4

NON-FINANCIAL INFORMATION

EU taxonomy

In accordance with the EU taxonomy (Regulation (EU) 2020/852), companies subject to reporting obligations in accordance with the NFRD[1] (in Germany: CSR-RUG[2]) are required to expand their non-financial reporting to include taxonomy-related disclosures. This also applies to LEG Immobilien SE. The EU taxonomy is the first "green" classification system for sustainable economic activities. The main objective of the EU taxonomy is to achieve the goals of the Paris Climate Agreement through transparency in the capital market. The comparability of sustainability data across industries is an essential element for this purpose. In the future, companies will therefore be required to disclose the proportion of their revenues, capital expenditure (CapEx) and operating expenditure (OpEx) that relates to environmentally sustainable economic activities.

The procedure for identifying economic activities that can qualify as (potentially) environmentally sustainable and consistent with the EU environmental objectives in line with the EU taxonomy is described below. To date, EU environmental objectives 1 ("Climate change mitigation") and 2 ("Climate change adaptation") are required to be applied. The EU's consultation phase on environmental objectives 3 to 6 ("Sustainable use and protection of water and marine resources", "Transition to a circular economy", "Pollution prevention and control" and "Protection and restoration of biodiversity and ecosystems") is currently still in progress.

In light of the prevailing lack of consistency when it comes to the interpretation of certain aspects of the taxonomy, such as the technical screening criteria of the EU Delegated Act and the absence of underlying statistical studies or best practice examples from other companies, LEG has taken a conscious decision to publish details of taxonomy-eligible economic activities in the current reporting year for the 2021 financial year and to make disclosures on their alignment with the taxonomy for the 2022 reporting year. At LEG, the aforementioned taxonomy disclosures for companies subject to reporting obligations are made outside the group management report, and more specifically in this section on "non-financial information" as part of the separate non-financial report.

Generally, the revenue, CapEx and OpEx for all economic activities for which the EU has issued technical screening criteria qualify for reporting as taxonomy-eligible. In our industry, for example, this would include all revenue from the rental and lease of residential buildings, irrespective of whether the building in question is a low-energy house or belongs to the least efficient building category. In our further interpretation and specification of the wording concerning taxonomy eligibility, we therefore also evaluated the content of the technical screening criteria for environmental objectives 1 and 2 without actively applying them as a benchmark for determining taxonomy alignment. This also helps to avoid raising false expectations among our stakeholders. Without these considerations, the proportion of taxonomy-eligible economic activities would have been significantly higher.

Having identified the taxonomy-eligible economic activities, disclosures on their alignment with the taxonomy must be made from the next reporting year onwards. Revenue, CapEx and OpEx qualify as taxonomy-aligned if the technical screening criteria defined by the EU are fulfilled such that the related economic activities are considered to contribute substantially to the first two environmental objectives of the taxonomy, (1) climate change mitigation or (2) climate change adaptation. Starting from the next reporting year, the analysis of economic activities will be expanded to include the other environmental objectives (3–6). In addition to the technical screening criteria, it must be ensured that these economic activities do not cause significant harm to any of the other environmental objectives (DNSH) and that they satisfy certain minimum social safeguards (MSS), e.g. with regard to social welfare and human rights.

Identification of taxonomy-eligible economic activities

The identification of economic activities qualifying as potentially sustainable and consistent with the first two EU environmental objectives (taxonomy-eligible) took the form of a simultaneous top-down and bottom-up approach. For the top-down approach, the economic activities that could be potentially relevant for the German housing industry were identified in partnership with an industry working group on the basis of the list of economic activities set out in the Delegated Act (cf. Delegated Regulation supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council, Annex 1 & 2). Next, working hypotheses were developed for each potential economic activity and validated by the responsible departments. On the basis of financial reporting broken down by cost centre, a simultaneous analysis was conducted for the principle of completeness in order to determine whether any of the economic activities set out in the Delegated Act can be allocated to these cost centres. The departments were also regularly involved in this process.

In the course of this identification process, we primarily analysed seven economic activities from the "Construction and real estate activities" sector (section 7.) and twelve economic activities from the "Energy" sector (section 4.). Additional individual economic activities from the "Transport" (section 6.), "Information and communication" (section 8.) and "Professional, scientific and technical activities" (section 9.) sectors were also included in the review process.

Based on the above findings on the determination of economic activities, CapEx and OpEx were identified in addition to revenue. It should be noted that the identification of revenue for a given economic activity does not necessarily mean that that economic activity also gives rise to potentially sustainable OpEx or CapEx. Respectively, an economic activity may involve relevant CapEx and/or OpEx even if it does not give rise to any revenue.

[1] Non-Financial Reporting Directive
[2] CSR-Richtlinien-Umsetzungsgesetz (CSR Directive Implementation Act)

Generally, all KPIs are calculated and published using the principles applied in preparing the financial statements. As LEG prepares its financial statements in accordance with IFRS, "ecologically sustainable" revenue, CapEx and OpEx are therefore also determined in accordance with IFRS. This also applies to our subsidiaries whose annual accounts were validated at the level of the LEG Group.

As a result of this process, LEG identified four economic activities for the 2021 reporting year for which technical screening criteria are defined by the EU and from which the Group generates revenue that is potentially ecologically sustainable. This includes (i) 4.1 Electricity generation using solar photovoltaic technology, (ii) 4.8 Electricity generation from bioenergy and (iii) 4.20 Cogeneration of heat/cool and power from bioenergy in the "Energy" sector and (iv) 7.7 Acquisition and ownership of buildings in the "Construction and real estate activities" sector.

In addition to revenue from these four economic activities, relevant CapEx was identified in the following economic activities (i) 7.2 Renovation of existing buildings, (ii) 7.3 Installation, maintenance and repair of energy efficient equipment, (iii) 7.7 Acquisition and ownership of buildings and (iv) 4.1 Electricity generation using solar photovoltaic technology. This also included investments that could lead to future revenues. Operating expenditure within the meaning of the EU taxonomy was allocated to the following economic activities: (i) 7.2 Renovation of existing buildings, (ii) 7.7 Acquisition and ownership of buildings, (iii) 4.1 Electricity generation using solar photovoltaic technology, (iv) 4.8 Electricity generation from bioenergy, (v) 4.12 Storage of hydrogen and (vi) 9.1 Close to market research, development and innovation.

Application of the technical screening criteria

Our current disclosures on taxonomy eligibility take the aforementioned technical screening criteria into account. The other two criteria have not yet been considered in greater detail. As rental and lease revenue accounts for almost all of the consolidated revenue generated by LEG, the inclusion of the technical screening criteria primarily relates to economic activity 7.7 ("Acquisition and ownership of buildings"), although it also has implications for the disclosures for other economic activities.

The relevant technical screening criterion for this economic activity states that (in future) revenue may only be reported if it is generated with buildings in Energy Performance Certificate (EPC) class A (+) or buildings within the top 15 % (environmental objective: substantial contribution to climate change mitigation) or top 30 % (environmental objective: substantial contribution to climate change adaptation) of the regional or national building stock expressed as operational Primary Energy Demand (PED).

The scope for interpretation that is also touched upon relates to the disclosure requirement relative to the "regional building stock" without further reference to a database that could be used for this purpose. Furthermore, the EU regulation does not define "regional" in greater detail or differentiate between building types (e. g. between detached houses and apartment buildings). The definition thresholds for the individual EPC classes also differ considerably throughout Europe, which reduces the information value of the taxonomy disclosures in a pan-European comparison. For the current disclosure of taxonomy eligibility, we selected the study by the German Ministry for Economic Affairs and Energy[1] (BMWi) for 2021.

The BMWi evaluation indicates that buildings up to EPC class C will satisfy the technical screening criteria in future, as they form part of the most efficient 30 % of the housing stock in Germany.

Data sources on the distribution of EPC classes in Germany

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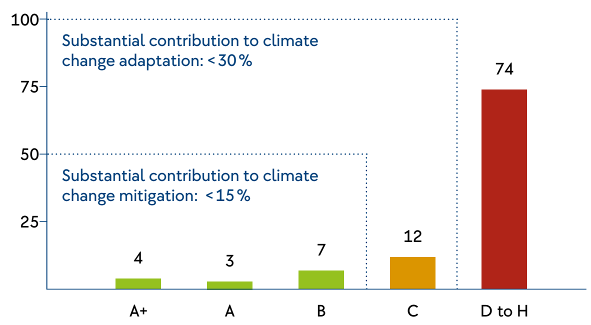
Frequency distribution of EPC classes of German residential buildings (in %)



Source: Sven Bienert/Irebs, German Ministry for Economic Affairs and Energy (BMWi), 2021

By reference to the technical screening criteria as described above, taxonomy-eligible revenue was calculated with regard to economic activity 7.7 ("Acquisition and ownership of buildings"). The share of consolidated revenue in EPC classes A to C was around 17.8 %.

[1] Since 2022: German Federal Ministry for Economic Affairs and Climate Action

In addition to consequences for the revenue relating to economic activity 7.7 ("Acquisition and ownership of buildings"), this integration of the technical screening criteria and their interpretation also had consequences for the reporting of CapEx and OpEx. For example, operating expenditure such as maintenance measures on buildings in EPC classes A to C was determined to be taxonomy-eligible because these measures are required in order to maintain the EPC classes of the respective buildings – in contrast to investments in these buildings, which already fall under the technical screening criteria. By contrast, investments in buildings in EPC classes C to H are classified and reported as taxonomy-eligible if the investments (typically modernisation measures) are expected to enable the respective building to be allocated to at least EPC class C, and hence generate potentially taxonomy-aligned revenue, within the timeframe set out in the EU taxonomy – providing that the additional criteria (DNSH and MSS) are also satisfied.

Closing note

All in all, the EU taxonomy fails to take account of the necessary sector coupling between the building and energy sectors. A successful turnaround in energy policy is required in order for the building sector to achieve carbon neutrality. In our view, looking at the development of the corresponding operating expenditure would be a far more expedient approach to determining progress in terms of climate mitigation.

