

# Non-Financial Key Figures

## Factsheet – Fiscal year 2024



### Non-financial key figures according to CSRD/ESRS

#### Non-financial key figures 2024

**Value**

#### ESRS 2 – General Disclosures

ESRS 2 GOV-1-21a | Number of executive and non-executive members

*Members of the management board* 2

*Members of the supervisory board* 9

*Number of employee representatives on the supervisory board* 3

ESRS 2 GOV-1-21d | Diversity by gender of the management and supervisory board

*Women in the management board (in %)* 50

*Women in the supervisory board (in %)* 33.33

*Men in the supervisory board (in %)* 66.67

ESRS 2 GOV-1-21e | Percentage of independent supervisory board members (in %) 100

ESRS 2 GOV-3-29d | Proportion of variable remuneration of the management board dependent on sustainability-related targets (in %) 20

E1-GOV-3-13 | Percentage of the remuneration recognised that is linked to climate related considerations (in %) 100

ESRS 2 SBM-1-40aiii | Headcount of employees (geographical area: Berlin) 1,352

#### ESRS E1 – Climate Change

E1-4-32 / ESRS 2 MDR-T-80j | Intensity values on the basis of the GHG balance sheet

*in CO<sub>2</sub>e/m<sup>2</sup>* 15.50

*\* The value for 2023 according to GHG Protocol amounts to 16,51 CO<sub>2</sub>e/m<sup>2</sup>. The value for 2022 according to GHG Protocol amounts to 17,10 CO<sub>2</sub>e/m<sup>2</sup> and was calculated retrospectively.*

*in CO<sub>2</sub>/m<sup>2</sup>* 15.49

*\* The value for 2023 according to GHG Protocol amounts to 16,50 CO<sub>2</sub>/m<sup>2</sup>. The value for 2022 according to GHG Protocol amounts to 17,09 CO<sub>2</sub>/m<sup>2</sup> and was calculated retrospectively.*

E1-4-34 | GHG emission reduction targets

*2023 base year (in t CO<sub>2</sub>e)\** 81,028.09

*\* base year according to Federal Climate Action Act (Bundes-Klimaschutzgesetz, KSG)*

*Target for 2030 (in t CO<sub>2</sub>e)* 53,623.30

*Target for 2040 (in t CO<sub>2</sub>e)* 18,719.19

*Target for 2045 (in t CO<sub>2</sub>)* 13,149.88

E1-5-37a | Total energy consumption from fossil sources (in MWh) 433,967.93

*Proportion of fossil energy consumption (in %)* 95.08

E1-5-37b | Total energy consumption from nuclear sources (in MWh) 1.54

*Proportion of nuclear energy consumption (in %)* 0.00

E1-5-37c   Total energy consumption from renewable sources	
<i>Proportion of renewable energy consumption (in %)</i>	4.92
<i>Fuel consumption for renewable sources including biomass and waste of biologic origin (in MWh)</i>	0.00
<i>Consumption of purchased and acquired electricity, heat, steam, and cooling from renewable sources (in MWh)</i>	22,445.56
<i>Consumption of self-generated non-fuel renewable energy (in MWh)</i>	0.00
E1-5-38   Total energy consumption from fossil sources disaggregated by	
<i>Fuel consumption from coal and coal products (in MWh)</i>	0.00
<i>Fuel consumption from crude oil and petroleum products (in MWh)</i>	526.28
<i>Fuel consumption from natural gas (in MWh)</i>	106,511.24
<i>Fuel consumption from other fossil sources (in MWh)</i>	0.00
<i>Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources (in MWh)</i>	326,930.41
E1-5-40   Energy intensity in high climate impact sectors (L68 and F41 in accordance with Annex I (9) of Delegated Regulation (EU) 2022/1288) (in MWh/EUR)	0.0006233
E1-6-48   Scope 1 GHG emissions	
<i>Gross Scope 1 GHG emissions (in t CO<sub>2e</sub>)</i>	21,686.69
<i>Percentage of Scope 1 GHG emissions from regulated emission trading schemes</i>	0.00
E1-6-49   Scope 2 GHG emissions	
<i>Gross location-based Scope 2 GHG emissions (in t CO<sub>2e</sub>)</i>	87,879.77
<i>Gross marked-based Scope 2 GHG emissions (in t CO<sub>2e</sub>)</i>	55,173.32
E1-6-51   Significant Scope 3 GHG emissions	
<i>Gross Scope 3 GHG emissions (in t CO<sub>2e</sub>)</i>	209,054.14
<i>3.1 Purchased goods and services (in t CO<sub>2e</sub>)</i>	123,937.81
<i>3.2 Capital goods (in t CO<sub>2e</sub>)</i>	9,069.34
<i>3.3 Fuel and energy-related activities (not included in Scope 1 or Scope 2) (in t CO<sub>2e</sub>)</i>	19,292.91
<i>3.13 Downstream leased assets (in t CO<sub>2e</sub>)</i>	56,754.08
E1-6-52   Total GHG emissions	
<i>Total GHG emissions (location-based) (in t CO<sub>2e</sub>)</i>	318,620.60
<i>Total GHG emissions (market-based) (in t CO<sub>2e</sub>)</i>	285,914.15
E1-6-53   GHG emissions intensity	
<i>Total GHG emissions (location-based) per net revenue (in t CO<sub>2e</sub>/EUR)</i>	0.000435
<i>Total GHG emissions (market-based) per net revenue (in t CO<sub>2e</sub>/EUR)</i>	0.000390

