



ART INVEST
— REAL ESTATE —

Art-Invest Real Estate

Diversity, Equity and Inclusion Policy

As of: Dezember 1, 2023

Version: 1.0

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Document history

This Diversity, Equity and Inclusion Policy is subject to resolution by the Management Board of Art-Invest Real Estate Funds GmbH, Cologne (hereinafter referred to as Art-Invest Real Estate). Amendments and additions require the explicit written consent of the Management Board.

The Management Board holds the responsibility for regular and extraordinary revisions and updates of this policy, which are executed by the Sustainability Management and Human Resources Management teams. In line with the sustainability strategy of Art-Invest Real Estate, these reviews are conducted at least annually. This process guarantees the policy's perpetual alignment with current developments and strategic objectives, thereby maintaining its relevance and effectiveness.

Version	Date	Remarks	Author
1.0	01.12.2023	Initial Version	Bäuerle/ Braxator

The Diversity, Equity and Inclusion Policy applies to all employees of Art-Invest Real Estate and is set to come into effect from December 1, 2023. This policy has been approved by the entire Management Board.

Cologne, 01/12/2023

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A. Preliminary remarks

Art-Invest Real Estate is deeply committed to fostering a work environment characterized by diversity, equity and inclusion. The company holds a firm belief recognizing and promoting employee diversity, along with ensuring equal opportunities for all, is crucial in establishing an innovative, productive and respectful work culture.

Art-Invest Real Estate welcomes all individuals, irrespective of age, gender, ethnicity, physical disabilities, sexual orientation, or religious beliefs. Furthermore, Art-Invest Real Estate is dedicated to ensuring that all employees are protected from any form of discrimination and harassment.

The principles of this policy are based on nationally and internationally recognized standards on human rights, diversity, and inclusion. Art-Invest Real Estate is particularly guided by guidelines such as the UN Global Compact and the Diversity Charter. The company pledges to fully adhere to these principles in its business activities.

B. Fundamental understanding of diversity, equity, and inclusion

Art-Invest Real Estate is convinced the promotion of diversity, equity and inclusion are decisive factors for productivity, innovation and collaboration. The company defines these terms as follows:

Diversity

- Art-Invest Real Estate defines diversity as recognition and appreciation of the individual characteristics and uniqueness of each employee.
- Art-Invest Real Estate perceives diversity as a valuable augmentation and a fundamental constituent of a pluralistic, democratic society.
- Art-Invest Real Estate extends a warm welcome and robust support to the diversity embodied by all employees and investors, who originate from an extensive array of cultural backgrounds, thereby serving as representatives of societal diversity.

Equity

- Art-Invest Real Estate stipulates equal opportunities for all employees regardless of the personal characteristics or protected status defined in the preliminary remarks in accordance with applicable law.
- Art-Invest Real Estate is committed to providing equal opportunities to all employees and avoiding discrimination in any form.

Inclusion

- Art-Invest Real Estate has undertaken the responsibility of cultivating a work environment that embraces all employees equitably, irrespective of their individual disparities or backgrounds.
- For Art-Invest Real Estate, inclusion signifies the cultivation of an environment wherein each employee experiences a sense of complete acceptance, respect and value.

C. Objective

Art-Invest Real Estate is committed to the sustainable alignment of its corporate and managerial culture, as well as its operational processes, to foster and leverage individual competencies, with a particular emphasis on the diversity of gender, age and other pertinent attributes. In this regard, the company has established the following objectives:

Diversity

- Art-Invest Real Estate prioritizes the attraction and retention of a workforce characterized by diversity, encompassing varied genders, ethnic backgrounds, age demographics, abilities and sexual orientations.
- - Art-Invest Real Estate fosters a working environment where everyone feels welcome and respected.

Equity

- Art-Invest Real Estate places significant emphasis on ensuring equal participation in professional life for all employees, irrespective of their individual attributes. The company offers career opportunities matching individual skills, aptitudes, and interests.
- Art-Invest Real Estate ensures equal opportunities for all employees, for example by supporting the compatibility of family and career regardless of gender.

Inclusion

- Art-Invest Real Estate is dedicated to fostering awareness and enlightenment among all its employees regarding the significance of diversity, equity and inclusion.
- Art-Invest Real Estate is ardently dedicated to the detection and eradication of any potentially prevailing unconscious biases.

D. Take Action

Art-Invest Real Estate has implemented a multitude of mechanisms and initiatives with the aim of advancing the principles of diversity, equity and inclusion and thereby fostering a work environment characterized by respect and support.