T55

Environmentally sustainable revenue related to taxonomy-eligible economic activities – disclosure for the 2021 financial year

Economic activities	Absolute revenue (EUR thousand)	Share of revenue (in %)
A. Taxonomy-eligible activities	**135,669.7**	**13.4**
4.1 - Electricity generation using solar photovoltaic technology	40.8	0.0
4.8 - Electricity generation using bioenergy	12,277.2	1.2
4.20 - Cogeneration of heat/cool and power from bioenergy	86.8	0.0
7.1 - Construction of new buildings	(included in 7.7)	
7.7 - Acquisition and ownership of buildings[1]	123,265.0	12.1
B. Non-taxonomy-eligible activities		
Revenue from non-taxonomy-eligible activities (B)	879,814.9	86.6
Total (A+B)	**1,015,484.6**	**100**

[1] The figures for economic activity 7.7 also include revenue from economic activity "7.1 Construction of new buildings" as, in contrast to the wording of the technical screening criteria for 7.1, we develop our new construction projects for rental rather than for later sale.

T56

Environmentally sustainable CapEx related to taxonomy-eligible economic activities – disclosure for the 2021 financial year

Economic activities	Absolute CapEx (EUR thousand)	Share of CapEx (in %)
A. Taxonomy-eligible activities	**439,115.5**	**18.7**
4.1 - Electricity generation using solar photovoltaic technology	368.2	0.0
7.1 - Construction of new buildings	(included in 7.7)	
7.2 - Renovation of existing buildings	10,392.0	0.4
7.3 - Installation, maintenance and repair of energy efficient equipment	3,892.2	0.2
7.7 - Acquisition and ownership of buildings[1]	424,463.1	18.1
B. Non-taxonomy-eligible activities		
CapEx from non-taxonomy-eligible activities (B)	1,904,728.3	81.3
Total (A+B)	**2,343,843.8**	**100**

[1] The figures for economic activity 7.7 also include CapEx from economic activity "7.1 Construction of new buildings" as, in contrast to the wording of the technical screening criteria for 7.1, we develop our new construction projects for rental rather than for later sale.

T57

Environmentally sustainable OpEx related to taxonomy-eligible economic activities – disclosure for the 2021 financial year

Economic activities	Absolute OpEx (EUR thousand)	Share of OpEx (in %)
A. Taxonomy-eligible activities	**15,285.7**	**11.3**
4.1 - Electricity generation using solar photovoltaic technology	6.8	0.0
4.8 - Electricity generation using bioenergy	7,897.4	5.9
4.12 - Storage of hydrogen	19.9	0.0
7.2 - Renovation of existing buildings	351.3	0.3
7.7 - Acquisition and ownership of buildings	6,896.2	5.1
9.1 - Close to market research, development and innovation	114.1	0.1
B. Non-taxonomy-eligible activities		
OpEx from non-taxonomy-eligible activities (B)	119,661.6	88.7
Total (A+B)	**134,947.3**	**100**

Non-financial report

Notes on contents of report and framework

LEG Immobilien SE is publishing a separate non-financial consolidated report in accordance with section 315b HGB for the 2021 financial year (hereinafter referred to as the "non-financial report"). It comprises key non-financial aspects that have a significant impact on the HGB aspects environmental, social, employee, combating corruption and bribery and human rights issues and that are relevant to LEG Immobilien SE's net assets, financial position and results of operations for the 2021 financial year.

The non-financial report provides information on key non-financial performance indicators, individual targets and the concepts, initiatives and objectives underpinning these. Account should be taken of the impact of the ongoing pandemic in the 2021 financial year and the flooding disaster in 2021 in assessing the non-financial performance indicators, especially in comparison to the previous year. The standard of the 2016 Global Reporting Initiative (GRI) served as the general framework for the structure of the materiality analysis and the description of concepts. More information can be found in > section "GRI key figures" on page 130. This is not the subject of the company audit.

With the exception of the disclosures marked as "not audited", the non-financial report was subject to a voluntary limited assurance audit by the audit firm Deloitte. Further information on the LEG Group's sustainability efforts can be found in the comprehensive sustainability report, which will be published at a later date in the reporting year 2022 and also contains a report in accordance with EPRA standards. The recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) expand the reporting standards listed. References to disclosures not included in the Group management report or the consolidated financial statements constitute additional information and are not part of the non-financial report.

Business model

With around 166,200 rental properties, approximately 500,000 tenants and 1,170 employees (as at 31 December 2021), Dusseldorf-based LEG is one of Germany's leading listed housing companies. The company is listed on the MDAX and generated rental and lease income of around EUR 960 million in the 2021 financial year.

As the biggest landlord in Germany's most federal state, North Rhine-Westphalia, as well as operating in other states in Germany, LEG helps meet rising demand for affordable housing. LEG also significantly expanded its market presence in south-west and northern Germany in 2021 by acquiring a total of 21,742 apartments, with the largest individual acquisition relating to around 15,400 residential units from Adler Group in December 2021. A consistently value-driven business model with a focus on growth and customers combines the interests of shareholders and tenants. Customer satisfaction is especially important to LEG. It is therefore constantly striving to further improve the quality of its service and expand its value-added services through target group orientation, social and neighbourhood management and personal service through a variety of channels.

Further information on LEG's business model can be found in the Group management report starting on > page 43.

Below, we report on key issues for the LEG Group. The non-financial report is structured in line with the aspects determined as part of the materiality analysis.

Material aspects

The LEG Group conducted a materiality analysis in 2020 to identify material non-financial aspects in accordance with the Handelsgesetzbuch (HGB – German Commercial Code) and taking into account the requirements of the 2016 GRI standards. The materiality analysis is conducted regularly and its content is reviewed each year by the Sustainability Committee and the "Environment", "Social" and "Governance" teams. For the 2020 materiality analysis, non-financial aspects that may be relevant to the LEG Group were initially identified on the basis of a field analysis, which took account of capital market requirements and various industry and reporting standards.

These aspects were then assessed regarding the LEG Group's potential impact on the matters, their business relevance and with regard to the associated expectations of internal and external stakeholders. Tenants, employees and executives at the LEG Group were involved in the assessment, as well as external experts, providing perspectives from civil society, academia, the capital market and politics.

The results were consolidated and translated into a materiality matrix. The following report sets out our position on the six aspects that were identified as high or very high regarding their business relevant to the LEG Group and the company's potential impact:

1. Sustainable growth and resilience
2. Customer satisfaction and participation
3. Corporate culture and values
4. Reduction of energy use and emissions
5. Fair and affordable rent
6. Neighbourhood development

We have not identified any other material aspects within the meaning of HGB. We checked the results of the materiality analysis for consistency in the 2021 reporting year and did not add or remove any additional topics. Our analysis determined that the aspects of the law "respect for human rights" and "combating corruption and bribery" are not material for the LEG Group in the strict sense of the law and so these are not discussed in detail here. They are nonetheless key issues for the industry and so we address them briefly under "Sustainable growth and resilience". The LEG sustainability strategy also considers respect for human rights. We also signed the United Nations Global Compact in 2021 and support the ten principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.

This non-financial report is structured in line with the five key areas set out in our sustainability strategy, to which we have assigned the material aspects detailed above. These five key areas are "business", "tenants", "employees", "the environment" and "society". They form the structural basis of our sustainability strategy and the targets identified by way of this.

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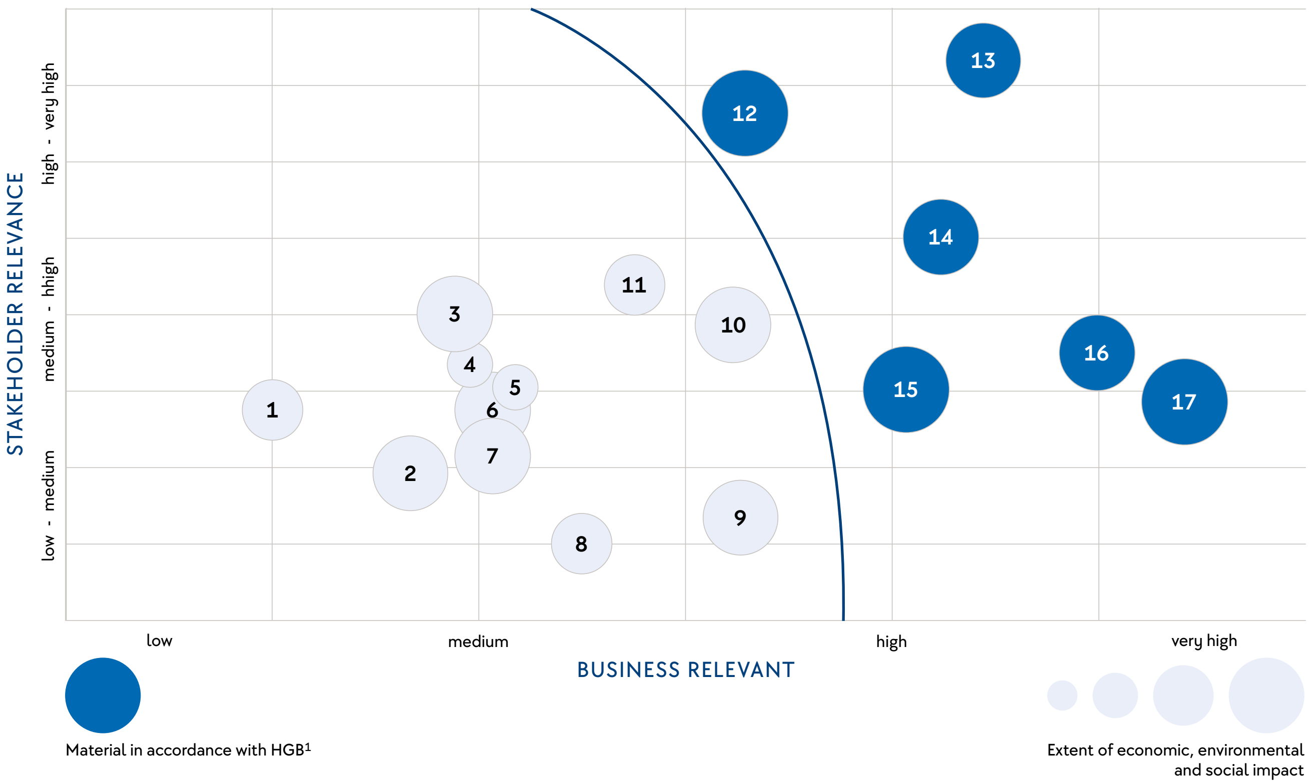
Materiality analysis



1	Human rights standards in the supply chain	7	Local social dialogue	12	Fair and affordable rent
2	Social commitment	8	Transparent financing and liquidity strategy	13	Customer satisfaction and participation
3	Land use and nature conservation	9	Good governance and compliance	14	Reduction of energy use and emissions
4	Health protection and occupational safety	10	Sustainable construction materials and environmental management	15	Neighbourhood development
5	Training and professional development			16	Corporate culture and values
6	Diversity and equality of opportunity	11	Work-life-balance and family friendly policies	17	Sustainable growth and resilience

[1] Materiality threshold (very) high business relevance and (very) high impact

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List of key areas

HGB aspects	Key areas	Issue
Environmental issues	Key area: environment	Reduction of energy use and emissions
Employee matters	Key area: employees	Corporate culture and values
Social issues	Key area: tenants, key area: society	Customer satisfaction and participation, fair and affordable rent, neighbourhood development
Respect for human rights	Not material for LEG according to 2020 materiality analysis, but nonetheless included in the LEG sustainability strategy	Not material for LEG according to 2020 materiality analysis, but nonetheless included in the LEG sustainability strategy
Tackling corruption and bribery	Key area: business	Sustainable growth and resilience

Risk assessment

Under HGB, non-financial risks associated with the company's business operations and that would very likely have a severe negative impact on the aspects stated if they occurred are to be reported along with concepts and efforts.