## ESRS E5 – Resource Use and Circular Economy

GdW* BM 2   Modernization intensity (in EUR/qm)*	9.01
<i>* Expenses for modernization measures per total area incurred during the reporting period.</i>	
GdW BM 3   Proportion of residential units whose energy performance have been fully or partially modernized since 1990 (in %)	88.37
GdW BM 4   Maintenance intensity (in EUR/qm)*	14.89
<i>* Expenses for maintenance and repair measures per total area incurred during the reporting period.</i>	
<i>GdW refers to the Association of German Housing and Real Estate Companies.</i>	

## ESRS S1 – Own Workforce

S1-6-50a   Total number of employees by head count and breakdown by gender	1,352
<i>Female</i>	585
<i>Male</i>	767
<i>Other</i>	0
<i>Not reported</i>	0
S1-6-50b   Total number of permanent employees by head count and breakdown by gender	1,255
<i>Female</i>	544
<i>Male</i>	711
<i>Other</i>	0
<i>Not reported</i>	0
S1-6-50b   Total number of temporary employees by head count and breakdown by gender	97
<i>Female</i>	41
<i>Male</i>	56
<i>Other</i>	0
<i>Not reported</i>	0
S1-6-50b   Total number of non-guaranteed hours employees by head count and breakdown by gender	0
<i>Female</i>	0
<i>Male</i>	0
<i>Other</i>	0
<i>Not reported</i>	0
S1-6-50c   Total number of employees who have left the HOWOGE during the reporting period	218
<i>Rate of employee turnover (in %)</i>	16.4
S1-16-97a   Gender pay gap (in %)*	19.1
<i>* In 2024, the gender pay gap at HOWOGE was 19.1% in favor of women. This results from the fact that an above-average number of men are employed in technical roles for which the customary payment differs from that for commercial and engineering roles.</i>	
S1-16-97b   Annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees (factor)	7.8
S1-17-103a   Total number of incidents of discrimination, including harassment	1
S1-17-103b   Number of complaints filed through channels for people in the undertaking's own workforce to raise concerns (including grievance mechanisms)	0
S1-17-103c   Total number of fines, penalties, and compensation for damages as a result of the incidents and complaints disclosed above (in EUR)	0
S1-17-104a   Number of severe human rights incidents connected to the workforce of HOWOGE	0
S1-17-104b   Total amount of fines, penalties and compensation for damages for severe human rights incidents connected to the workforce (in EUR)	0

## ESRS G1 – Business Conduct

G1-3-21b   Percentage of functions-at-risk covered by training programmes (in %)	99
G1-4-24a   Number of convictions for violation of anti-corruption and anti-bribery laws	0
<i>Amount of fines for violation of anti-corruption and anti-bribery laws (in EUR)</i>	0
G1-6-33a   Average time the undertaking takes to pay an invoice from the date when the contractual or statutory term of payments starts to be calculated (in number of days)	27
G1-6-33b   Standard payment terms (in number of days):	
	Payable immediately without deduction (0% discount)
	8 days (1%/2%/3% discount)
	14 days (2%/3% discount)
	Within 30 days without deduction (0% discount)
G1-6-33c   Number of legal proceedings currently outstanding for late payments	0

## EU Taxonomy

Turnover – <i>Taxonomy-eligible (in %)</i>	98.1
Turnover – <i>Taxonomy-aligned (in %)</i>	20.6
CapEx – <i>Taxonomy-eligible (in %)</i>	98.9
CapEx – <i>Taxonomy-aligned (in %)</i>	14.6
OpEx – <i>Taxonomy-eligible (in %)</i>	99.3
OpEx – <i>Taxonomy-aligned (in %)</i>	27.1



