accounting-standards-board-sasb](http://www.leg-wohnen.de/en/corporation/sustainability/key-facts/sustainability-accounting-standards-board-sasb)

In addition to the GRI reporting, since 2019 we have also provided references to the recommendations of the Task Force on Climate Related Financial Disclosure. The TCFD table, which contains references to the corresponding issues in our reports, can be found on page 142 of LEG's separate 2021 non-financial report and on our website [www.leg-wohnen.de/en/corporation/sustainability/key-facts/task-force-on-climate-related-financial-disclosures-tcfd](http://www.leg-wohnen.de/en/corporation/sustainability/key-facts/task-force-on-climate-related-financial-disclosures-tcfd)

### EU Taxonomy

In accordance with the EU Taxonomy (Regulation (EU) 2020/852), companies subject to reporting obligations in accordance with the Non-Financial Reporting Directive (NFRD) or CSR-RUG in Germany must also include EU Taxonomy disclosures in their non-financial reporting. The corresponding data for LEG can also be found in the company's non-financial report and on its website.





## GRI key figures

In order to manage the topics identified as highly material, we measure our performance with regard to sustainability on the basis of specific key performance indicators. These – and also the key performance indicators from the non-financial report – are shown in the following tables. Unless indicated otherwise, the key

performance indicators relate to the financial year in question and the entire LEG Group (i.e. all the fully consolidated companies as per the consolidated annual financial statements). The figures presented here are generally rounded to one decimal place. As such, there may be minor totalling deviations.

GRI standards	Key performance indicator(s)	Unit	2019	2020	2021
<b>Scale of the organisation</b>					
102-7	Total number of employees <sup>1</sup>	Number	1,365	1,599	1,770
	Total number of operations <sup>2</sup>	Number	8	7	7
	Net sales <sup>3</sup>	€ million	435	429.8	522.1
	Total capitalisation broken down in terms of debt and equity <sup>4</sup>	%	37.7	37.6	42.8
	Quantity of products or services provided <sup>5</sup>	Number of residential units	134,031	144,530	166,189
<b>Information on employees and other workers</b>					
102-8	Total number of employees by employment contract (permanent and temporary) and gender <sup>6</sup>				
	Total number of employees	Number	1,444	1,599	1,770
	Of which women	Number	521	568	625
	Of which men	Number	923	1,031	1,145
	Of which temporary	Number	116	124	139
	Of which women	Number	37	48	68
	Of which men	Number	79	76	71
	Total number of employees by employment type (full-time and part-time) and gender <sup>7</sup>				
	Full-time	Number	874	950	1,018
	Of which women	Number	343	374	403
	Of which men	Number	531	576	615
	Part-time	Number	159	183	252
	Of which women	Number	135	144	172
	Of which men	Number	24	39	80

<sup>1</sup> Average number of employees.

<sup>2</sup> The total number of operations equates to the seven LEG branch offices.

<sup>3</sup> Equates to the revenue from renting and leasing.

<sup>4</sup> The figures equate to the loan-to-value ratio, i.e. net debt in relation to the real estate assets.

<sup>5</sup> Equates to the number of residential units within the LEG portfolio.

<sup>6</sup> The figures do not include employees in the passive stage of partial retirement, employees on parental leave at the reporting date, employees with no further claim to insurance benefits and trainees. The temporary employment figures do not include trainees or the employees of TechnikServicePlus GmbH, Biomasse Heizkraftwerk Siegerland GmbH & Co. and LWS Plus GmbH.

<sup>7</sup> The figures do not include employees in the passive stage of partial retirement, employees on parental leave at the reporting date, employees with no further claim to insurance benefits and trainees. The employees of TechnikServicePlus GmbH, Biomasse Heizkraftwerk Siegerland GmbH & Co. KG and LWS Plus GmbH are not included.

GRI standards	Key performance indicator(s)	Unit	2019	2020	2021
<b>Collective agreements</b>					
102-41	Percentage of employees covered by LEG collective agreements <sup>1</sup>	%	64.9	64.9	64.2
<b>Direct economic value generated and distributed</b>					
201-1	Direct economic value generated: revenues <sup>2</sup>	€ million	586.1	627.3	683.9
	Economic value distributed <sup>3</sup>	€ million	243.6	284.0	252.5
	CRE sector supplement: payments to government <sup>4</sup>	€ million	13.2	5.8	4
	Economic value retained <sup>5</sup>	€ million	342.5	343.3	431.4
<b>Confirmed incidents of corruption and actions taken</b>					
205-3	Total number and nature of confirmed incidents of corruption <sup>6</sup>	Number	0	0	1
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption <sup>7</sup>	Number	0	0	1
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption <sup>8</sup>	Number	0	0	0
	Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases	Number	-	-	-
<b>Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices</b>					
206-1	Total number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant <sup>9</sup>	Number	0	0	0
	Important events of concluded legal actions, including all decisions and judgements <sup>10</sup>	Number	-	-	-
<b>Energy consumption within the organisation (administrative offices)</b>					
302-1	Fuel consumption from non-renewable sources <sup>11</sup>				
	Diesel	MWh	867	669.7 <sup>12</sup>	614.1
	Regular petrol	MWh	12	5.6 <sup>12</sup>	0
	Premium petrol	MWh	656	506.4 <sup>12</sup>	710.5
	Heating oil	MWh	1,104	7,414	1,044

<sup>1</sup> Managerial employees and employees not covered by collective agreements are not included LEG collective agreements. Employees with no further claim to insurance benefits, trainees and students are not included in the calculation.

<sup>2</sup> Equates to the net rent (excl. utilities and services costs) from renting and leasing.

<sup>3</sup> Equates to the expenses from renting and leasing.

<sup>4</sup> Equates to net income tax payments in accordance with the statement of cash flows.

<sup>5</sup> Equates to the difference between net rent (excl. utilities and service costs) and expenses.

<sup>6</sup> Relates to all confirmed cases of corruption, bribery and the granting or receiving of advantages.

<sup>7</sup> The number of confirmed cases of corruption, bribery and the granting or receiving of advantages on the basis of which employees were terminated or warned.

<sup>8</sup> The number of confirmed cases of corruption, bribery and the granting or receiving of advantages on the basis of which contracts with business partners were terminated or not renewed is disclosed.

<sup>9</sup> Number of pending and concluded legal actions and cases is disclosed.

<sup>10</sup> There were no legal proceedings on the basis of violations of competition law.

<sup>11</sup> The figures relate to LEG's vehicle fleet and company cars with the exception of TechnikServicePlus GmbH and the heating oil consumption of Biomasse-Heizkraftwerk Siegerland. Energy consumption was calculated on the basis of the respective fuel consumption levels.

Not included: Business trips taken by LEG employees in their own vehicles. Vehicle charging outside the internal charging infrastructure. Regular petrol is no longer used. The heating oil position records solely the heating oil consumption of Biomasse Heizkraftwerk Siegerland. The impact of the coronavirus pandemic on the fuel market was neither foreseeable nor could it be planned. As a result, heating oil had to be used in the power plant as an additional fuel over a four-week period to ensure secure operation during the coronavirus lockdown.

This resulted in considerably higher heating oil consumption in 2020.

<sup>12</sup> Rounded to one decimal place for the first time in 2020.

GRI standards	Key performance indicator(s)	Unit	2019	2020	2021	2019 lfl	2020 lfl
<b>Energy consumption within the organisation (administrative offices)</b>							
302-1	Fuel consumption from renewable sources <sup>1</sup>	MWh	335,475	455,372	478,275		
	Electricity consumption <sup>2</sup>	MWh	57	450	382		
	Heating energy consumption <sup>2</sup>	MWh	1,019	1,852	2,265		
	Electricity sold <sup>3</sup>	MWh	70,820	100,908	100,650		
	Heating sold <sup>4</sup>	MWh	2,306	2,495	1,982		
	Standards, methodologies, assumptions, and/or calculation tools used <sup>5</sup>						
	Source of the conversion factors used <sup>6</sup>						
<b>Energy consumption outside the organisation (housing portfolio)</b>							
302-2	Total electricity consumption (communal areas) <sup>7</sup>	MWh	20,690.5	23,453.3	-	20,607.0	21,352.1
	Bergkamen	MWh	2,536.9	2,813.4	-	2,534.7	2,768.5
	Dortmund	MWh	3,104.2	3,340.6	-	3,104.2	3,223.7
	Duisburg	MWh	1,919.9	2,185.6	-	1,919.9	1,961.0
	Dusseldorf	MWh	4,340.6	5,023.7	-	4,340.6	4,490.0
	Gelsenkirchen	MWh	1,651.8	1,827.3	-	1,640.1	1,782.3
	Cologne	MWh	3,880.8	4,289.8	-	3,850.7	3,673.9
	Westphalia	MWh	3,256.3	3,972.9	-	3,216.8	3,452.7

<sup>1</sup> As the proportion of total diesel/premium-grade fuel attributable to biodiesel/bioethanol cannot be determined, this is not reported separately here. Therefore, only the waste wood consumption of Biomasse Heizkraftwerk Siegerland is disclosed here.

<sup>2</sup> From 2020, all administration buildings were reported. Information was provided from eleven locations, both internally and externally rented properties. In previous years only consumption of the headquarters in Dusseldorf was reported.

<sup>3</sup> This figure relates exclusively to the electricity fed into the public grid by Biomasse Heizkraftwerk Siegerland. In 2019, the co-generation plant was not in operation for almost three months due to a major overhaul of the turbines.

As a result, electricity fed into the public grid in 2019 was considerably lower.

<sup>4</sup> This figure relates exclusively to the district heating supplied by Biomasse Heizkraftwerk Siegerland.

<sup>5</sup> Unless stated otherwise, the information relates to the whole year for the companies of the LEG Immobilien Group that hold personnel or properties and are directly or indirectly involved in the administration of LEG's residential real estate (incl. management companies).

<sup>6</sup> In general, publicly accessible sources were used for the conversion factors; as a rule, the publications of or information from the Germany Federal Environment Agency were used.

<sup>7</sup> The consumption figures relate largely to the electricity costs for the communal areas (e.g. stairwells) in relation to the portfolio properties of the fully consolidated portfolio companies as of 31 December 2020 and 31 December 2019.

The consumption of large commercial properties are also taken into account from 2020 onwards.

The volumes consumed in 2021 can be calculated only in the course of 2022 subsequent to the editorial deadline for this report. The figures do not include economic units consisting of mixed-use tenant privatisation rental properties and billing periods during the year.

The tenants' electricity consumption volumes within their apartments (e.g. room lighting) are not included. These are billed directly to the tenants by the utilities. In 2020, electricity consumption was collected for approximately 97% of the portfolio (2019: 98%).

The consumption figures are based partly on measured data and partly on extrapolations from the booked costs on the basis of samples.