As part of our comprehensive risk management, we also assess potential risks in our key areas. Since 2020, sustainability risks recorded in the risk inventory report have no longer included a monetary valuation, as the impact of LEG's actions on external third parties, the environment and its surroundings cannot be quantified. The aspects and risks subject to reporting requirements cover the areas of respect for human rights, employee and social issues, environmental issues and combating corruption and bribery, together with relevant sub-areas. The TCFD risks were also integrated in the risk inventory report in the 2021 reporting year together with a monetary valuation, as the risks that climate change poses to LEG can be estimated and could affect LEG's financial result. Managing climate-related risks covers risks posed by climate change, i.e. physical risks, and risks resulting from the transition to a green economy, i. e. transitional risks. The existing Audit Committee became the Risk and Audit Committee in the 2021 reporting year to further highlight the ever increasing significance of risk management.

The LEG Group management has not identified any non-financial risks that meet materiality criteria under section 289c (3) no. 3 and 4 HGB after taking account of risk mitigation measures.

Further information on risk management is included in the Risks, opportunities and forecast report of the Group management report starting on > page 66.

Key area: business

Sustainable growth and resilience
LEG defines sustainable growth and resilience as taking environmental and social criteria, as well as aspects of good corporate governance, into consideration in the company's long-term business strategy. The LEG Management Board and Supervisory Board are committed to corporate governance that is based on sustainability.

This is also reflected in corresponding organisational structures, processes and documentation. LEG has been steadily working on implementing its sustainability strategy, the roadmap for the years up to 2025 and its ESG targets since 2018. The sustainability strategy has undergone constant development since this time. The company published its full ESG strategy in June 2021. To enshrine sustainability in the remuneration system for the Management Board and the second management level, LEG set specific short-term and long-term sustainability targets (STIs and LTIs) at the end of 2020, which can all be measured and verified. These targets cover all three aspects of sustainability (E, S and G) and must be achieved individually. ESG targets for 2022 and beyond were communicated when the business figures were published for the third quarter of 2021. You can find further information in the remuneration report on > page 82. The company also describes the progress that has been made in implementing the strategy's sustainability targets each year in its sustainability report. This will be published at a later point in time in 2022.

The three-member LEG Management Board bears overall responsibility for sustainability. The primary decision maker for sustainability issues on the Management Board is CEO Lars von Lackum, who is also Chairman of the company's Sustainability Committee. On the Supervisory Board, Martin Wiesmann has been responsible for the area since March 2021. The Supervisory Board's existing Audit Committee became the Risk and Audit Committee in the

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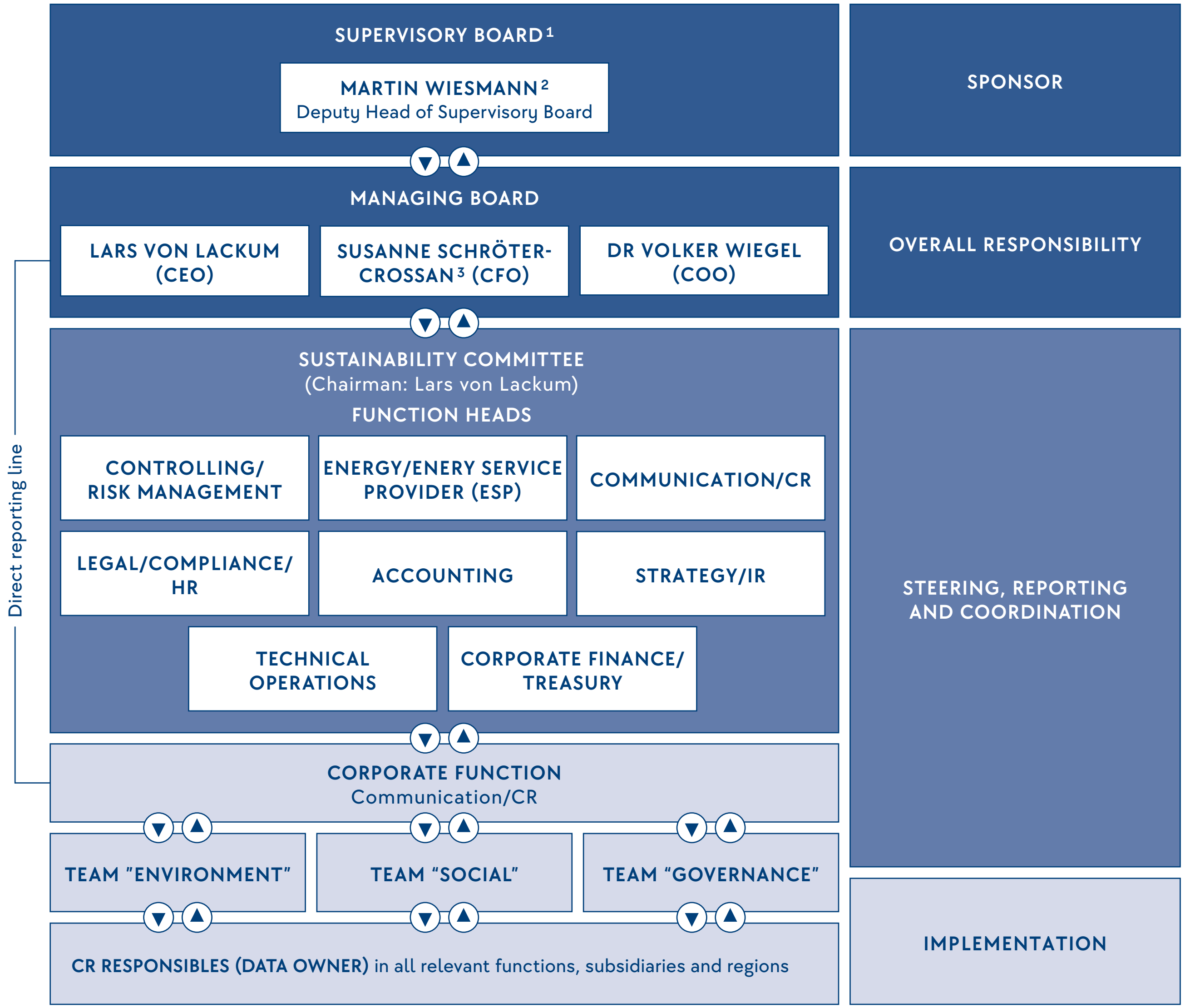
Organisation of LEG Sustainability Management



[1] Audit and Risk Committee assigned to the Supervisory Board
[2] In 2020, Stefan Jütte, Deputy Chairman of the Supervisory Board, was in charge of this on the Supervisory Board. As successor to Stefan Jütte, Martin Wiesmann has been responsible for the topic since March 2021.
[3] Chairwoman of the Sustainable Finance Committee

reporting year in order to further highlight the ever increasing significance of risk management and discuss in detail key changes in the assessment of relevant individual risks. The Management Board reports to this committee on the LEG Group's risk assessment each quarter and discusses the current risk situation. This explicitly includes sustainability risks and climate-related physical and transitional risks as part of the Task Force on Climate-related Financial Disclosures (TCFD). In turn, the Risk and Audit Committee reports on this to the Supervisory Board as a whole.

A Sustainability Committee comprising heads of central areas and operations managers acts as a committee for strategic decisions and to pool activities. The Sustainability Committee's chief responsibilities include regularly reviewing our sustainability model, determining sustainability targets and following up on the implementation of these. The Sustainability Committee meets at least twice a year. It is coordinated by Corporate Communication & Corporate Sustainability, which serves as a central interface between the areas. The Sustainable Finance Committee was also established in 2021 to manage sustainable financing. The Chairwoman is the CFO, Susanne Schröter-Crossan. The Sustainable Finance Committee prepared the Sustainable Finance Framework, which LEG issued for sustainable financing. This framework sets out investment in the areas of affordable housing/social housing, certified environmentally friendly buildings, high standards for energy efficiency upgrades of existing buildings, community engagement, the use of renewable energy and low-emission transport options. The sustainability agency Sustainalytics reviewed this framework. Based on this, LEG issued a EUR 600 million sustainable corporate bond with a term of 10 years and a coupon of 0.75 % for the first time in June 2021. The capital will be used to (re)finance social and green investments and projects such as social housing, capitalisation for company foundations and energy-efficient housing.

The "Environment", "Social" and "Governance" teams in the Organisation of Sustainability Management are responsible for the relevant issues and work on refining these. These three teams represent a transparent network group at LEG that looks at the diversity of sustainability issues across departments. Furthermore, additional Corporate Responsibility responsibles (data owners) from the various areas of LEG are involved. They put specific issues into practice and provide data.

Relevant key figures are regularly collected to review our sustainability strategy and targets. Specifically designated Corporate Responsibility responsibles in the areas are in charge of this. They also ensure that necessary measures are taken to meet the sustainability targets.

