

# DIVERSITY POLICY

## PHILOSOPHY

Diversity stands for different personality profiles of people. Different personal backgrounds due to different social positions, different traditions, different family, religious or ideological lifestyles naturally lead to different strengths and weaknesses, also in professional activities.

Gateway Real Estate AG would like to use diversity – beyond the respect of legal requirements of the General Equal Treatment Act (AGG) – primarily because of these strengths to improve its competitive position. Gateway Real Estate AG sees greater strength in more diversity, additional potential in more heterogeneity, and a plus in creativity in greater difference.

Diversity, difference, variety, heterogeneity are fundamental prerequisites for innovation and high performance as well as competitive products. Gateway Real Estate AG aims to remove barriers of any kind to ensure equal opportunities and equal chances, at least within the company's sphere of influence.

The aim of Gateway Real Estate AG's diversity policy is to find the best people for the respective positions, to discover and promote talent and to contribute to building and maintaining an atmosphere of cultural and social openness, free from prejudice and thus equality of opportunity – and thus to assume corporate responsibility. This includes, for example, values such as gender equality or freedom of expression.

**Gateway Real Estate AG does not tolerate any discrimination – in the company or among business partners – on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual identity.**

## OPERATIONAL APPROACH

Gateway Real Estate AG seeks to select individuals as employees whose expertise, experience and perspectives best meet the job specifications of their respective positions. Accordingly, Gateway Real Estate AG has adopted a diversity policy that outlines its vision for achieving and maintaining diversity at all levels of the organisation. In addition to gender and among other designated minority groups, the Company will continue to strive for an appropriate balance of skills, experience, independence and knowledge of Gateway Real Estate AG and the industry as a whole.

The Board of Gateway Real Estate AG is responsible for monitoring the implementation and effectiveness of the Diversity Policy and therefore periodically assesses:

- the composition of diversity, talent, quality and skills at all levels of the organisation.
- the progress made in terms of diversity, including in terms of achieving the measurable goals and objectives set out in the Diversity Policy.

## TARGETS

Gateway Real Estate AG is a company operating in Germany with approximately 25 employees in 2021; Gateway Real Estate AG aims to grow further in the coming years. At all locations and in all business units, Gateway Real Estate AG strives – to the extent possible given the number of employees – to create a diverse and inclusive culture that reflects a variety of skills, genders, ages, personal characteristics, geographical representation, business and cultural backgrounds, experience and general expertise.

In accordance with its diversity policy, Gateway Real Estate AG aims to:

- achieve a composition of the Supervisory Board in which women constitute 20 per cent of the members by 31 December 2024.
- achieve a composition of the Management Board in which women constitute 25 per cent of the members by 31 December 2024.
- achieve a proportion of 20 per cent of women in management positions by 31 December 2024.

The achievement of the specific targets will be influenced by several factors such as the frequency with which relevant positions become vacant and the availability of suitably qualified candidates in light of Gateway Real Estate AG's changing circumstances and strategic needs.

The Company believes that promoting diversity is best done by carefully considering all the knowledge, experience, skills and backgrounds of each candidate in light of the changing needs and of the business, as well as aligning with the Company's strategy, without focusing on specific diversity characteristics, and accordingly has not set specific diversity targets beyond gender.

## SELECTION OF EMPLOYEES

Gateway Real Estate AG will consider candidates for vacant positions who are qualified based upon experience, education, expertise, personal qualities, as well as general and industry knowledge.

- Gateway Real Estate AG makes decisions on appointments and promotions based on performance, qualifications and merit.
- Gateway Real Estate AG periodically reviews recruitment and selection criteria to ensure that diversity continues to be considered in the search for employees and managers.
- Gateway Real Estate AG considers potential candidates from diverse cultural and geographic backgrounds and perspectives in light of the Company's diversity objectives, including the specific objective of increasing diversity, without limiting the generality of the foregoing.
- Gateway Real Estate AG takes into account the level of representation of women and members of other designated minority groups when appointing Supervisory Board members, Management Board members and senior executives.

## VALUE CHAIN

The company's commitment to diversity is also reflected in its Supplier Code of Conduct. Gateway Real Estate AG requires its business partners to ensure equal employment opportunities without regard to age, gender, sexual orientation, disability, race, religion, nationality, marital status, family situation, country of origin or other factors, and to prevent discrimination, in accordance with the laws and regulations of each country.