



Diversity, Equality and Inclusion Policy (DEI)

As a leading European real estate company, we at Grand City Property S. A. take responsibility for shaping a better future, both within our company and towards our external stakeholders. We recognise the diversity and talents of our employees as key success factors. Their skills and experience are reflected in our business successes. Our goal is to always find and retain the best talent to ensure sustainable growth and development.

While we expect our employees to adhere to our corporate values and standards of conduct, this policy promotes a culture of mutual recognition and diversity. It emphasises the value of each employee's uniqueness and is firmly anchored in our Anti-Discrimination and Human Rights Policy. Regardless of gender, age, ethnicity, disability, religion, sexual orientation or cultural background, we are committed to equal opportunities and a fair environment in which success is possible.

1. Values and culture

Our corporate values emphasise respectful interaction characterised by openness, trust, teamwork and a deep appreciation of diversity. This ethos extends to all stakeholders - employees, tenants, business partners and shareholders. Irrespective of their role, all employees are expected to familiarise themselves with this policy as part of their induction process, to commit to its principles and to conduct themselves in accordance with its guidelines. Respectful interaction with one another, characterised by openness, trust, teamwork and the recognition of diversity, is part of our corporate culture.

We value individual differences, including those of our employees, tenants, business partners, suppliers and shareholders.

2. Scope

This Policy applies worldwide to Grand City Properties S.A., its subsidiaries and its affiliated companies (as defined in Section 15 of the German Stock Corporation Act, AktG), as well as to all companies in which the group of companies holds an interest, to the extent that these companies adopt these Guidelines as binding (hereinafter, all companies covered by the scope are referred to as "GCP" or "Group"). These guidelines apply to all personnel, including executives and apprentices, as well as Group's governing bodies, without exception, regardless of length of service or hierarchical level.

It also covers persons who are treated in the same way as employees, such as temporary workers.

When implementing this policy – also in GCP's international companies – the respective overriding national and supranational law and the respective cultural practices within this framework must always be observed. If there are more comprehensive or stricter legal requirements on the same matter in the country of the respective international company, the respective company will make arrangements to fulfil the legal requirements. The necessary adjustments must be made in consultation with the Policy owner.

This policy sets out our collective understandings and commitments in relation to diversity and inclusion. Specific strategies, frameworks and tools shall be developed to support its implementation.

3. Fostering Diversity, Equality, and Inclusion at GCP

Diversity encompasses a broad spectrum of characteristics, backgrounds, experiences, and perspectives that individuals bring to a group, organization, or community. This includes factors such as age, gender, race, ethnicity, sexual orientation, socio-economic status, physical abilities, religious beliefs, and much more. Embracing diversity means recognizing these differences as an invaluable asset that contributes to a vibrant and dynamic environment.

Equality means that every individual is treated fairly, free from any form of discrimination or bias, and has equal access to opportunities, resources, and benefits. It's about dismantling barriers that may hinder individuals from realizing their full potential. Equality aims to create a fair environment and recognizes that everyone deserves a fair chance to succeed.

Inclusion is the cornerstone of our corporate culture. It entails actively nurturing an environment in which every individual not only feels valued but also heard. We value the diverse knowledge, skills, backgrounds, and perspectives of our employees, leading to more effective risk management, decision-making processes, and a genuinely dynamic team. Inclusion guarantees that every member of GCP can openly express their unique ideas and opinions without the fear of repercussions.

4. Promoting diversity initiatives

At GCP, we foster a responsible approach to diversity within and beyond our workforce. Our aim is to create synergies in teams, bringing together a diverse range of professional and personal experiences, perspectives, convictions, and values.

Equal opportunities and inclusive culture

We are committed to providing equal opportunities at every stage of the employees' professional development. This starts from initial attraction and recruitment to ongoing support through different life stages such as parenthood, illness or retirement. This commitment also includes promoting an inclusive and performance-orientated culture that fits seamlessly into the relevant legal framework.

GCP provides a safe and comfortable working environment for its employees by offering i.a.:

- flexible working arrangements to suit personal and business needs,
- training and development opportunities,
- language courses,
- a culture of open, respectful communication,
- support for mental and physical health as well as
- mentoring programs, designed to further professional growth.

Active diversity management is beneficial for individuals, teams and the organization as well as for GCP.

We are convinced that all employees have unique skills, experience and characteristics. We value this diversity at all levels and in everything we do.

5. Professional Diversity and Career Growth

a. Hiring Practices

We believe that employees should be selected solely on the basis of their skills and competences. We take care to exclude prejudices and ensure an objective selection of personnel. We actively encourage our departments and teams to seek out individuals with diverse professional backgrounds or those in career transition. In this way, we promote the creation of interdisciplinary teams that benefit from a wealth of experience, enriching perspectives, and thus increasing efficiency and productivity.

b. Merit-Based Promotions

Promotions are made strictly on individual performance and skills. Consideration of protected characteristics may be used to create equal opportunities and parity in some circumstances. We closely monitor promotion pathways to ensure equality opportunity at all levels and remove any identified barriers to progression.

c. Promotion of gender and age diversity

We actively promote a balanced gender ratio at all hierarchical levels. We also value the strengths and different perspectives that different generations bring to our company. We provide the right tools and resources, such as reverse and partner mentoring, to ensure the effective transfer of knowledge and experience.