Data was reported from the new ESG database for the first time in the 2021 reporting year. This is known as the ESG Cube and responsibility lies with Controlling & Risk Management. The database has an automated data collection system, which makes it far easier to collect and archive all relevant non-financial key figures. The data owners enter their data into the ESG cube, which is then reviewed by Controlling to ensure consistency. This guarantees compliance with the dual control principle. The cube is the basis for enhanced ESG key figures reporting. It gives ESG key figures equal importance in the reporting as financial key figures.

The capital market has also recognised the progress we have made with implementing our sustainability strategy. We are frequently rated by international ratings agencies specialised in assessing efforts related to environmental, social and responsible corporate governance. We considerably improved these ratings or maintained our high level in the 2021 reporting year. We exceeded our target of at least confirming our previous year Sustainalytics ESG Risk Rating in the reporting year. Our risk score declined from 10.4 in the 2020 review process to 7.8 in the 2021 review process. Sustainalytics thus categorises our ESG risk in the "negligible" risk category (previously: "low"). This rating puts us in the top 1 % of more than 14,600 global companies and number eight out of the 1,043 companies rated in the global property sector. Our 2021 sustainability reporting earned an EPRA Gold award for the second time. One governance target by the Management Board and the second management level in 2022 is to be recategorised in the "negligible" risk category in the Sustainalytics rating.

Our materiality analysis determined that the aspects "respect for human rights" and "combating corruption and bribery" are not material for the LEG Group. Nonetheless, we still consider these aspects:

The LEG Group maintains a Compliance Management System (CMS) that brings together extensive measures to comply with legal requirements and in-house guidelines, especially in the areas of anti-corruption, competition, taxation, housing, data protection, diversity and the capital market – the latter, for example, takes the form of mandatory notifications such as ad-hoc notifications on voting rights or directors' dealings to avoid information asymmetries. The LEG CMS was certificated by the Corporate Governance Institute of the German Real Estate Industry Association in 2019 and confirmed in the 2021 reporting year following another audit. This certification is valid until 2024. The Management Board, which sets the compliance targets, is responsible for the CMS. The compliance targets are reviewed on a regular basis and the Management Board receives reports on the extent to which they have been achieved. LEG is committed to respecting human rights as defined by the United Nations (UN Guiding Principles on Business and Human Rights). Internationally recognised agreements such as the United Nations Universal Declaration of Human Rights and the eight fundamental Conventions of the International Labour Organization (ILO) form the core of our corporate culture and all of our activities. The values and standards established in these agreements are reflected in internal Group documents, such as in the LEG declaration of fundamental values, the

Code of Conduct and the Business Partner Code. Since 2021, LEG has had Internal Audit carry out spot checks to verify compliance with its Business Partner Code by business partners. These take the form of questionnaires and in-person talks. This ensures that business partners comply with the Business Partner Code and its regulations on social responsibility. We also signed the United Nations Global Compact in 2021 and support the ten principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.

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Key area: business

Key performance indicator(s)	Unit	2019	2020	2021
Scale of the organisation				
Total number of employees[1]	Number	1,365	1,599	1,770
Total number of operations[2]	Number	8	7	7
Net sales[3]	€ million	435	429.8	522.1
Quantity of products or services provided[4]	Number of residential units	134,031	144,530	166,189
Confirmed incidents of corruption and actions taken				
Total number and nature of confirmed incidents of corruption[5]	Number	0	0	1
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption[6]	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[7]	Number	0	0	0
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices				
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[8]	Number	0	0	0
Non-compliance with laws and regulations in the social and economic area				
Total monetary value of significant fines[9]	€	0	0	0
Total number of non-monetary sanctions[10]	Number	0	0	0
Cases brought through dispute resolution mechanisms[11]	Number	0	0	0
Non-compliance with environmental laws and regulations				
Total monetary value of significant fines[9]	€	0	0	0
Total number of non-monetary sanctions[10]	Number	0	0	0
Cases brought through dispute resolution mechanisms[11]	Number	0	0	0

[1] Average number of employees.
[2] The total number of operations equates to the seven LEG branch offices.
[3] Equates to the revenue from renting and leasing.
[4] Equates to the number of residential units within the LEG portfolio.
[5] Relates to all confirmed cases of corruption, bribery and the granting or receiving of advantages.
[6] 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.
[7] 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.
[8] Number of pending and concluded legal actions and cases is disclosed.
[9] Fines of EUR 100,000 or more are considered significant.
[10] Repressive, i. e. punitive, measures for past misconduct not consisting of a monetary sanction are reported.
[11] Dispute resolution mechanisms are reported, i. e. judicial proceedings and out-of-court dispute resolution based on mediation or conciliation.

Key area: tenants

Customer satisfaction and participation

Customer satisfaction and participation are key performance indicators for LEG's economic performance. Both require active, open communication with our tenants and taking customer requests into account in portfolio management and other services.

One of LEG's key targets is to ensure satisfied tenants in stable neighbourhoods where they can enjoy good, secure and fair rents. High customer satisfaction reduces costs by ensuring lower tenant turnover, guarantees income and improves the company's reputation. LEG's objective is thus to ensure sustained customer satisfaction. We aim to achieve this by offering good value for money, continually improving LEG services in qualitative terms and consistently focusing on our tenants' needs.

All LEG functions are responsible for ensuring high customer satisfaction, in particular those with direct customer contact such as employees at our central customer service and the seven branches. The Management Board and management also play a vital role in direct customer contact and are actively committed to increasing customer satisfaction. LEG has established the number of repeat calls by tenants as an indicator of customer satisfaction, i.e. if tenants call multiple times because their issue has not been resolved or has not been resolved satisfactorily or within the expected time frame. Accordingly, the company set itself the target in the 2021 reporting year of reducing the number of repeat calls by 15 % compared to the previous year. This target was largely achieved, with repeat calls reduced by 13.3 %. The annual average for repeat calls was around 23 % (2020: 27 %). It is worth noting that the reduction in repeat calls improved steadily throughout the year. The figure for the last six weeks of the year was around 20 %.

The CEO of LEG generally meets with tenants face-to-face multiple times a year at customer talks, e.g. to introduce new projects and listen to customer concerns, or with representatives from towns, cities and municipalities, for example at roofing ceremonies. 13 customer talks, eight of it were held with tenants in line with Covid-19 regulations in the reporting year. The "Customer talk" format clearly shows that LEG, with the CEO, has a clear management responsibility for this type of community relations. In addition, the Management Board is closely involved in the decision-making process and development steps as well as consultation, from the early stages of the projects to completion. Direct customer dialogue is strengthened in the Customer Advisory Council, which usually meets once per quarter at various locations and brings together dedicated tenant representatives from all branches and helps them play an active role in neighbourhood development decision processes and in developing and improving services. At these meetings, key issues are discussed with the company COO and joint solutions are developed. The Customer Advisory Council met three times in the reporting year – in some cases virtually on account of the pandemic, for which LEG provided participants with their own tablets.

High customer satisfaction requires that tenants can approach us with their needs and problems at all times. LEG offers its customers a wide range of ways and channels to get in touch. For example, they can contact LEG by telephone, e-mail, letter, in person or online via the tenants portal or tenants app if they have any problems or queries. Selected locations offered consultation hours with no appointment needed, but these were largely suspended in 2020 on account of the coronavirus pandemic and resumed at reduced levels in 2021 where pandemic restrictions allowed. Issues and complaints are processed on a standardised basis using a Group-wide ticket system and passed on to the person responsible. Smaller necessary repairs are usually carried out by the subsidiary TechnikServicePlus GmbH (TSP).

As well as providing a quick solution to their concerns, the health and safety of our customers in their homes is central to their satisfaction. LEG puts systematic and comprehensive safety precautions in place to guarantee this as best possible. These are provided by the company's own employees as part of inspections and checks on buildings and facilities, as well as by service providers. Tradespeople are promptly hired if any shortcomings or accident risks are identified. After completion, the repair work is checked and documented.

The Management Board delegates responsibility for risk prevention to the regional branch. Twice a year, the Property Management department carries out spot checks in line with the dual control principle to ensure work is of a high quality and complete.

Thanks to its systematic safety precautions process, in the 2021 financial year LEG ensured that 99.8 % (2020: 99.8 %) of its own buildings were thoroughly tested for potential hazards and defects in common areas were identified at an early stage so that they could be promptly remedied. Safety precautions checks for the remaining buildings will be completed at the start of 2022.

LEG uses various tools to assess the effectiveness of all measures to increase customer satisfaction. In particular, these include our regular customer satisfaction surveys, interviews with points of contact at the central customer service and, since the end of 2021, in the Rent Management, Receivables Management and Operating Costs departments, as well as feedback on neighbourhood support measures, the assessment of safety inspections and analyses of callers who make multiple calls about an issue.

Particularly worthy of mention is the current customer satisfaction survey of 10,000 LEG tenants conducted between 15 September and 1 October 2021. Many of our measures to improve the customer experience are already showing initial signs of success. In particular, satisfaction with customer service in terms of service times and availability by phone increased significantly.

We hope that the responses will provide further key indicators for additional improvement potential that will allow us to increase customer satisfaction in the years ahead. The results of the customer satisfaction survey are discussed with those responsible in numerous relevant areas of the company and corresponding measures are put into place. For example, our customers requested better lighting for pavements and building entrances at some locations and so we developed a lighting concept, some aspects of which we have already implemented. Our goal for 2022 to 2025 is to continually improve and achieve a customer satisfaction index (CSI) of 70 % by the end of this time period.

We also implemented additional measures to increase customer satisfaction in the current reporting year, for example in customer correspondence and communication. For instance, we introduced a heating information system that assigns the heating systems to the residential units supplied and sends all tenants a push notification in the event of any malfunctions, informing them about the malfunction, repair work and when the incident has been resolved. Letters to tenants and digital communication are constantly being revised and additional features were added to the tenants portal. We also increased technical capacity to optimise the call-back service at the central customer service and further expanded contactless letting, which we introduced on account of the pandemic restrictions in 2020.

Tenant turnover and average length of occupancy are key performance indicators for tenant satisfaction. Both of these remained largely constant against the previous year.

T60

Tenant turnover and average length of occupancy

	2021	2020
Tenant turnover (as %)	9.8	9.6
Average length of occupancy (in years)	11.5	11.6

Fair and affordable rent

By providing affordable and diverse housing including in urban areas, LEG plays a role in addressing pressing social challenges such as demographic change and migration.