Milestones to date

Diversity

- Establishing a work environment wherein the unique disparities and strengths of all employees are esteemed and fostered.
- The Human Resources department is responsible for the documentation and surveillance of data pertaining to the age, gender, ethnicity, any physical disabilities, and religious beliefs of employees and applicants, in strict compliance with the relevant national data protection statutes.
- Systematic analyses of extant data are conducted with the objective of deriving focused initiatives intended to enhance consciousness of diversity and inclusion, and to forestall discrimination.

Equity

- The recruitment process at Art-Invest Real Estate is designed to be free from any form of discrimination. It operates within well-defined and transparent procedures, engaging all relevant specialist departments and committees.
- The fundamental tenets of recruitment, hiring, development, training, compensation, and promotion at Art-Invest Real Estate are predicated on the assessment of qualifications, performance, skills, and experience.
- Active analysis of managerial role models and critical evaluation of whether these are assessed in accordance with patriarchal norms.

Inclusion:

- Endorsement and advancement of all employees, devoid of discrimination, exemplified by regular training and professional development opportunities specifically tailored to foster the growth of individual skills.
- Zero tolerance of disrespectful or inappropriate conduct, inequitable treatment, any form of retaliation, harassment, and intimidation, both within the professional envi-

ronment and in all work-associated circumstances beyond the workplace. Suitable actions will be taken in the occurrence of infringements, which may culminate in repercussions under employment and criminal law.

Reference:

Social and Working Conditions Policy

Human Rights and Dignity Policy

Human Resources-Manual

Continued Endeavours

Art-Invest Real Estate is constantly advancing additional initiatives to foster diversity, equity, and inclusion within the organization. A key step in this regard is the continued enhancement and surveillance of initiatives that are congruent with the leadership ethic and corporate culture. This strategy aims not merely concrete actions to advocate for diversity, equity and inclusion, but also initiate a transformation in the company's culture that will be firmly established in the long term. This includes the following measures:

- Designation of persons responsible for evaluating measures to promote diversity, equity and inclusion.
- Nomination of an internal contact person for issues pertaining to diversity, equity and inclusion.
- Establishment of key performance indicators (KPIs) for diversity and inclusion, accompanied by an annual report on these metrics.
- Implementation of programs and initiatives designed to acknowledge, foster and stimulate talent, irrespective of personal attributes, to realise and cultivate their complete professional capacity.
- Amplification of collaborations with associations and initiatives to promote diversity, equity and inclusion.
- Regular review and necessary modification of work schedule models to optimise the work-life balance.
- Endorsement for sabbaticals and associated measures for an effective reintegration into the workforce following periods such as illness or parental leave.

E. Coverage

Art-Invest Real Estate firmly believes that responsible conduct necessitates transparency in its actions and decision-making processes, both internally and in its interactions with stakeholders. Consequently, Art-Invest Real Estate discloses its principles and initiatives regarding diversity, equity and inclusion in its annual sustainability report. By publishing information on the company's website, Art-Invest Real Estate ensures all stakeholders always have access to the current information.

F. Whistleblower System

Art-Invest Real Estate has established a whistleblower mechanism. This system empowers all personnel to disclose potential or actual infringements of the prevailing law within the organization to the appropriate entities. The process preserves the anonymity of their identity.

All personnel of Art-Invest Real Estate bear the responsibility to report any transgression or suspected transgression of legal stipulations, guidelines, and internal policies. Individuals who disclose such information, to the best of their knowledge and belief, will not be subjected to any detriment, unless they themselves have breached the applicable codes of conduct.

G. Organisation and Implementation

Responsibilities

The Management Board holds the responsibility for the direction, communication, and execution of the Diversity, Equity and Inclusion Policy. This responsibility extends to the institutional embedding of the directive through established process structures. The Human Resources department serves as the primary point of contact for all concerns pertaining to diversity, equity and inclusion. Furthermore, it is the responsibility of all employees to create a working environment characterised by diversity, equity and inclusion.

Internal review

The Diversity, Equity and Inclusion Policy is reviewed by the Sustainability Management team and the Human Resources Management team both on initial implementation and following adjustments. Any substantial adjustments require the approval of the Management Board. The policy must be reviewed at least once a year or promptly approved by the Management Board following any significant changes.

Distinction from Other Guidelines and Policies

The Diversity, Equity and Inclusion Policy operates in line with Art-Invest Real Estate's sustainability strategy, which is regularly updated. In addition, the management has established further sustainability guidelines that commit Art-Invest Real Estate to respecting human rights and establishing clear principles for employee interactions. These guidelines are encapsulated within the “Human Rights” and the “Social Policy”.