GRI standards	Key performance indicator(s)	Unit	2020	2021
<b>Energy consumption outside the organisation (housing portfolio)</b>				
302-2	Total heating energy consumption (rental units) <sup>1</sup>	MWh	1,318,865.9	1,326,031.5
	Of which natural gas	MWh	843,619.8	849,808.8
	Bergkamen	MWh	123,268.1	122,780.6
	Dortmund	MWh	100,077.1	100,061.5
	Duisburg	MWh	94,229.8	94,323.1
	Dusseldorf	MWh	99,849.2	100,505.0
	Gelsenkirchen	MWh	64,954.1	64,810.0
	Cologne	MWh	175,473.6	177,912.8
	Westphalia	MWh	184,141.2	185,462.0
	External management	MWh	1,626.8	2,064.0
	Unallocated	MWh	0	1,889.6
	Of which heating oil	MWh	49,468.3	49,882.5
	Bergkamen	MWh	10,077.1	10,077.1
	Dortmund	MWh	1,163.6	1,163.7
	Duisburg	MWh	1,886.6	1,892.1
	Dusseldorf	MWh	14,437.2	14,477.3
	Gelsenkirchen	MWh	339.3	340.7
	Cologne	MWh	7,215.1	7,361.1
	Westphalia	MWh	14,349.5	14,434.1
	External management	MWh	0	25.6
	Unallocated	MWh	0	110.8
	Of which district heating	MWh	379,014.7	382,059.9
	Bergkamen	MWh	51,167.1	51,167.1
	Dortmund	MWh	72,339.9	72,340.4
	Duisburg	MWh	32,657.9	32,607.0
	Dusseldorf	MWh	68,165.6	68,437.7
	Gelsenkirchen	MWh	59,612.9	59,623.4

<sup>1</sup> The extrapolated figure for the 2021 reporting year is based on the reported consumption data for 2020. All the portfolio properties of the fully consolidated portfolio companies as of 31 December 2021 were included. Additions were included on a pro rata basis depending on the acquisition date.

GRI standards	Key performance indicator(s)	Unit	2020	2021			
<b>Energy consumption outside the organisation (housing portfolio)</b>							
302-2	Of which district heating (continued)						
	Cologne	MWh	25,255.0	26,373.9			
	Westphalia	MWh	69,181.6	69,830.4			
	External management	MWh	634.68	813.1			
	Unallocated	MWh	0	849.0			
	Of which other energy sources <sup>1</sup>	MWh	46,763.1	44,280.2			
GRI standards	Key performance indicator(s)	Unit	2019	2020	2021	2019 lfl	2020 lfl
<b>Energy consumption outside the organisation (housing portfolio)</b>							
302-3	Building energy intensity <sup>2</sup>	kWh/m <sup>2</sup> a	160.2	147.0	147.0	-	-
<b>Type and number of sustainability certification</b>							
302-5	Percentage of residential buildings by energy efficiency certificates <sup>3</sup>						
	Energy efficiency level A+	%	0.09	0.07	0.37	-	-
	Energy efficiency level A	%	0.4	0.2	0.3	-	-
	Energy efficiency level B	%	1.7	2.7	2.6	-	-
	Energy efficiency level C	%	8.1	10.4	10.6	-	-
	Energy efficiency level D	%	23.8	25.1	25.8	-	-
	Energy efficiency level E	%	22.5	20.5	20.3	-	-
	Energy efficiency level F	%	18.6	16.9	17.7	-	-
	Energy efficiency level G	%	12.4	11.6	11.3	-	-
	Energy efficiency level H	%	12.5	12.5	11.2	-	-
<b>Water withdrawal by source (housing portfolio)<sup>4</sup></b>							
303-3	Total volume of water withdrawn	m <sup>3</sup>	4,421,713.5	5,192,183.2	-	4,392,369.8	4,612,382.4
	Building water intensity	m <sup>3</sup> /m <sup>2</sup>	1.1	1.2	-	1.1	1.2

<sup>1</sup> This figure is reported for the first time this year and represents the total for all branches.

<sup>2</sup> Includes the heating energy consumption and electricity consumption (communal areas) for all the portfolio properties of the fully consolidated portfolio companies as of 31 December of the respective financial year based on the lettable space. The data for 2021 is extrapolated as the consumption billing data is not yet available.

<sup>3</sup> Included are buildings with sustainability certificates and residential building energy clustering in line with the classification specifications of the legislator. Regarding sustainability certificates, reference is made to the energy efficiency certificates required pursuant to Germany's Energy Conservation Ordinance (EnEV) and the classification information applicable in this respect. All energy efficiency certificates for LEG's let property portfolio are included. Properties for which no energy efficiency certificate is required pursuant to EnEV (e.g. properties under heritage protection) and which are therefore not available, are not included. As in the previous year, non-residential buildings and properties sold are not included. The changes compared with the previous year relate to acquisitions and energy efficiency upgrades to portfolio properties.

<sup>4</sup> Only water withdrawal (fresh water consumption) by municipal water supply companies and other public or private waterworks is presented here, as other sources are not relevant. The water consumption volumes are based on fully consolidated rental properties (commercial, residential) as of 31 December 2020 and 31 December 2019 for which the item cold and/or hot water was recorded or allocated to the tenants separately from waste water on the basis of their consumption, as part of integrated billing. This related to 67,788 residential and commercial properties in 2020 (2019: 61,065). Volumes consumed in billing periods during the year are not taken into account. The consumption attributable to LEG's large commercial properties was included for the first time in 2020. The figures additionally do not include the volumes of water consumed by economic units consisting of mixed-use tenant privatisation rental properties. The like-for-like analysis encompasses 60,553 rental properties. The volumes consumed in 2021 can be calculated only in the course of 2022 subsequent to the editorial deadline for this sustainability report.

GRI standards	Key performance indicator(s)	Unit	2019	2020	2021
<b>Total direct greenhouse gas (GHG) emissions (Scope 1)</b>					
305-1	Administrative offices				
	Gross direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent <sup>1,2</sup>	t CO <sub>2</sub> e	696	2,424	820
	Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent <sup>1,3</sup>	t CO <sub>2</sub> e	41,268	12,295	12,913
<b>Total direct greenhouse gas (GHG) emissions (Scope 1)</b>					
305-1	Housing portfolio				
	Gross direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent <sup>1</sup>	t CO <sub>2</sub> e	191,963	189,620.7	190,619.4
	Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent <sup>4</sup>	t CO <sub>2</sub> e	-	-	-
<b>Energy indirect (Scope 2) GHG emissions</b>					
305-2	Administrative offices				
	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent <sup>1,5</sup>	t CO <sub>2</sub> e	249	487	509
<b>Energy indirect (Scope 2) GHG emissions</b>					
305-2	Housing portfolio				
	Gross location-based energy indirect (Scope 2) GHG emissions for communal areas (electricity only) in metric tons of CO <sub>2</sub> equivalent <sup>6</sup>	t CO <sub>2</sub> e	1,244	1,733	-
	Gross location-based energy indirect (Scope 2) GHG emissions for rental units (heating energy only) in metric tons of CO <sub>2</sub> equivalent <sup>1</sup>	t CO <sub>2</sub> e	112,425	113,047.0	113,711.3
	Gross location-based energy indirect (Scope 2) GHG emissions for rental units (heating energy only) in metric tons of CO <sub>2</sub> equivalent <sup>1,7</sup>	t CO <sub>2</sub> e	-	91,900.8	92,434.1

<sup>1</sup> Figures relate exclusively to the aforementioned energy consumption volumes. In general, publicly accessible sources were used for the conversion factors; as a rule, the publications of the German Federal Office of Economics and Export Control were used, especially the information leaflet on CO<sub>2</sub> factors (11/2021).

<sup>2</sup> The reduction compared with the previous year is primarily due to the substantially lower heating oil consumption at Biomasse-Heizkraftwerkes Siegerland.

<sup>3</sup> Includes the CO<sub>2</sub> equivalent emissions for the use of wood as a fuel at Biomasse-Heizkraftwerk Siegerland. The prior-year figures from 2020 have been corrected to reflect the change in the calculation method.

<sup>4</sup> Due to the selective use of renewable energies, there are no significant CO<sub>2</sub> equivalents for biogenic CO<sub>2</sub> emissions.

<sup>5</sup> The prior-year figures from 2020 have been corrected to reflect the extended scope.

<sup>6</sup> Figures relate exclusively to the aforementioned energy consumption volumes. In general, publicly accessible sources were used for the conversion factors, in particular the German Federal Environment Agency publication "Development of the Specific Carbon Dioxide Emissions of the German Electricity Mix between 1990 and 2020".

<sup>7</sup> Utility-specific, certified figures were used for the district heating emission factors where available.

GRI standards	Key performance indicator(s)	Unit	2019	2020	2021
<b>Waste by type and disposal method</b>					
306-3	<b>Administrative offices</b>				
	Total weight of hazardous waste <sup>1</sup>	t	-	-	-
	Total weight of non-hazardous waste <sup>2</sup>	t	77.3	1,349.15	1,628.8
	<b>Housing portfolio</b>				
	Total weight of hazardous waste <sup>3</sup>		-	-	-
	Total weight of non-hazardous waste <sup>4</sup>				
	Residual waste	t	17,126.8	17,959.4	18,106.2
	Recyclable materials (lightweight packaging, Green Dot materials)	t	1,740.2	1,885.9	1,911.6
	Paper, card, cardboard packaging	t	7,188.9	8,585.9	8,656.9
	Biodegradable waste	t	916.4	1,109.5	1,134.6
	Total weight of hazardous and non-hazardous waste <sup>5</sup>	-	-	-	-
<b>Non-compliance with environmental laws and regulations</b>					
307-1	Total monetary value of significant fines <sup>6</sup>	€	0	0	0
	Total number of non-monetary sanctions <sup>7</sup>	Number	0	0	0
	Cases brought through dispute resolution mechanisms <sup>8</sup>	Number	0	0	0
<b>Non-compliance with laws and regulations in the social and economic area</b>					
307-1; 419-1	Total monetary value of significant fines <sup>6</sup>	€	0	0	0
	Total number of non-monetary sanctions <sup>7</sup>	Number	0	0	0
	Cases brought through dispute resolution mechanisms <sup>8</sup>	Number	0	0	0

<sup>1</sup> No hazardous waste is generated in the administrative offices.

<sup>2</sup> From 2020, all administration buildings were reported. Information was provided from eleven locations, both internally and externally rented properties.

<sup>3</sup> Hazardous waste is generated in the course of renovating and modernising buildings and apartments. However, the exact volume is not recorded, as LEG has such little economic, legal, organisational or any other influence over the waste-generating activities of its contractor that LEG does not qualify as the waste generator within the meaning of waste legislation.

<sup>4</sup> Data of a service provider that acts as the waste manager for part of LEG's portfolio is reported. This company managed approximately 25% (42,755 rental properties) of the LEG portfolio in 2021 (2020: approximately 29% or 41,805 rental properties).

The volumes of the waste containers provided by LEG were assessed. These volumes do not correspond to the waste containers' actual filled volumes. Additionally, these figures do not correspond to the actual volume of waste generated as a proportion of the waste is disposed of in public containers (for example, public waste paper containers). The volumes are converted into weights based on general conversion factors for the various types of waste. 10% was added to these conversion factors across the board as the waste containers hold an above-average volume of waste due to the service provider's active waste management. Biodegradable waste is not included as there is no active waste management in this area (conversion factors – residual waste: 0.11 t/m<sup>3</sup>; recyclable materials: 0.033 t/m<sup>3</sup>; paper, card, cardboard packaging: 0.22 t/m<sup>3</sup>; biodegradable waste: 0.25 t/m<sup>3</sup>).