LEG Immobilien SE is a housing company with deep roots in the North Rhine-Westphalia metropolitan region. Working from this domestic market, LEG purses the expansion of its regional focus in other states that have comparable structures. Our focus on affordable housing and our units help meet demand by the rapidly growing number of smaller households that are characteristic of our market. We want to offer all tenants long-term home prospects. Following some smaller and medium-sized acquisitions in south-west Germany, NRW and northern Germany, at the end of 2021 LEG Immobilien SE purchased around 15,400 apartments from Adler Group with a regional focus on Lower Saxony, Bremen and Schleswig-Holstein. This represents a continuation of its successful expansion strategy and significantly increases its market presence in northern Germany. The average rent for the properties acquired is EUR 5.93 per square metre, clearly within LEG's target segment for housing low and medium-income earners. This transaction underlined LEG's commitment to providing affordable housing in Germany – made in NRW. At the end of 2021, our portfolio contained around 166,200 rental properties with an average size of 63 square metres and around 1,600 commercial units.

We provide homes to average earners and to those eligible for social housing at affordable prices and create a home worth living in for people who simply want to live well. At the end of the reporting year, about 22 % of our properties were social housing, with an average rent of EUR 5.00 (previous year: EUR 4.93) per square metre.

Upgrading existing properties is a key driver of rent costs. LEG takes a careful approach to modernisation work. Measures that reduce energy consumption and emissions create a better and more environmentally friendly living environment for tenants. However, the modernisation work must also be economically viable for the tenants, i. e. reducing their utilities costs and still ensuring affordable housing. Bringing environmental protection into line with economic viability for tenants opens up a whole array of opportunities. It increases the sustainability and value of the housing portfolio, makes the rental property more attractive and improves both customer satisfaction and tenancy duration.

Serial energy upgrades are increasingly important. Our contributions to research in this area include the "LEG Future House" pilot project in our neighbourhood in Mönchengladbach-Hardt, where we are fitting 16 buildings with a new and efficient pre-fabricated building envelope and modern heating and ventilation. The aim is to create comfortable, architecturally appealing buildings to net-zero standard, that are still affordable for tenants and that can be upgraded in just a few weeks. With our pilot project that we are conducting together with Deutsche Energie-Agentur GmbH (dena) in accordance with the "Energiesprong" principle, we are furthering climate protection efforts and ensuring that further modernisation is possible in the future.

By committing to new construction, we also aim to make a contribution to society by providing more affordable housing. LEG will create free-financed and subsidised housing as part of its new building initiative launched in 2018, building or purchasing at least 500 new apartments each year from 2023 onwards. 1,000 homes are to be completed each year from 2026 onwards. The annual investment volume from 2023 to 2026 is around EUR 200 – 300 million. To this end, LEG Bauen GmbH will built approx. 150 apartments each year from 2023 onwards and about 600 from 2026 on own or purchased land that is suitable for redensification. We purchased six turnkey newbuild projects with a total of 740 residential units and land for around 250 residential units in the 2021 reporting year. At the end of the reporting period, 10 projects with a total of 795 apartments were under construction at existing company sites, about 17 % of which are subsidised residential properties.

Our "Your Home Helps" foundation also contributed to social equality. In 2020, it supported work to help LEG tenants and people who had been particularly affected by the pandemic. This work was continued in 2021 on account of the ongoing pandemic. By the end of the reporting year, recipients had benefited from more than EUR 1 million through the 25 initiatives set up in the previous year and another nine measures.

We established a crisis task force to alleviate the impact of the 2021 flooding catastrophe on our tenants. The "Your Home Helps" foundation also launched a EUR 250,000 emergency fund in July 2021, working closely alongside the LEG NRW Tenant Foundation. Tenants affected by the flooding were able to contact our central customer service to receive money from the fund. Tenants whose homes were no longer inhabitable also received alternative housing. A special budget of EUR 1 million was also set aside for clearing out buildings.

T61

Key area: tenants

Key performance indicator(s)	Unit	2019	2020	2021
Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement [1]	%	98.5	99.8	99.8
Substantiated complaints concerning breaches of customer privacy and losses of customer data				
Complaints received from outside parties [2] 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 [3]	Number	72	15 [4]	1 [4]

1 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.
2 "Outside parties" refers to any external party.
3 Reported is the number of reportable breaches of personal data in line with Article 33 EU General Data Protection Regulation.
4 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.

Key area: employees

Corporate culture and values

LEG's corporate culture is based on the values of integrity, fairness, commitment and professionalism, confidentiality, transparency and sustainability that characterise our collaboration and promotes an open, respectful and productive way of working with all company employees.

We aim to further consolidate our leadership, feedback and collaboration culture that puts team development at its heart. Through our occupational health management, we offer our employees a wide range of benefits that are constantly being optimised. We also offer a wide range of employment contracts and flexible working hours. An employee share program will also be launched in 2022. We particularly value the trusting and constructive partnership between employee and employer representatives.

The Human Resources department provides a framework for responsible, values-driven human resources work, translating social megatrends such as demographic and technological change, digitalisation and the challenges of modern society into measures and concepts that serve our company's performance aspirations.

The objectives are to attract suitable talents to LEG, optimise training, professional development and succession processes, strengthen employee loyalty and reduce turnover. Our overarching goal is to continually improve our image and appeal as an employer. LEG is committed to diverse teams, promotes young talented employees through the mentoring program introduced at the end of 2020 with a focus on female and other young future executives and has increased the number of traineeships from 12 to 16. In addition, the number of study places (dual study programs) was raised from four in 2019 to a total of ten in 2021.

LEG's Human Resources department manages and is responsible for all central and decentralised personnel-related processes and tasks. The unit comprises the areas of HR Management, Staff Recruitment, Staff Development and the person in charge of training. It is responsible for maintaining close dialogue with the workforce, who – as company partners – are actively informed of upcoming changes and involved in the decision-making process.

The Management Board is closely involved in discussions and approves the related concepts and programmes. Detailed HR key figures are also regularly reported to the Management Board.

A particular challenge in 2021 was the ongoing efforts to handle the coronavirus pandemic and the restrictions imposed on team work and social contact as a result. These were addressed through the use of flexible and remote working solutions, hybrid learning methods and digital content. As coronavirus restrictions were eased at times, employees had more frequent opportunities to return to the office. LEG organised a "back to the office" party to strengthen collaboration in the office and team spirit. Covid-19 and flu vaccinations were also offered, as well as special payments for colleagues in direct contact with customers and many other employee measures.

In addition to supporting tenants during the 2021 flooding catastrophe, LEG also set aside up to EUR 2,000 for employees who had been affected to provide them with rapid assistance with a minimum of red tape. As well as this lump sum, employees were also granted 14 days of paid leave if their home had been destroyed.

In order to maintain an open and transparent corporate culture, the Management Board conducted a digital phone call with all employees each quarter in 2021. These calls also provided an opportunity for employees to ask follow-up questions and to provide feedback on company issues.

Thanks to similar measures, our employee satisfaction remained very high even in 2020, a year still characterised by the pandemic. In the "Great Place to Work" employee survey, 78 % of our staff agreed that our company is a "very good place to work". The Trust Index – an average of all core aspects of employee satisfaction measured by "Great Place to Work" – was 66 %, one percentage point higher than in 2017 (65 %). The approx. 400 employees at the company TechnikServicePlus GmbH (a LEG subsidiary) took part in the 2020 survey for the first time. Our goal is to maintain high employee satisfaction at 66 % by 2024 – we have already firmly established this as a sustainability target linked to Management Board remuneration. The next "Great Place to Work" employee survey will be held in the 2022 reporting year and so achieving this target is also a short-term target for 2022.

In 2020, we reversed the trend of steadily increasing employee turnover that had resulted from restructuring measures, with employee turnover lower than in 2018. In 2021, the employee turnover rate was at only 6.2 % which was still below the figure in 2020.

T62

Employee turnover

in %	2021	2020	2019	2018
Employee turnover	6.2	7.5	11.6	9.1

For the first time, we have seen the number of applications for each advertised vacancy increase since the start of 2021. This is an indicator of our appeal as an employer to new employees. There were 12 applicants per position up to 30 June, while there were 10 participants per position up to 31 December. We are now aiming für a continous increase until 2023.

T63

Key area: employees

Key performance indicator(s)	Unit	2019	2020	2021
Information on employees and other workers				
Total number of employees by employment contract (permanent and temporary) and gender[1]				
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[2]				
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
New employee hires and employee turnover				
Total number and rate of new employee hires during the reporting period by age group gender and region[3]				
Total	Number	144	176	175
Rate	%	13.9	15.5	14.0
Of which women	%	–	–	6[4]
Of which men	%	–	–	8[4]
Under 30 years old	%	–	–	5[4]
30–50 years old	%	–	–	7[4]
Over 50 years old	%	–	–	2[4]

[1] 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.
[2] 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.
[3] 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.
[4] Determined for the first time in 2021.

T63

Key area: employees

Key performance indicator(s)	Unit	2019	2020	2021
New employee hires and employee turnover				
Total number and rate of employee turnover during the reporting period by age group gender and region [1]				
Total	Number	120	85	79
Rate	%	11.6	7.5	6.2
Of which women	%	–	–	2.5 [2]
Of which men	%	–	–	3.7 [2]
Under 30 years old	%	–	–	1 [2]
30–50 years old	%	–	–	3 [2]
Over 50 years old	%	–	–	2 [2]
Work-related illnesses				
Absence rate [3]	%	6,5	4,9	4,5
Work-related injuries				
Number of employees				
Deaths resulting from work-related injuries [4]				
Number	Number	0	0	0
Work-related injuries with severe consequences (excluding deaths)				
Number	Number	0	0	0
Documented work-related injuries [5]				
Number	Number	28	28	27
Rate [6]		4.35	4.02	3.55
Most important types of work-related injuries [7]				
Hours worked [8]	Number	1,285,892	1,391,850	1,522,337

1 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.
2 Determined for the first time in 2021.
3 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.
4 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.
5 According to first-aid log entries (excluding TSP and Biomasse Heizkraftwerk Siegerland).
6 Based on 200,000 hours (excluding TSP and Biomasse Heizkraftwerk Siegerland)
7 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).
8 As of 26 January 2022 (excluding TSP and Biomasse Heizkraftwerk Siegerland).