# Non-financial key figures according to the Association of German Housing and Real Estate Companies (GdW)

## Non-financial key figures 2024

	Value
GdW MB 1   Number of residential units	75,861
GdW MB 2   Market share (in %)	3.77
GdW MB 3   Letting rate (in %)	98.4
GdW MB 4   Average rent in residential real estate portfolio (in EUR/m <sup>2</sup> /month)*	6.40
<i>* Calculation according to GdW definition without new construction</i>	
GdW MB 6   Rent structure per residential units (in %)	
below 5,00 EUR/m <sup>2</sup> /month	0.63
below 5,00 EUR – 5,99 EUR/m <sup>2</sup> /month	29.26
below 6,00 EUR – 6,99 EUR/m <sup>2</sup> /month	37.09
below 7,00 EUR – 7,99 EUR/m <sup>2</sup> /month	19.62
below 8,00 EUR – 8,99 EUR/m <sup>2</sup> /month	5.02
below 9,00 EUR – 9,99 EUR/m <sup>2</sup> /month	1.90
above 10,00 EUR/m <sup>2</sup> /month	6.48
GdW MB 7   Operating cost ratio (in %)	36.99
EUR/m <sup>2</sup> /monthly warm rent	10.70
EUR/m <sup>2</sup> /monthly average net rent*	6.74
<i>* excluding heating and utilities</i>	
GdW MB 8   Average duration of rental agreement / membership contract (in years)*	13.71
<i>* In the case of purchased properties, the date of transfer of ownership is generally considered to be the contract start date.</i>	
GdW MB 9   Tenant turnover rate (in %)*	4.1
<i>* Termination of rental agreements (without due to demolition) / total number of rented residential units.</i>	
GdW BM 1   Rate of new construction (in %)*	0.86
<i>* New buildings within the reporting year / total number of residential units.</i>	
GdW BM 5 / 6   Energy intensity of the building portfolio (in kWh/m <sup>2</sup> )*	112.69
<i>* The data includes energy consumption for rented residential and commercial units as well as units in personal use. The figures reflect climate-adjusted data. The non-climate-adjusted energy intensity amounts to 87,52 kWh/m<sup>2</sup>.</i>	
GdW BM 10   Proportion of barrier-free / accessible residential units in the portfolio	
absolute	5,192
in %	7.5
GdW BM 11   Proportion of barrier-free / accessible residential units in new construction*	
absolute	667
in %	100
GdW PE 4   Proportion of employees with disabilities	
Total number of employees with disabilities	67
Proportion of employees with disabilities (in %)	5.34
GdW PE 7   Part-time rate	
Total number of part-time employees	128
Proportion of part-time employees in the total workforce (in %)	10.21
GdW PE 8   Apprenticeship rate	
Total number of employees in apprenticeships	33
Proportion of employees in apprenticeships (in %)	2.63

GdW QM 1   Market share by neighborhood / district (in %) *	13.62
<i>* This data is based on statistical extrapolations. The data presented is based on the status as of December 31, 2023.</i>	
GdW QM 2   Financial support of local neighborhoods (in Mio. EUR/year)	2.8
GdW QM 4   Social cooperations	141



## Non-financial key figures according to GRI

Non-financial key figures 2024	Value
GRI 205-3   Confirmed incidents of corruption and actions taken	
<i>Total number of confirmed incidents of corruption*</i>	7
<i>* by third parties</i>	
<i>Public legal cases regarding corruption</i>	0
GRI 306-3   Waste generated	
<i>Total weight of waste generated (in t)*</i>	4,541.28
<i>of which hazardous waste (in t)</i>	6.41
<i>* The total weight consists of waste from new construction projects (waste fractions to be collected separately, mixed waste fractions, hazardous waste) and commercial municipal waste from areas in the company's use (offices, janitorial offices, concierges, etc.).</i>	
GRI 403-9   Work-related injuries	
<i>Absences from work with sick leave</i>	43
<i>Absence days related to work-related injuries</i>	702
<i>Rate of work-related injuries</i>	3.59
GRI 403-10   Work-related ill health	
<i>Number of work-related fatalities</i>	0
<i>Occupational illnesses</i>	0
GRI 415-1   Political contributions	0
GRI 419-1   Non-compliance with laws and regulations in the social and economic area	
<i>Fines and non-monetary sanctions</i>	0
<i>Cases of non-compliance with laws and regulations</i>	0



## HOWOGE-specific non-financial key figures

### Non-financial key figures 2024

	Value
New employees trained on the topic of compliance and the values of HOWOGE on their first day of work*	171
<i>in %</i>	100
<i>* Excluded are employees of HOWOGE Reinigung GmbH and ATOZ</i>	
Managers and employees trained using 'Integrity Now'	74
<i>in %</i>	100
Number of employees who have participated in compliance training (group-wide)*	989
<i>% of the workforce</i>	95
<i>* Excluded are employees of HOWOGE Reinigung GmbH and ATOZ</i>	
Photovoltaic systems installed in the reporting year with a total output in kWp	2,500
Number of households benefitting from landlord-to-tenant electricity	4,035
Number of households benefitting from landlord-to-tenant electricity for the first time in the reporting year	87
Generation of CO <sub>2</sub> -free electricity (landlord-to-tenant electricity) in the reporting year (in MWh)	2,348
CO <sub>2</sub> -savings through landlord-to-tenant electricity (in t)	847.6
'Electricity-only house' projects being planned	15
'Electricity-only house' projects under construction	7
Total number of social engagement projects in the reporting year	141
<i>Number of projects in education</i>	20
<i>Number of projects in research</i>	10
<i>Number of projects in culture</i>	25
<i>Number of projects in ecology</i>	10
<i>Number of projects in social affairs</i>	54
<i>Number of projects in sport</i>	22
Customer service centers	3
Tenants' advisory boards	13
Number of works council meetings	2

The current Sustainability Statement can be found here:

[www.howoge.de/nachhaltigkeit](http://www.howoge.de/nachhaltigkeit)

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