<sup>5</sup> n. a., as there is no data for hazardous waste.

<sup>6</sup> Fines of EUR 100,000 or more are considered significant.

<sup>7</sup> Repressive, i. e. punitive, measures for past misconduct not consisting of a monetary sanction are reported.

<sup>8</sup> Dispute resolution mechanisms are reported, i. e. judicial proceedings and out-of-court dispute resolution based on mediation or conciliation.

GRI standards	Key performance indicator(s)	Unit	2019	2020	2021
<b>New employee hires and employee turnover</b>					
401-1	Total number and rate of new employee hires during the reporting period by age group gender and region <sup>1</sup>				
	Total	Number	144	176	175
	Rate	%	13.9	15.5	14.0
	Of which women	%	-	-	6 <sup>2</sup>
	Of which men	%	-	-	8 <sup>2</sup>
	Under 30 years old	%	-	-	5 <sup>2</sup>
	30-50 years old	%	-	-	7 <sup>2</sup>
	Over 50 years old	%	-	-	2 <sup>2</sup>
	Total number and rate of employee turnover during the reporting period by age group gender and region <sup>3</sup>				
	Total	Number	120	85	79
	Rate	%	11.6	7.5	6.2
	Of which women	%	-	-	2.5 <sup>2</sup>
	Of which men	%	-	-	3.7 <sup>2</sup>
	Under 30 years old	%	-	-	1 <sup>2</sup>
	30-50 years old	%	-	-	3 <sup>2</sup>
	Over 50 years old	%	-	-	2 <sup>2</sup>

<sup>1</sup> Trainees, casual workers and students and new employee hires at TechnikServicePlus GmbH, Biomasse Heizkraftwerk Siegerland GmbH & Co. KG and LWS Plus GmbH are not included.

<sup>2</sup> Determined for the first time in 2021.

<sup>3</sup> The departure of trainees, casual workers and students, and the employees of TechnikServicePlus GmbH, Biomasse Heizkraftwerk Siegerland GmbH & Co. KG and LWS Plus GmbH are not included.



GRI standards	Key performance indicator(s)	Unit	2019	2020	2021
<b>Work-related injuries</b>					
403-9	Number of employees				
	Deaths resulting from work-related injuries <sup>1</sup>				
	Number	Number	0	0	0
	Rate	%			
	Work-related injuries with severe consequences (excluding deaths)				
	Number	Number	0	0	0
	Rate				
	Documented work-related injuries <sup>2</sup>				
	Number	Number	28	28	27
	Rate <sup>3</sup>		4.35	4.02	3.55
	Most important types of work-related injuries <sup>4</sup>				
	Hours worked <sup>5</sup>	Number	1,285,892	1,391,850	1,522,337
	Staff who are not employees but whose work and/or working place is controlled by the organisation <sup>6</sup>				
<b>Work-related illnesses</b>					
403-10	Absence rate <sup>7</sup>	%	6.5	4.9	4.5
<b>Average hours of training per year per employee<sup>8</sup></b>					
404-1	Number of employees who participated in a seminar or other training measure during the reporting period	Number	553	750	888
	Cumulative number of seminar days in the reporting period	Number	1,400	2,750	2,133
<b>Percentage of employees receiving regular performance and career development reviews</b>					
404-3	Percentage of total employees who received a regular performance and career development review during the reporting period <sup>9</sup>	%	50.3	82.8	83.1
	Women	%	-	-	35 <sup>10</sup>
	Men	%	-	-	65 <sup>10</sup>

<sup>1</sup> For work-related injuries the electronic first-aid log is assessed together with the accident notifications to the Employer's Liability Insurance Association and the Liability Insurance Institution for the Construction Sector.

Not included are TechnikServicePlus GmbH and Biomasse Heizkraftwerk Siegerland GmbH & Co. KG.

<sup>2</sup> According to first-aid log entries (excluding TSP and Biomasse Heizkraftwerk Siegerland).

<sup>3</sup> Based on 200,000 hours (excluding TSP and Biomasse Heizkraftwerk Siegerland)

<sup>4</sup> 2021: 8 accidents as a result of tripping/falls, 5 bruises, 4 cuts, 3 cases of psychological stress, 2 attacks by humans (excluding TSP and Biomasse Heizkraftwerk Siegerland).

<sup>5</sup> As of 26 January 2022 (excluding TSP and Biomasse Heizkraftwerk Siegerland).

<sup>6</sup> There are no surveys on this matter.

<sup>7</sup> An absence rate for LEG is determined. This excludes TechnikServicePlus GmbH, Biomasse Heizkraftwerk Siegerland GmbH & Co. KG and LWS Plus GmbH as these are not settled via the SAP system.

Casual workers, employees with no further claim to insurance benefits, trainees and students are not included in the calculation. Days absent is divided by total possible days.

<sup>8</sup> The employees of TechnikServicePlus GmbH, Biomasse Heizkraftwerk Siegerland GmbH & Co. KG and LWS Plus GmbH are not included. A breakdown by gender and type of employee is not possible at this time.

<sup>9</sup> Not included are employees of TechnikServicePlus GmbH, EnergieServicePlus, Biomasse Heizkraftwerk Siegerland GmbH & Co. KG and LWS Plus GmbH as well as apprentices, casual workers, students, employees with no further claim to insurance benefits, trainees, employees on parental leave and in the passive stage of partial retirement.

<sup>10</sup> Determined for the first time in 2021.

GRI standards	Key performance indicator(s)	Unit	2019	2020	2021
<b>Diversity of governance bodies and employees</b>					
405-1	Percentage breakdown of people in governance bodies by:				
	Gender <sup>1</sup>				
	Women	%	16.7	16.7	14.3
	Men	%	83.3	83.3	85.7
	Age				
	Under 30 years old	%	0	0	0
	30-50 years old	%	16.7	16.7	14.3
	Over 50 years old	%	83.3	83.3	85.7
	Percentage of employees per employee category by:				
	Gender <sup>2</sup>				
	LEG total				
	Women	%	46.3	45.7	45.0
	Men	%	53.7	54.3	55.0
	LEG Wohnen				
	Women	%	44.6	43.8	44.0
	Men	%	55.4	56.2	56.0
	LEG management				
	Women	%	61.1	60.2	58.0
	Men	%	38.9	39.8	42.0
	Special companies				
	Women	%	27.4	28.6	30.0
	Men	%	72.6	71.4	70.0
	Age <sup>2</sup>				
	LEG total				
	Under 30 years old	%	10.7	12.3	14.0
	30-50 years old	%	50.8	49.5	48.0
	Over 50 years old	%	38.5	38.3	38.0

<sup>1</sup> The figures relate to the seven members of the Supervisory Board.

<sup>2</sup> Employees in the passive stage of partial retirement, employees on parental leave at the reporting date (31 December), employees with no further claim to insurance benefits, trainees and the employees of TechnikServicePlus GmbH, Biomasse Heizkraftwerk Siegerland GmbH & Co. KG and LWS Plus GmbH are not included.

GRI standards	Key performance indicator(s)	Unit	2019	2020	2021
<b>Diversity of governance bodies and employees</b>					
405-1	Age <sup>1</sup>				
	LEG Wohnen				
	Under 30 years old	%	11.9	13.6	15.0
	30-50 years old	%	49.8	48.5	47.0
	Over 50 years old	%	38.3	37.9	38.0
	LEG management				
	Under 30 years old	%	6.3	8.2	8.0
	30-50 years old	%	56	51.5	51.0
	Over 50 years old	%	37.7	40.4	41.0
	Special companies				
	Under 30 years old	%	8.6	7.3	12.0
	30-50 years old	%	50	53.7	53.0
	Over 50 years old	%	41.4	39.0	35.0
<b>Operations with local community engagement, impact assessments, and development programs<sup>2</sup></b>					
413-1	Branches that implemented neighbourhood measures in the reporting period	%	100	100	100
	Neighbourhood measures implemented	Number	approx. 123	approx. 52	approx. 50
	Percentage of cooperation measures	%	47	n. a.	n. a.
	Percentage of cooperations with local communities	%	10	n. a.	n. a.
<b>Assessment of the health and safety impacts of product and service categories</b>					
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement <sup>3</sup>	%	98.5	99.8	99.8
<b>Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>					
418-1	Complaints received from outside parties <sup>4</sup> and substantiated by the organization	Number	2	0	10
	Complaints from regulatory bodies	Number	0	2	3
	Total number of identified leaks, thefts, or losses of customer data <sup>5</sup>	Number	72	15 <sup>6</sup>	1 <sup>6</sup>

<sup>1</sup> Employees in the passive stage of partial retirement, employees on parental leave at the reporting date (31 December), trainees and the employees of TechnikServicePlus GmbH and Biomasse Heizkraftwerk Siegerland GmbH & Co. KG are not included.

<sup>2</sup> LEG normally differentiates between the number of cooperation measures and the percentage of cooperations with local communities. This was not possible in the year under review due to the coronavirus.

As a substitute for the cancelled neighbourhood measures, LEG realised measures via the independent "LEG NRW Tenant Foundation".

<sup>3</sup> Percentage of LEG portfolio buildings for which safety checks were performed in the year under review is reported. For the remaining buildings, safety precaution checks will be completed at the start of 2022.

<sup>4</sup> "Outside parties" refers to any external party.

<sup>5</sup> Reported is the number of reportable breaches of personal data in line with Article 33 EU General Data Protection Regulation.

<sup>6</sup> Reported is the number of reportable breaches of personal data in line with Article 33 EU General Data Protection Regulation. As a result of changed assessment of the risks relating to rights and freedoms of the subjects due to the change of the Data Protection Officer, there were fewer reports to the State Data Protection Officer starting from the 2020 reporting year.