T63

Key area: employees

Key performance indicator(s)	Unit	2019	2020	2021
Percentage of employees receiving regular performance and career development reviews				
Percentage of total employees who received a regular performance and career development review during the reporting period[1]	%	50.3	82.8	83.1
Women	%	–	–	35[2]
Men	%	–	–	65[2]
Diversity of governance bodies and employees				
Percentage breakdown of people in governance bodies by:				
Gender[3]				
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[4]				
LEG total				
Women	%	46.3	45.7	45.0
Men	%	53.7	54.3	55.0
Age[4]				
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

1 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.
2 Determined for the first time in 2021.
3 The figures relate to the seven members of the Supervisory Board.
4 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.

Key area: environment

Reduction of energy use and emissions

Reducing buildings' direct and indirect energy consumption and the greenhouse gases that they emit has become essential to success in the real estate industry.

The German federal government's climate package embedded sector-specific environmental targets and CO_2 pricing in law for the first time. For the building sector, this means reducing greenhouse gas emissions in Germany to 67 million tonnes by 2030 (2020: 118 million tonnes). LEG supports the federal government's target of making building stock in Germany virtually carbon-neutral by 2045. To this end, for example, it is modernising its portfolio in terms of energy efficiency and EU taxonomy guidelines.

We began preparing a climate strategy in the 2020 reporting year and developed this further in 2021. To provide sustainable underlying data on which to base this, we prepared a CO_2 footprint for 2019 for the first time in the 2020 reporting year. 80 % of this was current data and 20 % extrapolated data and so it represented LEG's total portfolio. The figures for 2020 were extrapolated on the basis of this data, adjusted to account for portfolio changes in the reporting year. The CO_2 footprint for the previous year was drawn up in the 2021 reporting year using this same method and used as the basis for extrapolating figures for 2021.

In 2020, we set up a team of experts so that we can better assess and manage the environmental risks and opportunities for LEG. This team is responsible for monitoring CO_2, working out ways to reduce our CO_2 emissions and conducting research related to CO_2 reduction.

To mitigate potential future climate-related physical and transitional risks, in 2021 LEG began integrating risks in the risk management system in line with the TCFD recommendations. Integration of these risks is being continuously expanded. > See page 78, Risks, opportunities and forecast report)

The continuation of our modernisation programme also helped reduce specific CO_2 emissions produced by our portfolio in 2020/2021. At least 3 % of residential units are to be upgraded for maximum energy efficiency each year between 2017 and the end of 2021. 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.

LEG has set a new target for the 2022 reporting year of reducing CO_2 emissions by 4,000 tonnes through modernisation measures. Between 2022 and 2025, the company wants to reduce CO_2 emissions by 10 % on a CO_2e/m^2basis. These environmental targets are included in the remuneration system for the Management Board and management level II.

Even more comprehensive modernisation work will be carried out for entire neighbourhoods in the future. In the case of energetic modernisations in neighborhoods in Kamen, Bielefeld, Gutersloh, Essen and Munster – a total of around 700 residential units – we achieved on average calculated energy savings of around 33 to 52 % through comprehensive insulation, replacement of windows and roof renewals.

We are also aiming to receive DGNB gold certification for our new LEG headquarters in Dusseldorf, which we will move into in spring 2022. This is issued by the German Sustainable Building Council. This is expected to cover both the headquarters and one adjacent building that LEG will let.

LEG is currently involved in the dena project "Energiesprong Germany" with the pilot LEG "Future House" in Mönchengladbach. 16 buildings with 111 apartments are being upgraded for maximum energy efficiency and this is expected to be completed by 2023. "Energiesprong" is a new upgrading concept based on prefabricated modules that ensures high home comfort, quick upgrades and – provided there is an option for mass production – affordable upgrading costs. The aim is to upgrade buildings in a way that the costs are offset by energy savings, where the building generates the amount of energy that is needed for heating, warm water and electricity over the year. Further projects are planned in the area of sustainable serial modernisation.

As one of our other major projects, we are working together with the Open District Hub and the Fraunhofer Institute to develop guidelines for socially responsible housing decarbonisation in neighbourhoods. These guidelines are to be relevant to LEG itself and to the housing industry as a whole. As part of this, various neighbourhood concepts are being tested and implemented in a range of LEG model neighbourhoods. The project is to be supported by a consortium from industry and research, with LEG as lead manager.

In addition, LEG is a founding member of "InitiativeWohnen.2050", a cooperative association set up by housing companies to support a carbon-neutral future. LEG also supports studies, advises and comments on various publications by a range of institutes on climate protection and maintains dialogue with politicians at federal and state level to actively contribute its expertise to the discussion and develop viable solutions. Together with the Wuppertal Institute for Climate, Environment and Energy as a non-profit research institution, LEG recently carried out a study looking at the environmental impact (such as the CO_2footprint) of upgrading the energy efficiency of existing building stock compared to tearing these buildings down and rebuilding them. The findings clearly show that tearing down and rebuilding LEG buildings would use far more raw materials and would therefore entail a larger CO_2 footprint over the life cycle than energy efficiency upgrades. From an environmental perspective, this supports maintaining most existing buildings instead of demolishing them and replacing them with new buildings.

We are also paving the way for 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). Our new builds are thus fitted with an environmentally friendly source of heating, good insulation, energy saving windows and the option to install green roofing. For our new-build project in Cologne-Ehrenfeld, we are planning certification through the Quality Certificate and Sustainable Residential Construction Rating System (NahWoh). By doing this, we are bringing environmental, economic, social and cultural aspects into line in a transparent manner and ensuring long-term quality as a blue print for our new-build projects.

We will take our new construction programme to a whole new level in the future: The 500 new homes completed each year is to double to 1,000 units from 2026 onwards, all of which will meet the Efficiency House 40 standard and most of which will be in energy efficiency class A. This provides modern home comfort and high energy standards. In this way, LEG is playing its part by steadily expanding its available portfolio in the locations where affordable living is most needed, without losing site of economic viability for tenants. LEG will begin parts of the new construction programme in 2022 in collaboration with the construction company Goldbeck, which is the market leader in Europe for serial and modular construction.

T64

Key area: environment

Key performance indicator(s)	Unit	2020	2021
Energy consumption outside the organisation (housing portfolio)			
Total heating energy consumption (rental units)[1]	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

[1] 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.

T64

Key area: environment

Key performance indicator(s)	Unit	2020	2021
Energy consumption outside the organisation (housing portfolio)			
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
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 [1]	MWh	46,763.1	44,280.2

[1] This figure is reported for the first time this year and represents the total for all branches.

T64

Key area: environment

Key performance indicator(s)	Unit	2019	2020	2021
Energy consumption outside the organisation (housing portfolio)				
Building energy intensity [1]	kWh/m² a	160.2	147.0	147.0
Type and number of sustainability certification				
Percentage of residential buildings by energy efficiency certificates [2]				
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
Total direct greenhouse gas (GHG) emissions (Scope 1)				
Housing portfolio				
Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent [3]	t CO_2e	191,963	189,620.7	190,619.4
Energy indirect (Scope 2) GHG emissions				
Housing portfolio				
Gross location-based energy indirect (Scope 2) GHG emissions for rental units (heating energy only) in metric tons of CO_2 equivalent [3]	t CO_2e	112,425	113,047.0	113,711.3
Gross market-based energy indirect (Scope 2) GHG emissions for rental units (heating energy only) in metric tons of CO_2 equivalent [3,4]	t CO_2e	–	91,900.8	92,434.1

[1] 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.
[2] 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.
[3] 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_2 factors (11/2021).
[4] Utility-specific, certified figures were used for the district heating emission factors where available.

Key area: society

Neighbourhood development

As well as having their own four walls, people's living environment is vital to their quality of life. As a responsible landlord, LEG is thus committed to systematic neighbourhood management to maintain and constantly improve an environment worth living in for our tenants. As well as creating stable neighbourhoods, one of LEG's objectives is to help solve social challenges in the long term. In addition to the supply of homes and provision of services with regard to changing living conditions, this also includes providing affordable housing in urban areas. Satisfied residents and low vacancy rates are proof of stable and attractive neighbourhoods. At the same time, in the long term LEG draws on strategic management combined with investments in modern living standards and in safety, order, cleanliness and environmental responsibility.

The aim of all new neighbourhood development is to boost management efficiency by promoting potential, selecting individual or various elements of neighbourhood development flexibly and on a bespoke basis for a neighbourhood. Investments are targeted and based on the requirements of the neighbourhood in question. With its approach to neighbourhood management, LEG aims to strengthen its reputation as a reliable property company/developer and partner to local communities.

We attach great value to individual neighbourhood management approaches that address the specific challenges faced by the particular residential areas. This requires a broad range of measures that strengthen social cohesion, improve quality of life and housing and create infrastructure for the future, including sensitive occupancy management and providing housing to refugees who would otherwise struggle to find affordable housing on the free housing market. For example, people who have experienced being refugees, have lost their home, vulnerable social groups and single parents often face considerable challenges in finding suitable permanent housing. To help provide these people with a home, LEG has a policy commitment to consult with various municipalities, communities, associations and initiatives.

As a former state holding, LEG has always maintained close ties with municipalities and this continued after LEG was privatised in 2008. Dialogue with local governments is part of the company's DNA. For this reason, LEG launched a systematic programme at the beginning of 2020 to engage in dialogue or develop joint projects with mayors, building and/or social department heads and other relevant representatives at the municipal level – in all municipalities where there are more than 1,000 LEG residential units and at new LEG locations. The company-specific responsibility for this programme lies with LEG's COO. Numerous corresponding meetings were held again in 2021.

Given the major social relevance of the "residential" product, ongoing consultation with local municipalities is extremely important – especially when it comes to involving cities and communities in the early stage of (new) construction projects and climate measures or providing targeted support for urban development work. Neighbourhood initiatives and meeting places, listening to complaints and working with municipal service companies are also part of discussions with local authorities, as well as with lower levels. In addition to this programme, LEG's branches also arrange continuous dialogue with the administrative bodies of all towns, cities and communities. This allows LEG to ensure ongoing consultation mechanisms with local governments and administrative bodies in a variety of ways.

