



ART INVEST
— REAL ESTATE —

Art-Invest Real Estate Funds GmbH

Guideline for social and working conditions

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A. Preliminary Remark

In this Social Policy, Art-Invest describes basic principles in dealing with its employees. Art-Invest ensures that the contents of the Social Policy are known by obliging employees to take note of it.

Any employee who believes that there is a conflict between the statements in the Social Policy and the laws, customs and practices of his or her workplace, who has questions about the Social Policy, or who wishes to report a potential violation of it, should bring those questions and concerns to the attention of Human Resources or the Whistleblower Office. There will be no reprisal or retaliation against employees who raise concerns in accordance with the Social Policy. Art-Invest will investigate, address, and act on employee concerns and intervene in the event of a violation.

The Social Policy is consistent with Art-Invest's sustainability strategy with respect to the social guidelines and goals set forth therein.

The Social Policy addresses various topics in the social context. Where stand-alone guidelines or other documents of the Written Fixed Order (SFO) exist for individual topics, reference is made to these.

NOTE: All terms in this document, such as "employee", always refer equally to the female, male or diverse form, where the context allows.

B. Respect and Observance of Human Rights

For Art-Invest as an employer, portfolio manager and long-term investor, it is a matter of course to respect fundamental and universally applicable human rights and to support their protection and preservation. Therefore, Art-Invest has set down its commitment to human rights standards in writing in a guideline for human rights and decent work.

Art-Invest aligns its entrepreneurial actions - including the consideration of its value chain - in particular with the following conventions:

- United Nations Universal Declaration of Human Rights
- Guiding Principles on Business and Human Rights of the United Nations
- Fundamental principles and rights of labor and social standards including the eight core conventions of the International Labor Organization (ILO)

For more details on the requirements implemented at Art-Invest to comply with human rights due diligence obligations, explicit reference is made to the Guideline for Human Rights and Decent Work, as amended from time to time.

Reference:

Art-Invest Policy on Human Rights and Decent Work (Human Rights Policy)

C. Interaction with Employees

1. Principle of equality and diversity

Art-Invest is committed to equal opportunity and against discrimination. We are committed to maintaining a work climate free from discrimination on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or any other status protected by applicable law. Art-Invest's bases for recruiting, hiring, staffing, advancement, training, compensation and promotion are qualifications, performance, skills and experience.

2. Recruitment of New Employees

At Art-Invest, the hiring of new employees takes place within the framework of defined and transparent processes involving all relevant departments or committees of Art-Invest.

The hiring process is free of discrimination and follows the principle of equal treatment and diversity described above.

Reference:

Art-Invest Policy on Human Rights and Decent Work (Human Rights Policy)

HR Manual

3. Promoting and Developing our Employees

The support and promotion of our employees is free of discrimination and follows the principle of equal treatment and diversity described above.

- The promotion and support of our employees takes place, among other things, through the following measures:
- through regular training and development opportunities, we support our employees in training their individual skills in a targeted manner, and also in developing themselves personally;
- through apprenticeships, trainee programs and the employment of interns and student trainees, we aim to promote talent at an early stage;
- we encourage our employees' social commitment and actively support charitable causes, for example by granting special leave when employees are involved in social projects;
- we support our employees' active involvement in associations and industry initiatives in which Art-Invest is represented.

4. Compensation Policy

We compensate employees according to the industry and local labor market. We comply with applicable laws on compensation, working hours, overtime and benefits.

In light of our regulatory business activities, Art-Invest has implemented a compensation system that complies with regulatory requirements. Art-Invest's compensation system is consistently aligned with strategic business objectives while aligning the interests of Art-Invest's employees and investors. Art-Invest's remuneration system is intended to be an

incentive for employees to fully exploit their personal performance potential and to achieve outstanding performance, both individually and as a team, in order to contribute in this way to Art-Invest's corporate success. There is an appropriate relationship between fixed and variable compensation. At least one sustainability target to cover sustainability aspects is included in the corporate targets. Where possible, a sustainability target is also agreed in the personal targets.

