



ART INVEST  
— REAL ESTATE —

---

**Art-Invest Real Estate**

**Diversity, Equity and Inclusion Policy**

**As of: Dezember 1, 2025**

**Version: 1.2**

# Content

Document history.....	3
A. Preliminary remarks .....	4
B. Fundamental understanding of diversity, equity, and inclusion .....	5
C. Objective.....	6
D. Take Action.....	8
E. Reporting.....	11
F. Whistleblower System.....	12
G. Organization und Implementation .....	13

## 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
1.2	01/12/2024	Review and Integration of the Implementation Roadmap	Seyppel-Winter, Braxator, Averdung
1.2	01/12/2025	Review	Seyppel-Winter, Braxator, Averdung

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, 2025. This policy has been approved by the entire Management Board.

Cologne, 01/12/2025

Philipp Henkels

Jan Dührkoop

Jörg Hennebach

## **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 values and promotes the diversity of all employees and investors, who, with their different cultural backgrounds, represent an authentic reflection of social diversity.

### **Equity**

- Art-Invest Real Estate stipulates equal opportunities for all employees regardless of the personal characteristics or protected status 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. An internal task force has developed a comprehensive implementation roadmap as part of this commitment. This roadmap is based on a thorough analysis of the current status and the strategic direction in three key areas, and defines clear objectives for each. The key objectives include:

### Diversity

Diversity is part of Art-Invest Real Estate's corporate DNA. The company firmly anchors this value in its corporate strategy and is actively committed to a working environment that promotes openness, diversity and the value of each individual perspective. The focus is on the following sub-goals:

- 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 offers all employees equal opportunities for development and growth, regardless of personal characteristics. Career progression, participation and fair compensation are fundamental principles of Art-Invest Real Estate and are achievable for everyone. On this basis, the company pursues the following priorities:

- 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 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 fosters a workplace where everyone is respected, and discrimination is not tolerated. The objective of Art-Invest Real Estate is to ensure all employees and applicants are treated with fairness and respect - without prejudice, respectfully, and inclusively. In this context, Art-Invest Real Estate pursues the following objectives:

- 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.
- Art-Invest Real Estate regularly reviews its physical and digital work environment to identify and remove potential barriers at an early stage, ensuring unrestricted participation for all employees.

## 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.

To further strengthen these efforts, an internal task force has developed an implementation roadmap with specific measures to sustainably embed diversity, equal treatment, and inclusion within the company. This group is also responsible for the continuous evaluation and realization of these initiatives. The focus lies on the following measures:

### Diversity

#### Milestones to date:

- Establishing a work environment wherein the unique disparities and strengths of all employees are esteemed and fostered.
- Recording and monitoring of relevant diversity parameters (including age and gender) of employees and applicants by the HR department in accordance with the General Data Protection Regulation (GDPR). 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.

#### Further Efforts:

- Development of a diversity dashboard that graphically displays key figures and reports regularly in compliance with GDPR.
- Conducting an employee satisfaction survey to capture perceptions and needs regarding diversity.
- Increasing diversity awareness through targeted actions, training (e.g., unconscious bias training), and contributions (e.g., to internal networks such as Art-Net).
- Publication of a clear commitment to diversity on the company's website.
- Training for those involved in the application process to conduct interviews in a diversity-appropriate manner.
- Regular review of the prevailing understanding of roles within the company.
- Expansion and maintenance of existing memberships in diversity initiatives.

### Equity



### **Milestones to date:**

- 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.

### **Further Efforts:**

- Establishment of a structured review of the recruitment process to ensure equal treatment for equivalent qualifications and positions, to avoid unconscious discrimination.
- Defining and ensuring transparency of career development steps that offer measurable criteria for promotional opportunities.
- Regular review of existing working time models and their adaption to life phase needs (e.g., parental leave, care of relatives, retirement transition).
- Support of sabbaticals and accompanying measures for successful re-entry after phases such as illness or parental leave.
- Implementation of programs and initiatives aimed at recognizing and promoting talent regardless of individual characteristics and encouraging employees to develop and realize their full professional potential.
- Introduction and expansion of mentoring and shadowing programs to support employees in their professional development.
- Ensuring accessibility at all locations to guarantee participation for all employees.

## **Inclusion**

### **Milestones to date:**

- 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 environment 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.

### **Further Efforts:**

- Ensuring the applicant management system is user-friendly for everyone involved.
- Visible reflection of the diversity approach in job advertisements.
- Using comprehensible, inclusive, and gender-neutral language in job advertisements.
- Regular and professional review of job ads to ensure freedom from discrimination and clarity in the requirements, including documentation of the results and adjustments.
- Developing a diversity guide for job interviews.
- Training participants in the application process on diversity-appropriate interviewing.
- Promoting a diverse recruitment team structure to support inclusive recruitment processes.
- Monitoring the recruitment process and continuously improving collaboration within various recruitment teams.
- Regularly refresh on current recruitment trends and diversity topics to ensure sustainable inclusion.

### **Reference:**

Human Rights and Social Working Conditions Policy  
Human Resources-Manual

## **E. Reporting**

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.

### **External Reporting**

Art-Invest Real Estate publishes its convictions and measures in the fields of diversity, equal treatment, and inclusion in its annual sustainability report. Selected diversity and inclusion key performance indicators (KPIs) are reported, and various initiatives actively implemented by the organization are presented. By publishing the report on the company's website, Art-Invest Real Estate ensures all stakeholders have permanent access to up-to-date information.

### **Internal Reporting**

Specific key figures for diversity, equal treatment, and inclusion have been defined in the implementation roadmap for internal reporting and progress review, to anchor these values in the corporate culture of Art-Invest Real Estate. These KPIs are evaluated annually and serve to continuously monitor and evaluate the implementation of the defined measures. The information obtained provides a solid basis for decisions on the further development of strategies and supports the sustainable integration of these values into all areas of the company.

## **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. Organization und 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 and Head of Human Resources in particular serve 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 characterized 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 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 the Guideline on Human Rights and Social Working Conditions that commit Art-Invest Real Estate to consistently upholding these principles and to respecting human rights in all interactions with its employees.