By establishing the foundation "Your Home Helps" at the end of 2019 with endowment assets of EUR 16 million, LEG also created a basis to make an even stronger commitment to social responsibility and to significantly step up its efforts to create stabler neighbourhoods worth living in and a good environment for people who live in LEG apartments or in the neighbourhood. Endowment capital increased by a further EUR 5 million at the end of 2021 following a significant increase in properties in northern Germany.

The foundation supports the expansion of existing social projects, while also helping launch new projects needed in the neighbourhoods together with charitable and municipal network partners. For example, these may be community, education or advisory centres that act as a point of contact for all residents.

To consolidate its approach of offering assistance where it is really needed, the foundation is building up its own team of social managers in addition to the points of contact. Two social managers were hired in the reporting year who systematically localise problem areas, identify emergency situations facing tenants and help guide them to local support networks. This sustainable, long-term support offers prospects to neighbourhood residents in need. Top priorities include help for children living in challenging circumstances, educational support, day-to-day living assistance for seniors, support services for families, and support with illnesses such as addiction.

Our foundation's social responsibility is also demonstrated by the more than EUR 1 million spent on 34 coronavirus assistance measures since the start of the pandemic.

Neighbourhood and intercultural exchange is also promoted by holding joint events, and so tenant parties are an integral part of LEG's neighbourhood management. Tenant parties are organised professionally using a neighbourhood database – LEG has a formal system for identifying local communities of interest in the neighbourhoods. One example here is the installation of a photovoltaic facility: If this is installed in a neighbourhood, it makes sense to arrange an "environment day" for tenants and children in this neighbourhood and discuss sustainability issues. Each year, LEG tenant parties normally bring together thousands of people with different national backgrounds, with trained LEG event managers arranging a wide range of event formats. However, fewer participants attended than average in 2020 and 2021 on account of Covid-19 restrictions. As in 2020, the focus in the reporting year was on summer holiday activities for families in line with coronavirus regulations, for example circus experiences and environmental campaign days. Once again, all LEG branches benefited from the events.

In the financial year, the LEG NRW Tenant Foundation established in 2009 set up 40 (previous year: 40) charitable and 86 non-profit projects (previous year: 80), providing around EUR 166,000 (previous year: EUR 150,000) in funding for social cohesion in our neighbourhoods and the welfare of our tenants.

Not audited by Deloitte

The two foundations "Your Home Helps" and the "LEG NRW Tenant Foundation" together launched a EUR 250,000 flooding emergency fund in July 2021. This provided direct, practical support to LEG tenants who had lost their possessions due to the flooding.

T65

Key area: society

Key performance indicator(s)	Unit	2019	2020	2021
Operations with local community engagement, impact assessments, and development programs[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.

[1] 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".

GRI key figures

In order to manage the topics identified as highly material, we gauge 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.

T66

Key area: business

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Scale of the organisation					
Total number of employees[1]	Number	1,365	1,599	1,770	102–7
Total number of operations[2]	Number	8	7	7	
Net sales[3]	€ million	435	429.8	522.1	
Total capitalisation broken down in terms of debt and equity[4]	%	37.7	37.6	42.8	
Quantity of products or services provided[5]	Number of residential units	134,031	144,530	166,189	
Direct economic value generated and distributed					
Direct economic value generated: revenues[6]	€ million	586.1	627.3	683.9	201–1
Economic value distributed[7]	€ million	243.6	284.0	252.5	
CRE sector supplement: payments to government[8]	€ million	13.2	5.8	4	
Economic value retained[9]	€ million	342.5	343.3	431.4	
Confirmed incidents of corruption and actions taken					
Total number and nature of confirmed incidents of corruption[10]	Number	0	0	1	205–3
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption[11]	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[12]	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	–	–	–	

1 Average number of employees.
2 The total number of operations equates to the seven LEG branch offices.
3 Equates to the revenue from renting and leasing.
4 The figures equate to the loan-to-value ratio, i.e. net debt in relation to the real estate assets.
5 Equates to the number of residential units within the LEG portfolio.
6 Equates to the net rent (excl. utilities and services costs) from renting and leasing.
7 Equates to the expenses from renting and leasing.
8 Equates to net income tax payments in accordance with the statement of cash flows.
9 Equates to the difference between net rent (excl. utilities and service costs) and expenses.
10 Relates to all confirmed cases of corruption, bribery and the granting or receiving of advantages.
11 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.
12 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.

T66

Key area: business

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices					
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 [1]	Number	0	0	0	206–1
Important events of concluded legal actions, including all decisions and judgements [2]	Number	–	–	–	
Non-compliance with laws and regulations in the social and economic area					
Total monetary value of significant fines [3]	€	0	0	0	307–1; 419–1
Total number of non-monetary sanctions [4]	Number	0	0	0	
Cases brought through dispute resolution mechanisms [5]	Number	0	0	0	
Non-compliance with environmental laws and regulations					
Total monetary value of significant fines [3]	€	0	0	0	307–1
Total number of non-monetary sanctions [4]	Number	0	0	0	
Cases brought through dispute resolution mechanisms [5]	Number	0	0	0	

1 Number of pending and concluded legal actions and cases is disclosed.
2 There were no legal proceedings on the basis of violations of competition law.
3 Fines of EUR 100,000 or more are considered significant.
4 Repressive, i. e. punitive, measures for past misconduct not consisting of a monetary sanction are reported.
5 Dispute resolution mechanisms are reported, i. e. judicial proceedings and out-of-court dispute resolution based on mediation or conciliation.

T67

Key area: tenants

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Assessment of the health and safety impacts of product and service categories					
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement [1]	%	98.5	99.8	99.8	416–1
Substantiated complaints concerning breaches of customer privacy and losses of customer data					
Complaints received from outside parties [2] and substantiated by the organization	Number	2	0	10	418–1
Complaints from regulatory bodies	Number	0	2	3	
Total number of identified leaks, thefts, or losses of customer data [3]	Number	72	15 [4]	1 [4]	

1 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.
2 "Outside parties" refers to any external party.
3 Reported is the number of reportable breaches of personal data in line with Article 33 EU General Data Protection Regulation.
4 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.

T68

Key area: employees

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Information on employees and other workers					
Total number of employees by employment contract (permanent and temporary) and gender[1]					
Total number of employees	Number	1,444	1,599	1,770	102–8
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[2]					
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	
Collective agreements					
Percentage of employees covered by LEG collective agreements[3]	%	64.9	64.9	64.2	102–41

[1] 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.
[2] 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.
[3] 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.

T68

Key area: employees

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
New employee hires and employee turnover					
Total number and rate of new employee hires during the reporting period by age group gender and region [1]					401–1
Total	Number	144	176	175	
Rate	%	13.9	15.5	14.0	
Of which women	%	–	–	6 [2]	
Of which men	%	–	–	8 [2]	
Under 30 years old	%	–	–	5 [2]	
30–50 years old	%	–	–	7 [2]	
Over 50 years old	%	–	–	2 [2]	
Total number and rate of employee turnover during the reporting period by age group gender and region [3]					
Total	Number	120	85	79	
Rate	%	11.6	7.5	6.2	
Of which women	%	–	–	2.5 [2]	
Of which men	%	–	–	3.7 [2]	
Under 30 years old	%	–	–	1 [2]	
30–50 years old	%	–	–	3 [2]	
Over 50 years old	%	–	–	2 [2]	
Work-related illnesses					
Absence rate [4]	%	6.5	4.9	4.5	403–10

[1] 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.
[2] Determined for the first time in 2021.
[3] 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.
[4] 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.

T68

Key area: employees

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Work-related injuries					
Number of employees					403–9
Deaths resulting from work-related injuries [1]					
Number	Number	0	0	0	
Rate	%				
Work-related injuries with severe consequences (excluding deaths)					
Number	Number	0	0	0	
Rate					
Documented work-related injuries [2]					
Number	Number	28	28	27	
Rate [3]		4.35	4.02	3.55	
Most important types of work-related injuries [4]					
Hours worked [5]	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 [6]					
Average hours of training per year per employee [7]					
Number of employees who participated in a seminar or other training measure during the reporting period	Number	553	750	888	404–1
Cumulative number of seminar days in the reporting period	Number	1,400	2,750	2,133	
Percentage of employees receiving regular performance and career development reviews					
Percentage of total employees who received a regular performance and career development review during the reporting period [8]	%	50.3	82.8	83.1	404–3
Women	%	–	–	35 [9]	
Men	%	–	–	65 [9]	

[1] 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.
[2] According to first-aid log entries (excluding TSP and Biomasse Heizkraftwerk Siegerland).
[3] Based on 200,000 hours (excluding TSP and Biomasse Heizkraftwerk Siegerland)
[4] 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).
[5] As of 26 January 2022 (excluding TSP and Biomasse Heizkraftwerk Siegerland).
[6] There are no surveys on this matter.
[7] 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.
[8] 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.
[9] Determined for the first time in 2021.

T68

Key area: employees

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Diversity of governance bodies and employees					
Percentage breakdown of people in governance bodies by:					405–1
Gender[1]					
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[2]					
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[2]					
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	

[1] The figures relate to the seven members of the Supervisory Board.
[2] 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.

T68

Key area: employees

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Diversity of governance bodies and employees					
Age[1]					
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	

[1] 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.

T69

Key area: environment

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Energy consumption within the organisation (administrative offices)					
Fuel consumption from non-renewable sources[1]					302–1
Diesel	MWh	867	669.7[2]	614.1	
Regular petrol	MWh	12	5.6[2]	0	
Premium petrol	MWh	656	506.4[2]	710.5	
Heating oil	MWh	1,104	7,414	1,044	

[1] 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.

[2] Rounded to one decimal place for the first time in 2020.

T69

Key area: environment

Key performance indicator(s)	Unit	2019	2020	2021	2019 lfl	2020 lfl	GRI standards
Energy consumption within the organisation (administrative offices)							
Fuel consumption from renewable sources [1]	MWh	335,475	455,372	478,275			302–1
Electricity consumption [2]	MWh	57	450	382			
Heating energy consumption [2]	MWh	1,019	1,852	2,265			
Electricity sold [3]	MWh	70,820	100,908	100,650			
Heating sold [4]	MWh	2,306	2,495	1,982			
Standards, methodologies, assumptions, and/or calculation tools used [5]							
Source of the conversion factors used [6]							
Energy consumption outside the organisation (housing portfolio)							
Total electricity consumption (communal areas) [7]	MWh	20,690.5	23,453.3	–	20,607.0	21,352.1	302–2
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	

[1] 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.
[2] 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.
[3] 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.
[4] This figure relates exclusively to the district heating supplied by Biomasse Heizkraftwerk Siegerland
[5] 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).
[6] 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.
[7] 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.