## GRI Content Index

In the following GRI content index, we list all the GRI Standards applied and cross-reference the sections of the report in which the corresponding details can be found. [GRI 102-55](#)

GRI Standard	Reference/explanation	Omission
<b>General information</b>		
GRI 102: General disclosures 2016		
102-1 Name of the organisation	2021 Sustainability Report, Company Profile and Key Figures, p. 6	
102-2 Activities, brands, products, and services	2021 Sustainability Report, Company Profile and Key Figures, p. 6	
102-3 Location of headquarters	2021 Sustainability Report, Company Profile and Key Figures, p. 6	
102-4 Location of operations	2021 Sustainability Report, Company Profile and Key Figures, p. 6	
102-5 Ownership and legal form	2021 Sustainability Report, Company Profile and Key Figures, p. 6	
102-6 Markets served	2021 Annual Report, Portfolio, from p. 26 f.	
102-7 Scale of the organisation	2021 Sustainability Report, Key Performance Indicators, p. 17	
102-07 CRE supplement	In terms of strategy, LEG sees itself in a portfolio maintenance role, though growth may come about both organically and from external sources, e.g. through acquisitions as defined in LEG's purchasing criteria. New builds and other investment alternatives are given equal consideration. The specific challenges of a new build project (e.g. cost risk, time risk, risk of bankruptcy on the part of business partners, quality risks) are taken into account before an investment decision is made. Through the use of appropriate specialist expertise, competences and organisational structures, provisions have been made to mitigate the specific risks of new build projects. In particular, new build projects on existing portfolio lots, redensification measures and project development are attractive for LEG from an economic standpoint. LEG's strategy also comprises continuous, environmentally-oriented improvements in line with climate protection goals, optimising customer and employee focus and continuously adapting governance to meet the highest standards (ESG criteria).	
102-8 Information on employees and other workers	2021 Sustainability Report, Key Performance Indicators, p. 17	
102-9 Supply chain	Non-financial report in the 2021 Annual Report, p. 111	
102-10 Significant changes to the organisation and its supply chain	There are no reportable changes.	
102-11 Precautionary principle or approach	We are monitoring the current course of scientific discussion and orient our entrepreneurial decisions on these developments. Nonetheless, the precautionary principle is at this time not yet integrated into all corporate decision making.	
102-12 External initiatives	2021 Sustainability Report, ESG Progress Report, p. 8	

GRI Standard	Reference/explanation	Omission
<b>General information</b>		
102-13 Membership of associations	<p>LEG Group is a member of the following associations and societies which are important for the property business:</p> <ul style="list-style-type: none"> <li>• AGV Arbeitgeberverband der Deutschen Immobilienwirtschaft e.V.</li> <li>• AGW Arbeitsgemeinschaft großer Wohnungsunternehmen</li> <li>• Bundesverband der Unternehmensjuristen e.V.</li> <li>• Bundesverband deutscher Stiftungen e.V.</li> <li>• DESWOS Deutsche Entwicklungshilfe für soziales Wohnungs- und Siedlungswesen e.V.</li> <li>• Deutscher Verband für Wohnungswesen, Städtebau und Raumordnung e.V.</li> <li>• DIIR Deutsches Institut für Interne Revision e.V.</li> <li>• EPRA European Public Real Estate Association</li> <li>• Förderer des Fachbereichs Wirtschaftswissenschaften der Hochschule Düsseldorf e.V.</li> <li>• Förderverein für die Aus- und Fortbildung im EBZ e.V.</li> <li>• GdW Bundesverband deutscher Wohnungs- und Immobilienunternehmen e.V.</li> <li>• Gesellschaft der Freunde und Förderer des InWIS e.V.</li> <li>• Gesellschaft zur Förderung der Forschung auf dem Gebiet des Siedlungs- und Wohnungswesens e.V.</li> <li>• Grüner Wirtschaftsdialog e.V.</li> <li>• Initiative Corporate Governance</li> <li>• Initiativkreis Ruhr</li> <li>• Landeskuratorium NRW des Stifterverbandes über Stifterverband für die Deutsche Wirtschaft e.V.</li> <li>• Stifterverband für die deutsche Wissenschaft e.V.</li> <li>• United Europe e.V.</li> <li>• VdW Verband der Wohnungs- und Immobilienwirtschaft Rheinland Westfalen e.V.</li> <li>• ZIA Zentraler Immobilien Ausschuss e.V. – Energieausschuss</li> </ul>	
102-14 Statement from senior decision-maker	2021 Sustainability Report, Foreword by the Management Board, p. 4	
102-16 Values, principles, standards, and norms of behaviour	Non-financial report in the 2021 Annual Report, from p. 113 f.	
102-18 Governance structure	Non-financial report in the 2021 Annual Report, from p. 113 f.	
102-40 List of stakeholder groups	Non-financial report in the 2021 Annual Report, p. 111	
102-41 Collective bargaining agreements	2021 Sustainability Report, Key Performance Indicators, p. 18	
102-42 Identifying and selecting stakeholders	Non-financial report in the 2021 Annual Report, from p. 110 f.	
102-43 Approach to stakeholder engagement	Non-financial report in the 2021 Annual Report, from p. 110 f.	
102-44 Key topics and concerns raised	Non-financial report in the 2021 Annual Report, from p. 110 f.	
102-45 Entities included in the consolidated financial statements	2021 Sustainability Report, About this Report, p. 3	
102-46 Defining report content and topic boundaries	Non-financial report in the 2021 Annual Report, from p. 110 f.	
102-47 List of material topics	Non-financial report in the 2021 Annual Report, p. 112, table T58	
102-48 Restatements of information	No changes	
102-49 Changes in reporting	No changes	
102-50 Reporting period	2021 Sustainability Report, About this Report, p. 3	
102-51 Date of most recent report	11 May 2022	
102-52 Reporting cycle	2021 Sustainability Report, About this Report, p. 3	

GRI Standard	Reference/explanation	Omission
<b>General information</b>		
102-53 Contact point for questions regarding the report	2021 Sustainability Report, Contact Details and Legal Information, p. 51	
102-54 Claims of reporting in accordance with the GRI Standards	2021 Sustainability Report, About this Report, p. 3	
102-55 GRI content index	2021 Sustainability Report, GRI Content Index, from p. 28 f.	
102-56 External assurance	No external assurance for 2021 Sustainability report, limited assurance audit of non-financial report in the annual report, see 2021 Annual Report, from p. 235 f.	
<b>Material topics</b>		
<b>Economic performance</b>		
GRI 103: Management approach 2016	2021 Annual Report	
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, from p. 17 f.	
103-2 The management approach and its components	2020 Sustainability Report, p. 18	
103-3 Evaluation of the management approach	2020 Sustainability Report, p. 19	
GRI 201: Economic performance 2016		
201-1 Direct economic value generated and distributed	2021 Sustainability Report, Key Performance Indicators, p. 18	
<b>Indirect economic impacts</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary		2020 Sustainability Report Compliance safeguards value added, p. 17
103-2 The management approach and its components		
103-3 Evaluation of the management approach		
GRI 203: Indirect economic impacts 2016		
203-1 Infrastructure investments and services supported	2020 Sustainability Report, Compliance – Good governance and compliance, p. 17; 2020 Sustainability Report, Innovative services and programmes within neighbourhoods, from p. 24 f., Dedication to liveable neighbourhoods, from p. 41 f.	
<b>Combating corruption</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Compliance – Good governance and compliance, p. 17	
103-2 The management approach and its components	2020 Sustainability Report, Compliance management system manages goals and measures, from p. 18 f.; 2020 Sustainability Report, Transparency in all business processes, p. 20	
103-3 Evaluation of the management approach	2020 Sustainability Report, ICG certification, p. 19; Investigating violations and taking countermeasures, from p. 19 f.	
GRI 205: Anti-corruption 2016	2021 Sustainability Report, Key Performance Indicators, p. 18	
205-2 Communication and training on anti-corruption guidelines and processes	2021 Sustainability Report, Key Performance Indicators, p. 18	
205-3 Confirmed incidents of corruption and actions taken	2021 Sustainability Report, Key Performance Indicators, p. 18	

GRI Standard	Reference/explanation	Omission
<b>Anti-competitive behaviour</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Compliance safeguards value added, p. 17	
103-2 The management approach and its components	2020 Sustainability Report, Compliance management system manages goals and measures, p. 18; 2020 Sustainability Report, Transparency in all business processes, p. 20	
103-3 Evaluation of the management approach	2020 Sustainability Report, Investigating violations and taking countermeasures, p. 19	
GRI 206: Anti-competitive behaviour 2016		
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	2021 Sustainability Report, Key Performance Indicators, p. 18	
<b>Energy</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Focus on energy efficiency and emissions reduction in our residential portfolio, from p. 34 f.	
103-2 The management approach and its components	2020 Sustainability Report, Investment programme for energy modernisation, p. 34; Making good progress toward target attainment, from p. 35	
103-3 Evaluation of the management approach	2020 Sustainability Report, Focus on energy efficiency and emissions reduction in our residential portfolio, p. 34	
GRI 302: Energy 2016		
302-1 Energy consumption within the organisation	2021 Sustainability Report, Key Performance Indicators, from p. 18 f.	
302-2 Energy consumption outside of the organisation	2021 Sustainability Report, Key Performance Indicators, from p. 19 f.	
302-3 Building energy intensity	2021 Sustainability Report, Key Performance Indicators, p. 21	
302-5 Percentage of residential buildings by energy efficiency certificates	2021 Sustainability Report, Key Performance Indicators, p. 21	
GRI CRE 1		
Building Energy Intensity	2021 Sustainability Report, EPRA table, p. 43	

GRI Standard	Reference/explanation	Omission
<b>Emissions</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Focus on energy efficiency and emissions reduction in our residential portfolio, from p. 34 f.	
103-2 The management approach and its components	2020 Sustainability Report, Investment programme for energy modernisation, p. 34; Making good progress toward target attainment, from p. 35 f.	
103-3 Evaluation of the management approach	2020 Sustainability Report, Focus on energy efficiency and emissions reduction in our residential portfolio, p. 34	
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	2021 Sustainability Report, Key Performance Indicators, p. 22	
305-2 Energy indirect (Scope 2) GHG emissions	2021 Sustainability Report, Key Performance Indicators, p. 22	
<b>Environmental compliance</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Compliance safeguards value added, p. 17	
103-2 The management approach and its components	2020 Sustainability Report, Compliance management system manages goals and measures, p. 18; 2020 Sustainability Report, Transparency in all business processes, p. 20	
103-3 Evaluation of the management approach	2020 Sustainability Report, Compliance management system manages goals and measures, p. 18	
GRI 307: Environmental compliance 2016		
307-1 Non-compliance with environmental laws and regulations	2021 Sustainability Report, Key Performance Indicators, p. 23	
<b>Employment</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, LEG offers a wide variety of employment relationships and training opportunities, p. 27	
103-2 The management approach and its components	2020 Sustainability Report, HR Strategy 2025 provides the framework for sustainable HR management, from p. 27 f.; 2020 Sustainability Report, Safety and health of employees, from p. 30 f.	
103-3 Evaluation of the management approach	2020 Sustainability Report, HR Strategy 2025 sets framework for sustainable HR management, p. 30	
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	2021 Sustainability Report, Key Performance Indicators, p. 24	



GRI Standard	Reference/explanation	Omission
<b>Training and education</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, LEG offers a wide variety of employment relationships and training opportunities, p. 27	
103-2 The management approach and its components	2020 Sustainability Report, HR Strategy 2025 provides the framework for sustainable HR management, from p. 27 f.; 2020 Sustainability Report, Safety and health of employees, from p. 30 f.	
103-3 Evaluation of the management approach	2020 Sustainability Report, HR Strategy 2025 sets framework for sustainable HR management, p. 29	
GRI 404: Training and education 2016		
404-1 Average hours of training per year per employee	2021 Sustainability Report, Key Performance Indicators, p. 25	
404-3 Percentage of employees receiving regular performance and career development reviews	2021 Sustainability Report, Key Performance Indicators, p. 25	
<b>Diversity and equal opportunity</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, LEG offers a wide variety of employment relationships and training opportunities, from p. 27 f.; 2020 Sustainability Report, Effectiveness of measures is reviewed externally, p. 33	
103-2 The management approach and its components	2020 Sustainability Report, Universal Declaration of Human Rights, p. 20; 2020 Sustainability Report, Effectiveness of measures is reviewed externally, p. 33	
103-3 Evaluation of the management approach		
GRI 405: Diversity and equal opportunity 2016		
405-1 Diversity of governance bodies and employees	2021 Sustainability Report, Key Performance Indicators, from p. 26 f.	
405-2 Ratio of basic salary and remuneration of women to men	On the basis of the collective bargaining agreement in place, there are no differences in remuneration for female and male employees.	
<b>Non-discrimination</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, LEG offers a wide variety of employment relationships and training opportunities, p. 27	
103-2 The management approach and its components	2020 Sustainability Report, HR Strategy 2025 provides the framework for sustainable HR management, from p. 27 f.; 2020 Sustainability Report, Safety and health of employees, from p. 30 f.	
103-3 Evaluation of the management approach	2020 Sustainability Report, HR Strategy 2025 sets framework for sustainable HR management, p. 30	
<b>Non-discrimination</b>		
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	No instances of discrimination came to light in the reporting period.	

