



ART INVEST
— REAL ESTATE —

Art-Invest Real Estate

Diversity, Equity and Inclusion Policy

As of: September 1, 2026

Version: 1.3

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Version control

The Diversity, Equal Treatment and Inclusion Policy is subject to approval by the Management Board of Art-Invest Real Estate Funds GmbH, Cologne (hereinafter ‘Art-Invest Real Estate’). Any amendments or additions require the explicit written consent of the Management Board.

The regular and ad hoc review and updating of the policy is the responsibility of the Management Board and is carried out by the Sustainability Management and Human Resources Management teams. These reviews take place at least once a year in line with Art-Invest Real Estate’s sustainability strategy, in order to continuously adapt the policy to current developments and strategic objectives and to ensure its relevance and effectiveness.

Version	Date	Comments	Author
1.0	1/12/2023	Initial creation	Bäuerle, Braxator
1.1	1/12/2024	Review and integration of the implementation roadmap	Seyppel-Winter, Braxator, Averdung
1.2	1/12/2025	Review	Seyppel-Winter, Braxator, Averdung
1.3	1/09/2026	Review	Seyppel-Winter, Averdung

The Policy on Diversity, Equal Treatment and Inclusion applies to all employees of Art-Invest Real Estate and is due to come into force on September 1, 2026. Approved by the entire management board.

Cologne, 01/09/2026

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A. Preliminary Remarks

Art-Invest Real Estate is committed to creating a working environment characterised by diversity, equal treatment and inclusion. The company firmly believes that recognising and promoting diversity amongst its staff, as well as ensuring equal opportunities, is of great importance in fostering an innovative, productive and respectful working culture.

Art-Invest Real Estate welcomes and respects all individuals, regardless of age, gender, ethnicity, physical or other disabilities, sexual orientation or religious beliefs.

The principles of this policy are based on the ten principles of the UN Global Compact, particularly in the areas of labour standards and human rights, as well as on the diversity dimensions of the Diversity Charter. These include, amongst others, social background, gender and gender identity.

B. Understanding diversity, equity and inclusion

Art-Invest Real Estate defines the terms diversity, equal treatment and inclusion as follows:

Diversity

- Art-Invest Real Estate understands diversity to mean the recognition and appreciation of the individual differences and unique qualities of every employee.
- Art-Invest Real Estate regards diversity as an asset and as a component of a pluralistic, democratic society.
- Art-Invest Real Estate values and promotes the diversity of all its staff and investors, whose varied cultural backgrounds provide an authentic reflection of diversity in society.

Equal Treatment

- Art-Invest Real Estate defines equal treatment for all employees, regardless of personal characteristics or protected status.
- Art-Invest Real Estate strives to offer all employees equal opportunities and to avoid discrimination in any form.

Inclusion

- Art-Invest Real Estate is committed to creating a working environment in which employees are accepted and included, regardless of their individual differences or backgrounds.
- For Art-Invest Real Estate, inclusion means creating an environment in which every employee feels accepted, respected and valued.

C. Objective

Art-Invest Real Estate aims to promote a respectful and non-discriminatory working environment in which all employees are given fair opportunities for development and can make the best possible use of their skills. The following objectives in the areas of diversity, equal treatment and inclusion form the framework for action:

Diversity

Art-Invest Real Estate regards different experiences, perspectives and skills as a valuable contribution to collaboration and promotes a working environment based on openness, respect and appreciation. The focus is on the following sub-objectives:

- Art-Invest Real Estate places a focus on attracting and retaining a diverse workforce, encompassing different genders, ethnic backgrounds, age groups, abilities and sexual orientations.
- Art-Invest Real Estate promotes a working environment in which everyone feels welcome and respected.

Equal Treatment

Art-Invest Real Estate offers all employees fair conditions for their professional development. Decisions regarding career development, remuneration and participation are based on objective and performance-related criteria. Building on this, the company pursues the following priorities:

- Art-Invest Real Estate is committed to ensuring that all employees, regardless of their individual characteristics, can participate equally in working life and are offered development and career opportunities in line with their individual abilities and interests.
- Art-Invest Real Estate contributes to the equal treatment of all employees by, for example, supporting a healthy work-life balance regardless of gender.

Inclusion

Art-Invest Real Estate promotes a working environment characterised by mutual respect, appreciation and equal treatment. All employees and applicants are to be treated fairly, respectfully and without discrimination, regardless of their personal characteristics. Within this framework, Art-Invest Real Estate pursues the following objectives:

- Art-Invest Real Estate strives to raise awareness and inform all employees about the importance of diversity, equal treatment and inclusion.
- Art-Invest Real Estate is committed to identifying and eliminating any potential unconscious bias.
- Art-Invest Real Estate regularly reviews its physical and digital working environments in order to remove potential barriers at an early stage and enable all staff to participate fully.

D. Measures

To achieve its objectives in the areas of diversity, equal treatment and inclusion, Art-Invest Real Estate implements various measures and initiatives. These include both established approaches and further measures aimed at continuous development in these areas.

To further strengthen these areas, an internal working group has developed an implementation roadmap with specific measures to embed diversity, equal treatment and inclusion within the company on a long-term basis. This group is also responsible for the ongoing evaluation and implementation of these initiatives.