T69

Key area: environment

Key performance indicator(s)	Unit	2020	2021	GRI standards
Energy consumption outside the organisation (housing portfolio)				
Total heating energy consumption (rental units) [1]	MWh	1,318,865.9	1,326,031.5	302–2
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	

[1] 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.

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Key area: environment

Key performance indicator(s)	Unit	2020	2021	GRI standards
Energy consumption outside the organisation (housing portfolio)				
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 [1]	MWh	46,763.1	44,280.2	

Key performance indicator(s)	Unit	2019	2020	2021	2019lfl	2020 lfl	GRI standards
Energy consumption outside the organisation (housing portfolio)							
Building energy intensity [2]	kWh/m² a	160.2	147.0	147.0	–	–	
Type and number of sustainability certification							
Percentage of residential buildings by energy efficiency certificates [3]							
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	–	–	
Water withdrawal by source (housing portfolio) [4]							
Total volume of water withdrawn	m^3	4,421,713.5	5,192,183.2	–	4,392,369.8	4,612,382.4	
Building water intensity	m^3/m^2	1.1	1.2	–	1.1	1.2	

[1] This figure is reported for the first time this year and represents the total for all branches.
[2] 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.
[3] 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.
[4] 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.

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Key area: environment

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Total direct greenhouse gas (GHG) emissions (Scope 1)					
Administrative offices					305–1
Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent[1,2]	t CO_2e	696	2.424	820	
Biogenic CO_2 emissions in metric tons of CO_2 equivalent[1,3]	t CO_2e	41,268	12,295	12,913	
Total direct greenhouse gas (GHG) emissions (Scope 1)					
Housing portfolio					305–1
Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent[1]	t CO_2e	191,963	189,620.7	190,619.4	
Biogenic CO_2 emissions in metric tons of CO_2 equivalent[4]	t CO_2e	–	–	–	
Energy indirect (Scope 2) GHG emissions					
Administrative offices					305–2
Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent[1,5]	t CO_2e	249	487	509	
Energy indirect (Scope 2) GHG emissions					
Housing portfolio					305–2
Gross location-based energy indirect (Scope 2) GHG emissions for communal areas (electricity only) in metric tons of CO_2 equivalent[6]	t CO_2e	1,244	1,733	–	
Gross location-based energy indirect (Scope 2) GHG emissions for rental units (heating energy only) in metric tons of CO_2 equivalent[1]	t CO_2e	112,425	113,047.0	113,711.3	
Gross market-based energy indirect (Scope 2) GHG emissions for rental units (heating energy only) in metric tons of CO_2 equivalent[1,7]	t CO_2e	–	91,900.8	92,434.1	
Waste by type and disposal method					
Administrative offices					
Total weight of hazardous waste[8]	t	–	–	–	
Total weight of non-hazardous waste[9]	t	77.3	1,349.15	1,628.8	

1 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_2 factors (11/2021).
2 The reduction compared with the previous year is primarily due to the substantially lower heating oil consumption at Biomasse-Heizkraftwerkes Siegerland.
3 Includes the CO_2 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.
4 Due to the selective use of renewable energies, there are no significant CO_2 equivalents for biogenic CO_2 emissions.
5 The prior-year figures from 2020 have been corrected to reflect the extended scope.
6 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".
7 Utility-specific, certified figures were used for the district heating emission factors where available.
8 No hazardous waste is generated in the administrative offices.
9 From 2020, all administration buildings were reported. Information was provided from eleven locations, both internally and externally rented properties.

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Key area: environment

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Waste by type and disposal method					
Housing portfolio					
Total weight of hazardous waste[1]		–	–	–	
Total weight of non-hazardous waste[2]					
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[3]	–	–	–	–	

1 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.

2 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/m³; recyclable materials: 0.033 t/m³; paper, card, cardboard packaging: 0.22 t/m³; biodegradable waste: 0.25 t/m³).

3 n. a., as there is no data for hazardous waste.

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Key area: society

Key performance indicator(s)	Unit	2019	2020	2021	GRI standards
Operations with local community engagement, impact assessments, and development programs[1]					
Branches that implemented neighbourhood measures in the reporting period	%	100	100	100	413–1
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.	

1 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".

Recommendations from the Task Force on Climate-related Financial Disclosures (TCFD)

The TCFD was founded by the Financial Stability Board to develop a common framework for reporting on environmental risks and opportunities, thereby promoting international financial stability. Its focus is disclosing financial risks to which the company sees itself exposed as a result of climate change. We regard the TCFD recommendation as a meaningful addition to our previous reporting, especially with its forward-looking elements.

As a supplement to reporting in line with GRI, we are establishing a reference to the TCFD recommendations. In view of the increasing importance of climate change, we are aiming to provide extensive reporting in line with TCFD so as to disclose how to deal with environmental risks and opportunities in a clear fashion.

This year's reporting also includes some information within the core areas of governance, strategy and risk management recommended by TCFD as well as key figures and targets. The table below refers to the relevant contents in the annual report 2021 – also in the separate non-financial report – on our website and in the sustainability report 2020. The extensive 2021 Sustainability Report will be published in the course of 2022.

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TCFD requirements	Sustainability report 2020	Annual report 2021	Non-financial report 2021	Website
Governance: The company's organisational structure with regard to climate-related risks and opportunities	Chapter "Managing sustainability efficiently and reliably", p. 9 et seq.; Chapter "Risk assessment", p. 12; Chapter "Key area: Environment" (section "Responsibility for target attainment assigned"), p. 35	Chapter "Risks, opportunities and forecast report" (section "Governance, risk & compliance"), p. 66 Chapter "Remuneration report", p. 82	Chapter "Key area: business", section "Sustainable growth and resilience", organisation of sustainability management at LEG, p. 113ff. et seq.	**LEG website "Sustainability"** https://www.leg-wohnen.de/en/corporation/sustainability **LEG website "Corporate governance"** www.leg-wohnen.de/en/corporation/corporate-governance/risk-management-system **LEG declaration of fundamental values** www.leg-wohnen.de/en/corporation/corporate-governance/compliance-at-leg/declaration-of-fundamental-values-of-leg **Compliance at LEG** www.leg-wohnen.de/en/corporation/corporate-governance/compliance-at-leg **Rules of Procedure for the Supervisory Board** **Rules of Procedure for the Management Board** www.leg-wohnen.de/en/corporation/leg-group/members-of-the-management-and-supervisory-board **Rules of Procedure for the Risk and Audit Committee** www.leg-wohnen.de/en/corporation/leg-group/members-of-the-management-and-supervisory-board
Strategy: The present and potential impact of climate-related risks and opportunities on business, strategy and financial planning	Chapter "Managing sustainability efficiently and reliably", materiality analysis, p. 9 et seq. Chapter "Strategy", p. 13 et seq.; Chapter "Key area: Environment" (section "Responsibility for target attainment assigned"), p. 35	Chapter "Risks, opportunities and forecast report", p. 66	Chapter "Notes on contents of report and framework", section "Material aspects, p. 110f.	**LEG website "ESG agenda"** https://ir.leg-se.com/fileadmin/user_upload/Investor_Relations/Audiocasts/2021/ESG_Agenda2024.pdf **LEG website "Current downloads 2021, Q3-2021, Presentation Q3 results"** https://irpages2.equitystory.com/download/companies/legimmobilien/Presentations/LEG_Pres_Q3_2021.pdf

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TCFD requirements	Sustainability report 2020	Annual report 2021	Non-financial report 2021	Website
Risk management: The processes for identifying, assessing and managing climate-related risks		Chapter "Risks, opportunities and forecast report", section "Risk categorisation", p. 70f.[1]: "Barring a few exceptions, the risk situation is the same as in the previous year. There is no relevant individual risk within the accounting, TCFD risks and sustainability risk main risk categories." Chapter "Non-financial report", section "Risk assessment", p. 112: "The LEG Group management does not believe that there are any non-financial risks that meet materiality criteria under section 289c (3) no. 3 and 4 HGB after taking account of risk mitigation measures." Chapter "Risks, opportunities and forecast report", p. 78 et seq. "To mitigate future climate-related physical and transitional risks, in 2021 LEG began integrating risks in the risk management system in line with the TCFD recommendations. The Group's TCFD risk assessment covers all risks posed by climate change (physical risks) and risks resulting from the shift to a green economy (transitional risks). Risk potential is reported in monetary terms and shown in the R2C risk management tool. These are also reported to the LEG Management Board and Supervisory Board as part of quarterly risk reporting. Integration of these risk measures is being continuously expanded." Chapter "Risks, opportunities and forecast report", p. 78 et seq. "Sustainability risks are a main risk category, which does not contain any relevant individual risks or risks subject to reporting requirements according to the LEG risk assessment matrix."	Chapter "Notes on contents of report and framework", section "Risk assessment", p. 112	LEG website "Sustainability" http://www.leg-wohnen.de/fileadmin/dateien/02_Unternehmen/Nachhaltigkeit/Nachhaltigkeitsberichte/220310_LEG_GB_2021_nichtfinanzielle_Informationen_e_safe.pdf LEG website "Corporate governance" www.leg-wohnen.de/en/corporation/corporate-governance/risk-management-system
Key figures and targets: The key figures and targets used to assess and manage relevant climate-related risks and opportunities	Chapter "Strategy", p. 13 et seq.		Chapter "Non-financial report", section "Risk assessment", p. 112: "The LEG Group management does not believe that there are any non-financial risks that meet materiality criteria under section 289c (3) no. 3 and 4 HGB after taking account of risk mitigation measures." Chapter "Key area: Environment", p. 123: Carbon-neutral building stock by 2045	LEG website "Sustainability" www.leg-wohnen.de/en/corporation/sustainability http://www.leg-wohnen.de/fileadmin/dateien/02_Unternehmen/Nachhaltigkeit/Nachhaltigkeitsberichte/220310_LEG_GB_2021_nichtfinanzielle_Informationen_e_safe.pdf

[1] Presentation of general opportunities and risks from modernisation and regulations relating to environmental policy – a risk and opportunity report on the basis of various climate scenarios is currently being planned.