GRI Standard	Reference/explanation	Omission
<b>Local communities</b>		
GRI 103: Management approach 2016	2020 Sustainability Report, Strengthening social cohesion within neighbourhoods, p. 39	
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Neighbourhood management promotes local integration, from p. 40 f.; 2020 Sustainability Report, Dedication to liveable neighbourhoods, from p. 41 f.	
103-2 The management approach and its components	2020 Sustainability Report, Neighbourhood management promotes local integration, p. 40	
103-3 Evaluation of the management approach	2020 Sustainability Report, Neighbourhood management promotes local integration, p. 40	
GRI 413: Local communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	2021 Sustainability Report, Key Performance Indicators, p. 27	The presentation of LEG's neighbourhood activities only partially satisfies the requirements of the disclosure.
<b>Social challenges and liveable environment (no GRI Standard specific to this issue)</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Strengthening social cohesion within neighbourhoods, p. 39	
103-2 The management approach and its components	2020 Sustainability Report, Neighbourhood management promotes local integration, from p. 40 f.; 2020 Sustainability Report, Dedication to liveable neighbourhoods, from p. 41 f.	
103-3 Evaluation of the management approach	2020 Sustainability Report, Neighbourhood management promotes local integration, p. 40	
<b>Customer health and safety</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Customer focus as the basis for LEG's success, p. 21	
103-2 The management approach and its components	2020 Sustainability Report, Systematic management of customer services and safety, from p. 21 f.; 2020 Sustainability Report, Innovative services and programmes within neighbourhoods, from p. 24 f.	
103-3 Evaluation of the management approach	2020 Sustainability Report, Systematic management of customer services and safety, p. 21	
GRI 416: Customer health and safety 2016		
416-1 Assessment of the health and safety impacts of product and service categories	2021 Sustainability Report, Key Performance Indicators, p. 27	

GRI Standard	Reference/explanation	Omission
<b>Customer privacy</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Customer focus as the basis for LEG's success, p. 21	
103-2 The management approach and its components	2020 Sustainability Report, Systematic management of customer services and safety, from p. 21 f.; 2020 Sustainability Report, Innovative services and programmes within neighbourhoods, from p. 24 f.	
103-3 Evaluation of the management approach	2020 Sustainability Report, Systematic management of customer services and safety, p. 21 f.	
GRI 418: Customer privacy 2016		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2021 Sustainability Report, Key Performance Indicators, p. 27	
<b>Tenant satisfaction (no GRI Standard specific to this issue)</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Customer focus as the basis for LEG's success, p. 21	
103-2 The management approach and its components	2020 Sustainability Report, Systematic management of customer services and safety, from p. 21 f.; 2020 Sustainability Report, Innovative services and programmes within neighbourhoods, p. 24	
103-3 Evaluation of the management approach	2020 Sustainability Report, Systematic management of customer services and safety, from p. 21 f.	
<b>Socioeconomic compliance</b>		
GRI 103: Management approach 2016		
103-1 Explanation of the material topic and its boundary	2020 Sustainability Report, Compliance safeguards value added, p. 17	
103-2 The management approach and its components	2020 Sustainability Report, Compliance management system manages goals and measures, p. 18; 2020 Sustainability Report, Transparency in all business processes, p. 20	
103-3 Evaluation of the management approach	2020 Sustainability Report, Compliance management system manages goals and measures, p. 18	
GRI 419: Socioeconomic compliance 2016		
419-1 Non-compliance with laws and regulations in the social and economic area	2021 Sustainability Report, Key Performance Indicators, p. 23	

# EPRA Reporting: General Recommendations and Performance Report

## Introduction

### Company profile

LEG Immobilien SE is a housing company focusing on the housing market of the economically strong state of North Rhine-Westphalia and its neighbouring federal states. Our portfolio comprises around 166,200 rental properties (approximately 500,000 tenants) with an average apartment size of 63 square metres and 1,600 commercial units. Our focus is on affordable housing, and our units help to meet the demand generated by the rapid rise in the number of smaller households that are typical for our market.

Our core business is the management and development of our own residential portfolio. Development also includes the expansion of the portfolio through value-adding acquisitions and the selective construction of new residential properties. The business model is also being actively expanded to include innovative services and new revenue models.

Headquartered in Dusseldorf, the Group had around 1,770 employees in 2021. Our properties are held by a number of subsidiaries.

Since 2017, we have been reporting our performance in the areas of society and the environment and continuously expanding the scope of indicators and properties included in our reporting. We are a member of EPRA and prepare our reports on the environment and society in accordance with the EPRA's Best Practice Recommendations on Sustainability Reporting (SBPR). Our report is divided into two sections:

1. General Recommendations
2. Performance Report

## 1. General Recommendations

### System boundaries

We have selected operational control as the criterion for defining our system boundaries. Reporting therefore only covers the properties over which we have operational control, and the utility services that we source directly as a landlord for communal areas, central services or rental areas. The only exception is data on heating energy, which was collected or extrapolated for all rented properties. For the individual performance indicators, the following share of the property portfolio is within our system boundaries:

- **Electricity:** We are responsible for the purchasing/settlement of all electricity consumed for common areas in the property portfolio under our management.
- **Fuels, district heating and district cooling:** We are responsible for the purchasing/settlement of all fuels or district heating for around 56 % of the property portfolio under our management (2020). Furthermore, we requested and collected around 18 % actual data from third-party utilities for 2020. Around 6 % of the remaining missing data was calculated using actual data from the previous year, around 19 % using projections based on the energy certificates and around 1 % based on the building age cluster.
- **Water:** We are responsible for the purchasing/settlement of all water consumed in the property portfolio under our management.

- **Waste:** We are responsible for the removal and disposal of the waste generated by the rental properties for the entire property portfolio under our management.
- **Employees:** The reporting relates to all persons employed directly by LEG, including its wholly owned subsidiaries LEG Wohnen NRW (which is responsible for the operations management of our properties) and LEG Management (which monitors all corporate governance areas). Employees at joint ventures, such as TechnikServicePlus (TSP), are partially excluded as they are not fully under our operational control.
- **Site health and safety and community betterment:** In all the properties under our management, we are responsible for performing health and safety inspections, for compliance with regulations and for the betterment of the community.
- **The governance data** relate to LEG's Supervisory Board and its Management Board.

### Data collection

Unless stated otherwise, the absolute performance indicators for fuel consumption, district heating and district cooling, building certification, site health and safety and community betterment relate to 100 % of the apartments that fall within the system boundaries defined above.

The data collected for electricity consumption relate to 97 % of the apartments within our system boundaries (2020: 97 %).

The water data collected relate to 46 % of the apartments within our system boundaries. The other 54 % are excluded as we have no consumption data for them.

The waste data collected relate to 25 % of the property portfolio under our management. For these apartments, we use our own service provider that is entrusted with waste management and collects data on the waste volumes generated. These data are then converted into tonnes using a conversion factor.

#### Estimates of utility services billed to the lessor

The data on electricity and water for 2021 are entirely estimated as the actual consumption data were not yet available by the editorial deadline. These estimates were made by calculating the absolute data and consumption indicators on the basis of the consumption data for 2020 and extrapolating this to reflect disposals and additions in 2021.

The data for heating and fuels for 2021 are based on estimates as the actual consumption data were not yet available by the editorial deadline. The estimates are based on the results of the 2020 carbon footprint, less disposals in 2021, plus additions in 2021.

The estimates for electricity, water, heating and fuels for 2020 used in the previous year were replaced by the actual consumption data for 2020.

The waste data are reported by a service provider that operates as the waste manager for around 25 % of our property portfolio. The combined volumes of the waste containers provided for these properties by LEG were analysed. These volumes are not always the same as the waste containers' actual fill volumes. Also, these figures do not add up to the actual volume of waste at these properties, as some of the waste is disposed of in public containers which are emptied directly by the local council.

The volumes collected in the waste containers provided by LEG are converted into tonnes using general conversion factors for the various types of waste. These conversion factors were marked up by 10% as the waste containers hold an above-average volume of waste (except organic waste) thanks to the service provider's active waste management. Conversion factors: residual waste: 0.11 t/m<sup>3</sup>; recyclable materials: 0.033 t/m<sup>3</sup>; paper, card, cardboard packaging: 0.22 t/m<sup>3</sup>; organic waste: 0.25 t/m<sup>3</sup>.

#### Boundaries – Reporting on consumption billed to the lessor and the tenant

The data for electricity and water relate only to the consumption (based on metre readings and bills) that LEG purchases as the lessor for communal areas/central services or private apartments (and which is subsequently billed to the tenants). Data that are billed to tenants directly (i.e. bills that tenants receive directly from their provider) have not been taken into account.

#### Analysis – standardisation

We have calculated the consumption indicators on the basis of floor area (square metres) for entire buildings, including rental apartments. We are aware that our method for calculating consumption indicators has a discrepancy between the numerator and denominator, as we only receive electricity bills for communal areas, but the bills for fuel, district heating, district cooling and water consumption for communal areas/central services and rental areas (it is not possible to separate these consumption data).

Performance indicators for health and safety are calculated using the following formulae:

Injury rate = number of reported injuries/total number of work days

Work loss rate = number of work days lost (from three and upwards) due to workplace injury/total number of work days

Absence rate = number of days missed due to illness/total number of work days

### Analysis – segment analysis (by property type, geographical location)

The segment analysis is based on the property classification used in our financial report (see 2021 annual report). Our investment portfolio comprises around 166,200 apartments and 1,600 commercial units.

In our segment analysis, we do not distinguish between residential and commercial units as they are located in the same buildings and therefore the consumption billed to the lessor cannot be separated.

A further segment analysis by geographical location is not relevant as our apartments are all in North Rhine-Westphalia and other German states, and are therefore in the same climate zone.

### Period of reporting

Absolute performance indicators and consumption indicators relate to the last reporting year (2021). Like-for-like analysis of the performance indicators for electricity, water and heating energy relates to the last two years for which we were able to collect actual consumption data (2020 and 2019). As we only use actual consumption data, we can analyse the effects of efficiency improvements in our like-for-like portfolio, which would not be possible with estimated data. For further information, see “Estimates of utility services billed to the lessor”.

However, the like-for-like analysis for waste relates to the years 2021 and 2020 as the corresponding waste volumes are available for these years.