6. Inclusive support for families at different stages of life

We are committed to providing our employees with comprehensive support at every stage of their lives. In addition to the applicable laws, we have introduced measures to promote the taking of parental leave by all affected employees, regardless of their gender or sexual orientation. This is to ensure that our employees have unrestricted access to parental leave and can take it in a supportive and inclusive environment. These measures take into account the diversity of our employees and their individual parental leave needs.

7. Recognising cultural diversity and promoting health and safety at work

Cultural diversity is a cornerstone of our success. To ensure a smooth transition, specifically for international colleagues and their families, we provide comprehensive support from the very beginning and beyond. This includes practical assistance with official matters, school registration, and job-related relocations.

In addition to logistical support, we understand that personal integration can come with its own set of challenges. For this reason, we offer confidential counseling and psychological support to help our employees navigate through any personal difficulties during this transition period.

Furthermore, we foster a welcoming environment by encouraging our employees to embrace new colleagues, valuing and celebrating each other's cultural differences. This mutual respect and appreciation create a harmonious atmosphere where diverse perspectives are not only acknowledged but also celebrated.

d. Promotion of equal pay

We are committed to the principle of equal pay for equal work and work of equal value, regardless of gender, sexuality, ethnic background, marital status, or any other demographic factor.

e. Support for Employees with Disabilities

By providing the necessary tools and resources, we ensure equal access to employment. We are committed to improving the experiences / practice of employees with disabilities.

8. Professional Development, Mentoring, and Training

Continuous learning is a high priority for us. We promote the professional and personal development of our employees. As part of our commitment to diversity and inclusion, we offer ongoing training and

awareness programs. These initiatives aim to keep all employees informed about best practices and emerging trends in diversity and inclusion.

a. Tailored Training and Mentoring Programs

We have developed specialized training and mentoring programs to enhance skills and recognize and nurture unique talents. These initiatives provide ample opportunities for personal and professional development.

b. Comprehensive Onboarding

As part of our comprehensive onboarding process, all employees participate in diversity and awareness training during GCP Welcome Days and annual refresher sessions. This specialized training is seamlessly integrated into our in-house digital platform, covering critical topics such as diversity, equality, and prevention of sexual harassment. These modules raise awareness about pertinent diversity issues while equipping employees with essential diversity management skills.

c. Intercultural Communication Enhancement

GCP offers language courses to all interested employees, designed to strengthen language proficiency and enhance intercultural communication skills. This should further support cooperation and understanding within our global team.

d. Leadership Development and Workshops

We recognise the pivotal role of leadership in cultivating an inclusive environment. To this end, we offer specialized training sessions and workshops. These initiatives focus on developing leadership skills, promoting diversity and inclusion, and addressing unconscious bias. By providing our leaders with the necessary tools and insights, we empower them to create an inclusive workplace culture that thrives on diverse perspectives.

9. Activities

a. Diversity Initiative

Our commitment to diversity is guided by our Diversity Initiative, which consists of representatives from various departments and regions. The Diversity Initiative ensures the implementation of our diversity approach in everyday life and in the strategic direction of the company. The members of the Diversity Initiative are engaged and selectively chosen employees who represent GCP.

b. Initiatives for social commitment

We actively participate in social events and initiatives that promote cultural diversity and inclusion. This commitment not only strengthens our bond with the local community, but also offers our employees valuable opportunities to engage with different cultural experiences. We actively support various institutions, such as social rehabilitation projects or the LGBTQIA+ community, and network to address potential inequalities and ensure that our policies, processes and practices are inclusive.

c. Diversity Charter

In a demonstration of our unwavering commitment, GCP joined the “Charta der Vielfalt” in September 2017. This German corporate initiative is dedicated to promoting diversity in companies and institutions. By signing on to this charter, we pledge to create a working environment free of biases and actively promote the recognition, appreciation, and integration of diversity in our business culture.

<https://www.charta-der-vielfalt.de/en>

10. Reporting and Transparency on Diversity Management

We make our progress transparent in our annual sustainability report. We publish an annual Diversity Management Statement, which is integrated into the Sustainability Report and in which we report on our activities and implementation measures in the area of diversity management.

This report provides updates on the actions and measures for implementing our diversity strategy and serves as a testament to our unwavering commitment to creating an inclusive and diverse work environment.

The data provides a comprehensive overview of the activities and measures of the past financial year and shows their impact on our employees and our corporate culture.

In addition to retrospective reporting, we outline forward-looking initiatives aimed at further promoting diversity, inclusion and equal opportunities.

11. Reporting channel

In the event that employees believe that they have been or are being discriminated against and/or (sexually) harassed for any of the reasons set out in this policy, they are encouraged to contact their colleagues in Human Resources or Group Compliance.

We strictly prohibit any form of discrimination and harassment. Definitions, duties, contacts, and corrective measures in case of discriminatory behavior and incidents of harassment are described in detail in our Anti-Discrimination Policy.

Further information can be found in the Whistleblower Policy.

Group Compliance is the respective internal point of contact at GCP for all fundamental questions on the topics of compliance and the reporting of violations.

We value the feedback of our employees. If you have suggestions or concerns related to diversity and inclusion, we encourage you to share them through our dedicated feedback channels.

12. Validity and entry into force

This Policy was approved by the Board of Directors and will come into force on **16.12.2024**. It replaces all previous guidelines and/or policies issued in this regard.

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