The focus is on the following measures:

Diversity

Milestones to date:

- Creating an environment in which the individual differences and strengths of all employees are valued and nurtured.
- Collection and monitoring of relevant diversity parameters (including age and gender) relating to employees and job applicants by the Human Resources department in accordance with the General Data Protection Regulation (GDPR).
- Systematic analysis of existing data to identify specific new measures aimed at promoting awareness of diversity and inclusion and preventing discrimination.
- Raising awareness of diversity through targeted initiatives, training sessions (e.g. unconscious bias training) and contributions (e.g. in internal networks such as Art-Net).
- Regular updates on current recruitment trends and topics relating to diversity.

Further initiatives:

- Development of a diversity dashboard that presents key metrics graphically and reports regularly in compliance with the GDPR.
- Conducting an employee satisfaction survey to gauge perceptions of and needs regarding diversity.
- Publication of a diversity commitment on the company website.
- Training those involved in the recruitment process in diversity-sensitive interview techniques.
- Regular review of prevailing perceptions of roles within the company.

- Expanding and maintaining existing memberships in diversity initiatives.

Equal treatment

Milestones to date:

- Embedding the principle of equal treatment in relation to recruitment, hiring, professional development, training, remuneration and promotion, based on qualifications, performance, skills and experience.
- Designing the recruitment process at Art-Invest Real Estate to ensure it is free from any form of discrimination. This is achieved through clearly defined and transparent processes that involve all relevant specialist departments or committees.
- Reviewing the role models of managers and critically examining whether these are assessed according to patriarchal values.
- Support for sabbaticals and accompanying measures to facilitate a successful return to work following periods such as illness or parental leave.
- Needs-based adaptation of working time models to support employees at different stages of life and in the face of changing personal circumstances (including parental leave, caring for relatives and the transition to retirement).

Further initiatives:

- Introduction of a structured review of the recruitment process to ensure equal treatment for candidates with equivalent qualifications and for equivalent positions, in order to avoid unconscious bias.
- Establishing a definition of and ensuring transparency regarding career development steps that provide measurable criteria for promotion opportunities.
- Introduction and expansion of mentoring and shadowing programmes to support staff in their professional development.
- Ensuring accessibility at all sites to guarantee participation for all employees.

Inclusion

Milestones to date:

- Supporting and promoting employees, for example through regular training and development opportunities specifically tailored to the development of individual skills.
- Zero tolerance of disrespectful or inappropriate behaviour, unfair treatment, retaliation of any kind, harassment and bullying, both in the workplace and in all work-related situations outside the workplace. In the event of breaches, appropriate measures will be taken, which may, where necessary, result in consequences under employment law and criminal law.
- Ensuring that the applicant management system is easy to use for all parties involved.
- Use of clear, inclusive and gender-neutral language in job advertisements.
- Regularly reviewing and optimising job advertisements to ensure they are free from discrimination and that the requirements are clear, and making adjustments to the results.
- Documenting the recruitment process to promote transparency and traceability.

Further objectives:

- Visibly integrating a diversity approach into job advertisements.
- Development of a diversity guide for job interviews.
- Training those involved in the application process in diversity-sensitive interview techniques.
- Promoting a diverse composition of recruitment teams to support inclusive recruitment processes.
- Continuous improvement of collaboration within the recruitment teams.

Reference:

Guideline on Human Rights and Social Working Conditions
Human Resources Handbook

E. Reporting

Art-Invest Real Estate believes that acting responsibly means being transparent about its actions and decision-making processes both within the company and towards its stakeholders.

External reporting

In its annual sustainability report, Art-Invest Real Estate sets out its commitment to and actions in the areas of diversity, equality and inclusion. The report details selected diversity and inclusion key performance indicators (KPIs) and outlines various initiatives that the organisation is actively implementing. By publishing this information on its corporate website, Art-Invest Real Estate ensures that all stakeholders have ongoing access to up-to-date information.

Internal reporting

For the purposes of internal reporting and progress monitoring as part of embedding the values of diversity, equal treatment and inclusion into Art-Invest Real Estate's corporate culture, specific key performance indicators (KPIs) for these three areas have been defined in the implementation roadmap. These are collected annually and serve to continuously monitor and evaluate the implementation of the measures set out. The data obtained forms the basis for decision-making regarding 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 whistleblowing scheme which enables all employees to report potential or actual breaches of applicable law within the company to the appropriate authorities whilst ensuring the confidentiality of their identity.

All employees of Art-Invest Real Estate are responsible for reporting any breach or suspected breach of legal provisions, guidelines and internal policies. Whistleblowers will not suffer any detriment as a result of a report made in good faith, provided they have not themselves breached applicable rules of conduct.

G. Organisation and Implementation

Responsibilities

The Executive Board is responsible for the direction, communication and implementation of the Diversity, Equal Treatment and Inclusion Policy. This responsibility also includes embedding the policy within the organisation through established process structures. The Human Resources team, and in particular the Head of Human Resources, acts as the central point of contact for all matters relating to diversity, equal treatment and inclusion. In addition, it is the responsibility of all staff to create a diverse, fair and inclusive working environment.

Internal review

The Diversity, Equal Treatment and Inclusion Policy is reviewed both upon its initial adoption and whenever amendments are made by the Sustainability Management team and the Human Resources Management team. Any significant revisions require approval by the Management Board. Updates to the policy must be approved by the Management Board at least once a year or promptly following any significant changes.

Distinction from other policies

The Diversity, Equal Treatment and Inclusion Policy is in line with Art-Invest Real Estate's sustainability strategy, which is updated at regular intervals. Furthermore, through its Human Rights and Social Working Conditions Policy, Art-Invest Real Estate is committed to consistent adherence to these principles and to respecting human rights in its dealings with all employees.