### Information on administrative buildings

All administrative buildings are reported from the 2020 calendar year onwards. Information was provided from eleven locations, both internally and externally rented properties. Consumption data for the head office in Dusseldorf is shown for the previous year of 2019. The figures for 2020 reflect the actual consumption.

Data are recorded for 100% of our space and all available consumption data are reported.

The combined volumes of the waste containers were analysed to calculate the waste quantities. These volumes are not always the same as the waste containers' actual fill volumes. The volumes are converted into tonnes using general conversion factors for the various types of waste.

### Data review and quality assurance

All data calculated are checked for consistency and coherence before being added to the reporting database. There is no external review or quality assurance at this time.

## Performance Report

### Environment action area

#### Energy consumption and emissions

Based on the 2020 reporting year, energy consumption and emissions were extrapolated for the 2021 reporting year by adjusting for the portfolio changes in 2021. Moving ahead, it is planned that the energy savings from modernisation projects as calculated by engineering firms will be taken into account in extrapolating data for the reporting year.

The electricity consumption figures are based partly on measured data and partly on extrapolations from the costs posted on the basis of samples.

The energy consumption billed to the lessor rose slightly across the property portfolio as a whole in 2021 as a result of additions to the portfolio: Electricity consumption billed to the lessor increased by 0.54%, with increases of 0.74% and 0.80% in fuel and district heating consumption billed to the lessor. By contrast, the energy consumption indicator for our property portfolio remained constant as against 2020.

Scope 1 emissions rose accordingly by 0.53% as a result of fuel consumption. Scope 2 emissions, which include emissions from boilers operated by third parties at our sites, rose by 0.59% in the location-based analysis and by 0.58% in the newly reported market-based analysis. Based on the consumption indicator, climate-adjusted Scope 1 and Scope 2 emissions for heating energy were stable at 34.7 (location-based) or 32.3 (market-based) in kg CO<sub>2</sub>e/m<sup>2</sup>/year.

Scope 2 emissions, based on electricity billed, increased by 0.52 % as against 2020. The consumption indicator is unchanged at 0.19 kg CO<sub>2</sub>e/m<sup>2</sup>/year.

In the like-for-like analysis (calculated on the basis of the actual consumption data between 2020 and 2019), the energy consumption indicator for electricity declined by 3.62 %. There was a minor reduction in heating energy consumption, of approximately 1.26 % for district heating and 2.22 % for fuels.

Like-for-like, GHG emissions were down by 14.33 % for Scope 2 emissions. This is partially as a result of the ongoing conversion to electricity from renewable sources. The consumption indicator thus declined by 13.33 %.

Scope 1 emissions declined by 4.13 % as a result of fuel consumption and Scope 2 emissions for heating energy were by 2.35 % (location-based)/1.24 % (market-based). Based on the consumption indicator, this development in Scope 1 and Scope 2 emissions in kg CO<sub>2</sub>e/m<sup>2</sup>/year declined by 10.08 % (location-based)/9.83 % (market-based) as against 2019.

Further information on our measures to reduce energy consumption and GHG emissions in our portfolio can be found from > [page 123, Environment action area](#) in our annual report.

### Water

Absolute water consumption increased by 0.54 % as against 2020 in 2021. The water consumption indicator remained stable. Like-for-like, consumption was up by 5.01 % between 2020 and 2019. The water consumption indicator thus rose by 5.36 % in the like-for-like analysis. All water comes from the municipal water supply.

Further information on our water management activities in our property portfolio can be found in our Water Policy at [www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/policies/water-guideline](https://www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/policies/water-guideline)

### Waste disposal

The total weight of waste collected in the 25 % of apartments for which we collect data rose by 0.91 % between 2020 and 2021. 61 % of this is residual waste, of which only a small amount is sent to landfill, while the majority of what remains is burnt for energy recovery in waste incinerators. Like-for-like, the total weight of waste collected in the apartments for which LEG was able to gather corresponding data fell by 0.58 % between 2020 and 2021.

The relatively low level of data available for waste data and the calculation methods used make it difficult to draw conclusions concerning our overall performance. Nonetheless, we are using various activities to raise tenant awareness and to reduce waste volumes.

### Building certification

Building certification relates to energy certificates currently available for around 98 % of our property portfolio (based on floor area). The majority of individual apartments (around 85 %) have an energy efficiency certificate in the efficiency classes D to H, which is due to the relatively high age of our buildings. A slight improvement has been achieved in our property portfolio since 2018 thanks to the ongoing energy modernisation programme.

### Society action area

#### Diversity

LEG makes efforts to ensure a balanced workforce structure and gender equality. More than 35 % of our direct employees and over 21 % of our managers (more than 21 % in 2020) are women. The ratio of the basic salary and remuneration of women to the basic salary and remuneration of men in relation to all employees is 96 %; at management level the figure is 100 %. The differences relate exclusively to length of service and seniority.

Further information on our approach to diversity can be found in our Employee and Diversity Policy at [www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/policies/employee-and-diversity-policy](https://www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/policies/employee-and-diversity-policy).

### Training and continuing professional development

LEG actively promotes initial and further training, and supports its employees' continuing professional development. In 2021, each employee completed an average of around 18 hours of training on various compliance and professional issues and on development options. Just over 83 % of employees also took part in an annual professional development interview. These interviews take the form of a dialogue between employees and managers, and provide an insight into the employee's skills and knowledge. Employees are also given the opportunity to talk with their supervisors about any support they would like, how satisfied they are in their work and how they would like to continue developing within the company.

Further information on our approach to employee training and continuing professional development can be found in our Training and Continuing Professional Development Policy at [www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/policies/training-and-further-education-policy](https://www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/policies/training-and-further-education-policy).

### Turnover

175 new employees were hired in 2021, corresponding to a new hire rate of around 14 %. At the same time, 79 employees left the company, which translates into a fluctuation rate of 6.2 %. Further information on initiatives in relation to our employees in the areas of employee engagement, satisfaction and retention can be found in the Training and Continuing Professional Development policy referred to above. [www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/policies/training-and-further-education-policy](https://www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines/policies/training-and-further-education-policy)

### Health and safety

Given the type of work, LEG classifies the risk in the area of employee health and safety as low in general. This was confirmed by an injury rate of 0.002 % in 2021 and work loss rate of 0.08 %. The most frequent reason for time off is illness. We had an absence rate of 4.5 % in 2021.

LEG systematically and comprehensively guarantees site safety, using both its own employees and service providers who inspect and check buildings and facilities. Around 99.8 % of our property portfolio underwent such a health and safety review in 2021. Tradesmen were booked immediately if there were any reports, defects or accident risks. After work was completed, it was checked and documented that the problems had been resolved.

Further information on our approach to employee and tenant health and safety can be found on [pages 116 \(Tenants action area\) and 119 \(Employees action area\)](#) of our annual report.

### Community betterment

In 100 % of the property portfolio under our management, we organise community betterment activities, which meant special challenges in the 2020 and 2021 reporting years on account of the coronavirus pandemic. These activities include a wide range of measures aimed at enhancing tenant satisfaction, promoting social cohesion, encouraging people to be good neighbours, boosting local communities and responding to social challenges. In 2021, LEG organised around 50 activities across all seven of its branches in spite of the coronavirus pandemic.

Further information on our approach and examples of the many initiatives that we carried out in our property portfolio in 2021 can be found on [page 116 of the annual report](#).

### Governance

Extensive background information on our governance performance indicators, a profile of the Supervisory Board and a description of our nomination processes and the way we handle potential conflicts of interest can all be found [page 31, page 39 and page 41](#) of our annual report and at [www.leg-wohnen.de/en/corporation/leg-group/members-of-the-management-and-supervisory-board](https://www.leg-wohnen.de/en/corporation/leg-group/members-of-the-management-and-supervisory-board) and [www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines](https://www.leg-wohnen.de/en/corporation/sustainability/codes-and-guidelines).

Mr Michael Zimmer, as the Chairman of LEG's Supervisory Board has extensive social commitments and has initiated or himself founded various foundations. Mr Zimmer is the Chairman of the Board of Trustees of these foundations: Your Home Helps – Foundation of the LEG Immobilien Group [www.dein-zuhause-hilft.de](https://www.dein-zuhause-hilft.de), CORNELIUS – Foundation for the Children of Addict Parents [www.cornelius-stiftung.de](https://www.cornelius-stiftung.de), Der bewohnte Garten – Foundation for the Promotion of Contemporary Art [www.derbewohntegarten.de](https://www.derbewohntegarten.de). He is therefore an expert in the areas of the environment and society. All three members of the Management Board are therefore experts in the areas of the environment and society.

### Disclosure of EPRA performance indicators for sustainability

The EPRA performance indicators for sustainability for our property portfolio and management can be found in the tables from [page 41](#) of this report.



## EPRA performance indicators for sustainability (Society and Governance)

EPRA code	EPRA name	Unit	Indicator	2019	2020	2021
<b>Social – Diversity</b>						
Diversity-Emp	Employee gender diversity	%	of female board members	12.5	20.0	24.0
		%	of female senior management members	22.2	21.4	21.4
		%	of female employees	46.3	35.5	35.3
Diversity-Pay	Gender pay ratio	%	Ratio of basic salary and remuneration of women to men (Supervisory Board) <sup>1</sup>	77.6	76.9	37.0
		%	Ratio of basic salary and remuneration of women to men (senior management)	92.9	94.7	100.3
		%	Ratio of basic salary and remuneration of women to men (all employees)	87.4	91.9	95.5
<b>Social – Employees</b>						
Emp-Training	Training and continuing professional development	hours p.a.	Average hours per employee	10.37	13.5	18.1
Emp-Dev	Employee performance appraisals	%	of total workforce with performance appraisals	50.3	82.8	83.1
Emp-Turnover	Employee turnover and retention	#	Total number of new hires	144	176	175
		%	Rate	13.9	15.5	13.8
		#	Total number of leavers	120	85	79
		%	Rate	11.6	7.5	6.2
<b>Social – Health and safety</b>						
H&S-Emp	Employee health and safety	%	Injury rate	0.01	0.004	0.002
		%	Lost day rate	0.03	0.05	0.08
		%	Absentee rate	6.5	4.9	4.5
		#	Work-related fatalities	0	0	0
H&S-Asset	Asset health and safety assessments	%	of assets undergoing health & safety assessments	98.5	99.8	99.8
H&S-Comp	Asset health and safety compliance	#	Incidents of non-compliance concerning the health and safety impacts of products and services	3	4	7
<b>Social – Community</b>						
Comty-Eng	Community engagement, impact assessments and development programmes	%	of assets with community engagement initiatives	100	100	100
<b>Governance – Board composition</b>						
Gov-Board	Composition of the highest governance body	#	of executive board members	2	3	3
		#	of independent/non-executive board members	6	6	7
		years	Average tenure on the governance body	0.8	1.4	2.4
		#	of independent/non-executive board members with competencies relating to environmental and social topics	1	2	3

<sup>1</sup> Relates only to the Supervisory Board.