Art-Invest has established a Compensation Committee to monitor the appropriateness of the compensation system. In addition, the Supervisory Board is informed annually about the structure of the compensation system.

The details of the remuneration system implemented at Art-Invest are set out in writing in the remuneration policy as amended from time to time.

Reference:

Art-Invest Compensation Policy

5. Health and Well-Being

The health and well-being of employees are an essential basis for positive business development at Art-Invest. Therefore, we promote the health of the individual and the compatibility of work and family.

With the following measures, we are committed to promoting the health of our employees:

- Ergonomic and modern workplace equipment
- Ergonomics consulting
- Sports promotion, e.g. bicycles, fitness studio
- Healthy light at the workplace
- Creation of a healthy indoor climate through plants
- Catering services
- Health safety audits
- Offer of various medical measures

- Recurring internal health promotion offers (e.g. B2Run, company run, chair yoga)
- Continuous training offers such as stress prevention, conflict management and time and self-management to strengthen the tools for maintaining mental health
- Cooperation with pme Familienservice to offer employees support (e.g. coaching) in all life situations

With the following measures, we are committed to achieving a good work-life balance for our employees:

- Confidential working time
- Flexible working time models
- Mobile working
- Programs to reconcile family and career (e.g. pme Familienservice)
- Employee events

The above-mentioned measures relating to the promotion of health and the compatibility of work and family life are being continuously developed. All suggestions and initiatives put forward by employees are welcome and will be examined for feasibility.

Reference:

Art-Invest Mobile Work Policy

6. Protection against Harassment

Art-Invest opposes any kind of harassment, assaultive behavior and bullying. Affected persons can contact the human resources department or the management. Art-Invest will take the report of the employees seriously, investigate promptly, respond to it and intervene in case of a violation.

7. Labor Standards and Working Conditions

Art-Invest creates an inspiring and modern working environment for its employees and relies on an appreciative corporate culture.

Against the background of respecting the above-mentioned international standards in the performance of its business activities, Art-Invest supports the legal requirements regarding:

- the prohibition of child and forced labor,
- the right of employees to participate in trade union activities,
- the right to a works council,
- occupational health and safety, and,
- safety in the workplace.

Art-Invest's basic guidelines on labor standards and working conditions are set out in writing in the Guideline for Human Rights and Decent Work.

Reference:

Art-Invest Policy on Human Rights and Decent Work (Human Rights Policy)

8. Employee Satisfaction

Art-Invest strives to continuously improve itself as an employer. In addition to the constant exchange between employees, executives and the management, it is important to obtain a comprehensive opinion among the employees in order to record their attitude towards Art-Invest, its corporate culture, their superiors and colleagues as well as their own activities. Therefore, regular participation in externally supervised employee satisfaction surveys is planned, such as Great Place to Work. The results of the employee satisfaction surveys are comprehensively evaluated by the management or relevant committees of Art-Invest and analyzed for further improvement potentials. The aim is to achieve an excellent ranking.

D. Whistleblower system

Art-Invest has established a whistleblower system that allows employees, while maintaining the confidentiality of their identity, to report potential or actual violations of applicable law within the company to appropriate parties.

Each Art-Invest employee is responsible for reporting a violation or suspected violation of law, guidelines and internal policies. Whistleblowers do not suffer any disadvantages due to the information given to the best of their knowledge and belief, unless they themselves have violated applicable rules of conduct.

For details of the established reporting procedure, please refer to the Compliance Manual, in which the whistleblowing system of Art-Invest is set out in writing.

Reference:

Art-Invest Compliance-Manual

E. Release, continuous development of the policy and reporting

The Social Policy is reviewed and further developed at least annually and is to be released promptly by the management after a significant revision.

The contents as well as changes of the Social Policy are presented within Art-Invest within the framework of a Written Fixed Order (SFO) and in case of significant changes are regularly announced to the employees.

Documentation of measures

All actions related to the Social Policy shall be appropriately documented.