EPRA code	EPRA name	Unit	Indicator	2019	2020	2021
<b>Governance - Board selection</b>						
Gov-Select	Nominating and selecting the highest governance body	Description	<p>Election of SB members by the Annual General Meeting (LEG SE Articles of Association section 9; <a href="http://www.leg-wohnen.de/annualgeneralmeeting">www.leg-wohnen.de/annualgeneralmeeting</a>)</p> <p>2021 annual report, from p. 100 Composition of the Boards, SB diversity concept Rules of Procedure for the Supervisory Board section 2 <a href="http://www.leg-wohnen.de/AnnualReport">www.leg-wohnen.de/AnnualReport</a></p>			
<b>Governance - Conflicts of interest</b>						
Gov-Col	Process for managing conflicts of interest	Description	<p>All SB members are independent. SB mandates: <a href="http://www.leg-wohnen.de/Rules of Procedure of the Supervisory Board">www.leg-wohnen.de/Rules of Procedure of the Supervisory Board</a></p> <p>SB shareholdings: Publication of all directors' dealings <a href="http://www.leg-wohnen.de/en/corporation/corporate-governance">www.leg-wohnen.de/en/corporation/corporate-governance</a></p> <p>There are no controlling shareholders.</p> <p>Rules of Procedure for the Supervisory Board section 3 <a href="http://www.leg-wohnen.de/Rules of Procedure of the Supervisory Board">www.leg-wohnen.de/Rules of Procedure of the Supervisory Board</a></p>			

## EPRA Sustainability Performance Measures (Environmental Portfolio)

EPRA code	EPRA name	Unit	Indicator	2019	2020 <sup>1</sup>	2021 <sup>2</sup>	2019 like-for-like	2020 like-for-like <sup>3</sup>	% change 2019/2020 like-for-like
<b>Energy</b>									
Elec-Abs; Elec-Lfl	Total electricity consumption; Like-for-like total electricity consumption	MWh	Total landlord-obtained electricity	20,691	23,453	23,580	20,607	21,352	3.62
		%	renewable sources	85	80	80	85	86	
		%	Coverage by units	98	97	97	98	98	
DH&C-Abs; DH&C-Lfl	Total district heating & cooling consumption; Like-for-like total district heating & cooling consumption	MWh	Total district heating & cooling consumption	371,254	379,015	382,060	368,543	363,892	-1.26
		%	renewable sources	0	0	0	0	0	
		%	Coverage by units	100	100	100	100	100	
Fuels-Abs; Fuels-Lfl	Total fuel consumption; Like-for-like total fuel consumption	MWh	Total fuels	893,507	893,088	899,691	887,362	867,679	-2.22
		MWh	Total gas	843,924	843,620	849,809	839,296	821,464	-2.12
		MWh	Total heating oil	49,583	49,468	49,883	48,066	46,215	-3.85
		%	renewable sources	0	0	0	0	0	
		%	Coverage by units	100	100	100	100	100	
Energy-Int	Building energy intensity	kWh/m <sup>2</sup> /year	Building energy intensity	160.2	147.0	147.0	160.3	147.0	-8.3

<sup>1</sup> The estimates for 2020 used in the previous year were replaced by the actual consumption/emission values.

<sup>2</sup> The values for the 2021 financial year were extrapolated on the basis of the consumption data for 2020. Additions and disposals in 2021 were taken into account.

<sup>3</sup> The estimates for heating energy for 2020 used in the previous year were replaced by the actual consumption/emission values.

EPRA code	EPRA name	Unit	Indicator	2019	2020 <sup>1</sup>	2021 <sup>2</sup>	2019 like-for-like	2020 like-for-like <sup>3</sup>	% change 2019/2020 like-for-like
<b>Greenhouse gas</b>									
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	t CO <sub>2e</sub>	Direct – Scope 1	191,963	189,621	190,619	190,612	182,737	- 4.13
		%	Coverage by units	100	100	100	100	100	
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	t CO <sub>2e</sub>	Indirect – Scope 2 location-based (heating energy)	112,425	113,047	113,711	111,647	109,028	- 2.35
			Indirect emissions – Scope 2 (location-based) (heating energy) <sup>4</sup>	90,681	91,901	92,434	89,901	88,788	- 1.24
			Indirect – Scope 2 (location-based) (Total landlord-obtained electricity) <sup>5</sup>	1,244	1,733	1,742	1,235	1,058	- 14.33
		%	Coverage by units	electricity: 98 % heating & fuel: 100%	electricity: 97 % heating & fuel: 100%	electricity: 97 % heating & fuel: 100%	electricity: 98 % heating & fuel: 100%	electricity: 98 % heating & fuel: 100%	
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	kg CO <sub>2e</sub> /m <sup>2</sup> /year	Greenhouse gas (GHG) emissions intensity from building energy consumption, location-based, climate-adjusted as against 2019 <sup>6</sup>	36.7	34.7	34.7	36.8	33.0	- 10.08
			Greenhouse gas (GHG) emissions intensity from building energy consumption, market-based, climate-adjusted as against 2019 <sup>4,6</sup>	34.0	32.3	32.3	34.1	30.8	- 9.83
			Greenhouse gas (GHG) emissions intensity, location-based (Total landlord-obtained electricity) <sup>5</sup>	0.15	0.19	0.19	0.15	0.13	- 13.33
<b>Water</b>									
Water-Abs; Water-LfL	Total water consumption; Like-for-like total water consumption	m <sup>3</sup>	Water consumption	4,421,714	5,192,183	5,220,221	4,392,370	4,612,382	5.01
		%	Coverage by units <sup>7</sup>	45	46	46	45	45	
Water-Int	Building water intensity	m <sup>3</sup> /m <sup>2</sup> /year	Water consumption intensity	1.1	1.2	1.2	1.1	1.2	5.36

<sup>1</sup> The estimates for 2020 used in the previous year were replaced by the actual consumption/emission values.

<sup>2</sup> The data basis for the CO<sub>2</sub> footprint of the respective financial year is based on the real consumption. Since the real consumption is not known until the following year, only an extrapolation can be made for the current financial year, which is then replaced by the real values in the following year. The values for the 2021 financial year were extrapolated accordingly on the basis of the consumption data for 2020. The portfolio additions and disposals for 2021 were taken into account.

<sup>3</sup> The estimates for heating energy for 2020 used in the previous year were replaced by the actual consumption/emission values.

<sup>4</sup> Market-based emissions factors were used for the first time for 2020 if provider certificates were available. The market-based value for 2019 was calculated retrospectively.

<sup>5</sup> The value for electricity has been reported separately for the first time this year.

<sup>6</sup> The figures are climate-adjusted to the benchmark year of 2019 from 2020.

<sup>7</sup> The other 54%/55% are excluded as we have no consumption data for them.

EPRA code	EPRA name	Unit	Indicator	2019	2020	2021	2020 like-for-like	2021 like-for-like	% change 2020/2021 like-for-like
<b>Waste</b>									
Waste-Abs; Waste-Lfl	Total weight of waste by disposal route; Like-for-like total weight of waste by disposal route	t	Total weight of waste	26,972	29,541	29,810	29,472	29,302	-0.58
			Residual waste <sup>1</sup>	17,127	17,959	18,106	17,912	17,812	-0.56
			Recyclable materials	1,740	1,886	1,912	1,875	1,870	-0.27
			Paper, card, cardboard packaging	7,189	8,586	8,657	8,575	8,514	-0.71
			Biodegradable waste	916	1,110	1,135	1,110	1,106	-0.36
		%	Coverage by units	29	29	25	29	29	
Waste-Abs; Waste-Lfl	Proportion of waste by disposal route; Like-for-like proportion of waste by disposal route	%	Total proportion of waste	100	100	100	100	100	
			Residual waste <sup>1</sup>	63	61	61	61	61	
			Recyclable materials	6	6	6	6	6	
			Paper, card, cardboard packaging	27	29	29	29	29	
			Biodegradable waste	3	4	4	4	4	
			Coverage by units	29	29	25	29	29	
<b>Certified assets</b>									
Cert-Tot	Like-for-like proportion of waste by disposal route	% of portfolio	Certified assets	99.0	99.0	98.0			
Energy efficiency label A+				0.09	0.07	0.37			
Energy efficiency label A				0.4	0.2	0.3			
Energy efficiency label B				1.7	2.7	2.6			
Energy efficiency label C				8.1	10.4	10.6			
Energy efficiency label D				23.8	25.1	25.8			
Energy efficiency label E				22.5	20.5	20.3			
Energy efficiency label F				18.6	16.9	17.7			
Energy efficiency label G				12.4	11.6	11.3			
Energy efficiency label H				12.5	12.5	11.2			

<sup>1</sup> The majority of the residual waste is burnt for energy recovery in waste incinerators.

## EPRA Sustainability Performance Measures (Environmental – Administration)

All administrative buildings are reported from the 2020 calendar year onwards. Information was provided from eleven locations, both internally and externally rented properties. In previous years, only consumption of the headquarters in Dusseldorf was reported.

EPRA code	EPRA name	Unit	Indicator	2019	2020	2021	2020 like-for-like	2021 like-for-like	% change 2020/2021 like-for-like
<b>Energy</b>									
Elec-Abs; Elec-Lfl	Total electricity consumption; Like-for-like total electricity consumption	kWh	Total landlord-obtained electricity	57,198	450,007 <sup>1</sup>	381,963	450,007	381,963	-15.12
		%	renewable sources	0	0	0	0	0	
		%	Coverage by floor area	100	100	100	100	100	
DH&C-Abs; DH&C-Lfl	Total district heating & cooling consumption; Like-for-like total district heating & cooling consumption	MWh	Total landlord-obtained district heating & cooling submetered to LEG	1,019	1,152	1,319	1,152	1,319	14.52
		%	renewable sources	0	0	0	0	0	
		%	Coverage by floor area	100	100	100	100	100	
Fuels-Abs; Fuels-Lfl	Total fuel consumption; Like-for-like total fuel consumption	MWh	Total landlord-obtained fuels submetered to LEG	0	700	945	0	0	
		MWh	Total landlord-obtained gas submetered to LEG	0	700	100	0	0	
		MWh	Total landlord-obtained oil submetered to LEG	0	0	0	0	0	
		%	renewable sources	0	0	0	0	0	
		%	Coverage by floor area	100	100	100	100	100	
		%	Coverage by floor area	100	100	100	100	100	
Energy-Int	Building energy intensity	kwh/m <sup>2</sup> /year	Building energy intensity	110	97	112	97	112	14.97
<b>Greenhouse gas</b>									
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	t CO <sub>2e</sub>	Direct – Scope 1	0	141	190	141	190	35.05
		%	Coverage by floor area	100	100	100	100	100	
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	t CO <sub>2e</sub>	Indirect emissions – Scope 2 (location-based)	249	487 <sup>2</sup>	509	487	509	4.50
GHG-Int	Greenhouse gas (GHG) emissions intensity from building energy consumption	t CO <sub>2e</sub>	Indirect emissions – Scope 2 (market-based)	n/a	n/a	n/a	0	0	
		%	Coverage by floor area	100	100	100	100	100	
		kg CO <sub>2e</sub> /m <sup>2</sup> / year	Greenhouse gas (GHG) emissions intensity from building energy consumption	25	27 <sup>2</sup>	30	27	30	11.35

<sup>1</sup> All administrative buildings are reported from the 2020 calendar year onwards. Information was provided from eleven locations, both internally and externally rented properties. Consumption data for the head office in Dusseldorf is shown for the previous year of 2019.

<sup>2</sup> The prior-year figures from 2020 have been corrected to reflect the extended scope.

EPRA code	EPRA name	Unit	Indicator	2019	2020	2021	2020 like-for-like	2021 like-for-like	% change 2020/2021 like-for-like
<b>Water</b>									
Water-Abs; Water-Lfl	Total water consumption; Like-for-like total water consumption	m <sup>3</sup> %	Water consumption Coverage by units	3,153 100	7,817 100	15,229 100	6,585 100	15,147 100	+130
Water-Int	Building water intensity	m <sup>3</sup> /m <sup>2</sup> /year	Water consumption intensity	0.32	0.37	0.69	0.32	0.73	+128 <sup>1</sup>
<b>Waste</b>									
Waste-Abs; Waste-Lfl	Total weight of waste by disposal route; Like-for-like total weight of waste by disposal route	t	Total weight of waste	77	164	194	164	194	+18
			Residual waste	77	99	129	99	194	+30
			Recyclable materials	0	1	1	1	1	0
			Paper, card, cardboard packaging	0	57	57	57	57	0
			Biodegradable waste	0	7	7	7	7	0
		%	Coverage by floor area	100	100	100	100	100	
Waste-Abs; Waste-Lfl	Proportion of waste by disposal route; Like-for-like proportion of waste by disposal route	%	Total proportion of waste	100	100	100	100	100	
			Residual waste	100	60	66	60	66	
			Recyclable materials	0	1	1	1	1	
			Paper, card, cardboard packaging	0	35	29	35	29	
			Biodegradable waste	0	4	4	4	4	
			Coverage by floor area	100	100	100	100	100	
<b>Certified assets</b>									
Cert-Tot	Type and number of sustainably certified assets <sup>2</sup>	% of portfolio	Certified assets	99	99	98			

<sup>1</sup> This figure differs slightly from the change in absolute water consumption as a result of rounding to two decimal places.

<sup>2</sup> No disclosure as there is no legal requirement to prepare energy certificates for non-residential buildings.

## SASB – Sustainability Accounting Standards Board

The Sustainability Accounting Standards Board (SASB) is an independent, non-profit organisation that develops and maintains reporting standards for different sectors that companies around the world can use to identify and manage key financial sustain-

ability information and communicate this to investors. SASB standards are evidence-based, developed in conjunction with the market as a whole and are intended to be cost-effective for companies and relevant in investors' decision-making processes.

We have published an SASB table for the 2021 reporting year in this 2021 sustainability report and on our website. [www.leg-wohnen.de/en/corporation/sustainability/key-facts/sustainability-accounting-standards-board-sasb](https://www.leg-wohnen.de/en/corporation/sustainability/key-facts/sustainability-accounting-standards-board-sasb)

### LEG Immobilien SE SASB, Disclosure, Financial Year 2021, Sector: Real Estate, Property subsector: Residential

CODE	TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE 2021 <sup>1</sup>
IF-RE-130a.1	Energy management	Energy consumption data coverage as a percentage of total floor area, by property subsector	Quantitative	Percentage (%) by floor area	100% coverage heating energy (whole building)
IF-RE-130a.2		(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Quantitative	Gigajoules (GJ), Percentage (%)	1) 4,773,712 GJ (1,326,031 MWh) heating (whole building) 2) not disclosed 3) not disclosed
IF-RE-130a.3		Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Quantitative	Percentage (%)	1) The like-for-like percentage change in building energy intensity (energy consumption for the portfolio) was –8.30% for FY 2019/2020 as data for FY 2020/2021 are not yet available. This corresponds to a change in absolute figures from 160.3 kWh/m <sup>2</sup> in FY 2019 to 147.0 kWh/m <sup>2</sup> in FY 2020.
IF-RE-130a.4		Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Quantitative	Percentage (%) by floor area	1) 98% (Based on number of units. Reference is made to energy efficiency certificates acc. to the German legislation. 2% of the portfolio are listed buildings that do not require certificates.) 2) not applicable for this type of portfolio (residential housing in Germany)
IF-RE-130a.5		Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Discussion and Analysis	n/a	LEG's modernisation programme focusses on climate protection by upgrading energy efficiency in the residential portfolio and the continuation of our modernisation programme in FY 2021 further helped to reduce specific CO <sub>2</sub> emissions produced by our portfolio. In the reporting year 2021, projects were completed in terms of construction, which resulted in energy efficiency improvements to 4,655 residential units. This corresponds to around 3.5% of the portfolio as of 31 December 2021 – excluding the Adler portfolio acquired at the end of 2021. This means that the environmental target for energy efficiency improvements of at least 3% in 2021 has been exceeded. In 2020, 6,200 residential units resulted in energy improvements – about 4.3% of our portfolio as at 31 December 2020. At the same time, LEG has to respect affordability of modernisation cost that are charged to its tenants. Energetic investments are also backed by LEG's strategy which is also geared towards achieving environmental targets. These targets are included in the Management remuneration system for the Management Board and management level II also for FY 2022: A short-term target for 2022 is the reduction of CO <sub>2</sub> emissions by 4,000 tonnes through modernisation measures. Between 2022 and 2025, the company wants to reduce CO <sub>2</sub> emissions by 10% on a CO <sub>2e</sub> /m <sup>2</sup> basis. Even more comprehensive modernisation work will be carried out for entire neighbourhoods in the future. LEG is also paving the way for virtual carbon-neutrality in new builds: All current projects must meet the Efficiency House 55 standard in accordance with the German Federal Funding for Efficient Buildings (Bundesförderung für effiziente Gebäude) (BEG), which requires primary energy requirements to be 45% lower than those of a reference building under the German Building Energy Saving Ordinance (Gebäudeenergiegesetz) (GEG). We are also aiming to receive DGNB gold certification for our new LEG headquarters in Düsseldorf.

<sup>1</sup> Data relates to FY 2021 unless otherwise stated.



CODE	TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE 2021 <sup>1</sup>
IF-RE-140a.1	Water management	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	Percentage (%) by floor area	1) 46% (FY 2020; FY 2021 figures not yet available) 2) n/a (no assets in high/extremely high baseline water stress regions)
IF-RE-140a.2		(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	1) 5,192 (FY 2020; data for FY 2021 not yet available) 2) n/a
IF-RE-140a.3		Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Quantitative	Percentage (%)	The like-for-like percentage change in total volume water withdrawn was +5.01% for FY 2020 as compared to the prior year (data for FY 2021 are not yet available). This corresponds to a change in absolute figures from 4,392,369.8 m <sup>3</sup> in FY 2019 to 4,612,382.4 m <sup>3</sup> in FY 2020.
IF-RE-140a.4		Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	Low risk as there are no assets in high baseline water stress regions
IF-RE-410a.1	Management of Tenant Sustainability Impacts	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area, by property subsector	Quantitative	Percentage (%) by floor area, Square feet (ft <sup>2</sup> )	The modernisation charge for residential tenants is regulated by German law (individual clauses in lease agreements are invalid). 8% of modernisation cost (not including maintenance) can be charged to the annual rent. However, the incremental rent must not exceed 3 €/sqm (for rents >7€/sqm) or 2 €/sqm (for rents <7 €/sqm) respectively over a six year period.
IF-RE-410a.2		Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	Quantitative	Percentage (%) by floor area	1) 100% separately metered (individual contracts between tenant and utility provider) 2) 46% (FY 2020; data for FY 2021 not yet available)
IF-RE-410a.3		Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Discussion and Analysis	n/a	LEG's tenant engagement includes communication on the energy efficiency of the building (EU certificate), feedback on individual energy consumption (e.g. with the utility billing and recently also via a mobile tenant app for those tenants who have remote-readable devices in their homes) and a tenant manual that includes information on saving energy, electricity, water and on reducing/sorting waste. Annexes to the lease agreement include the house rules that remind the economical use of energy and water. LEG's tenants are residential tenants. It is legally not possible to set limits for the heating or water consumption of private households. However, there are financial consequences for the tenants as they bear the cost for the consumption. Still, in the transition map towards climate neutrality, tenant engagement has a contribution potential of up to 5%: It encompasses approaches such as digitisation of heating systems via smart metering and the education and incentivisation of tenants, which is being further analysed and elaborated by LEG.

<sup>1</sup> Data relates to FY 2021 unless otherwise stated.

CODE	TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE 2021 <sup>1</sup>
IF-RE-450a.1	Climate Change Adaptation	Area of properties located in 100-year flood zones, by property subsector	Quantitative	Square feet (ft <sup>2</sup> )	Not disclosed
IF-RE-450a.2		Area of properties located in 100-year flood zones, by property subsector	Discussion and Analysis	n/a	In 2020, LEG started to assess physical and transitory climate risks (for instance impact of draught and CO <sub>2</sub> price distribution) for the first time. In the course of financial year 2021, the risk management system was also expanded to include the separate, systematic recording of physical and transitional climate risks in accordance with the TCFD recommendations, which were previously recorded on a case-by-case basis under other risk groups. These are now fully integrated into the Group's risk management system and are fully identified and monetized by the respective risk managers at management level (5-year horizon in line with economic planning), recorded in the risk management tool and assigned to appropriate measures.

<sup>1</sup> Data relates to FY 2021 unless otherwise stated.

CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	DISCLOSURE 2021 <sup>1</sup>
IF-RE-000.A	Number of assets, by property subsector	Quantitative	Number	166,189 assets (residential units)
IF-RE-000.B	Leasable floor area, by property subsector	Quantitative	Square feet (ft <sup>2</sup> )	113,308,445 ft <sup>2</sup> (10,526,699 m <sup>2</sup> )
IF-RE-000.C	Percentage of indirectly managed assets, by property subsector	Quantitative	Percentage (%) by floor area	0%
IF-RE-000.D	Average occupancy rate, by property subsector	Quantitative	Percentage (%)	97.2% (31 Dec. 2021)

<sup>1</sup> Data relates to FY 2021 unless otherwise stated.

## Contact details and imprint

### GRI 102-53

#### Publisher

LEG Immobilien SE  
Flughafenstrasse 99  
D-40474 Dusseldorf  
Tel. +49 (0) 2 11 45 68-0  
presse@leg-wohnen.de  
www.leg-se.com

#### Contact Details

Corporate Communications & Corporate Responsibility

Sabine Jeschke  
Head of Corporate Communications &  
Corporate Responsibility  
Tel. + 49 (0) 2 11 45 68-325  
Email: sabine.jeschke@leg-wohnen.de

Veronika Domanski  
Tel. +49 (0) 2 11 45 68-503  
Email: veronika.domanski@leg-wohnen.de

Astrid Mendolia  
Tel. +49 (0) 2 11 45 68-351  
Email: astrid.mendolia@leg-wohnen.de

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#### Note

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#### Photos/Illustrations

Domenic Deutscher  
istockphoto.com  
Selina Pfrüner  
stock.adobe.com  
and others

# LEG

LEG Immobilien SE  
Flughafenstrasse 99  
D-40474 Dusseldorf  
Tel. +49 (0) 2 11 45 68-0  
[presse@leg-wohnen.de](mailto:presse@leg-wohnen.de)  
[www.leg-se.com](http://www.leg-se.com)