



DLE Group AG

ESG Policy

of

DLE Group AG

as of Nov 2022

We have an obligation towards our employees, our investors, the society and future generations to conduct our business activities in a sustainable manner and offer responsible investment products. Sustainability is a strategic priority for DLE group, by aligning economic success and positive social and environmental impacts in order to create long-term value. We are guided by the following principles:

Our team

The success of our company depends greatly on our employees. An inclusive and positive working environment based on mutual trust and appreciation is therefore particularly important to us. We encourage our employees to get involved and support them in their continuous professional development. We ensure safe and healthy working conditions and provide a good work-life balance.

Our environment

We minimise our impact on the environment and take care to use resources efficiently. Our offices source renewable energy, engage waste separation and recycling, purchase sustainable office products, and promote sustainable mobility and business travel. We support the goal of limiting global warming to 1.5 °C and are developing an action plan to achieve climate neutrality by 2045 at the latest.

Sustainable products and services

Our investment strategies consider environmental and social aspects to manage associated risks and contribute to addressing global challenges such as climate change, resource depletion and social. In accordance with the Principles for Responsible Investment (PRI) we integrate ESG in the investment process and enable investors to make sustainable profitable investments. We maintain long-term and trusting relationships with investors and business partners, implementing high data protection standards and providing transparent product information.

Social responsibility

We strive for sustainable and profitable growth in compliance with international principles for responsible business conduct - in particular the ten principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises. This includes the selection of suppliers and partners who take sustainability aspects into account.

In real estate projects, we are a reliable partner for municipalities, cities and local stakeholders and develop innovative neighbourhoods and sustainable places to work and live in line with local needs.

Management

We integrate sustainability principles into all our processes. Based on a materiality analysis, we identify and prioritise areas for action, set measurable goals, implement measures, regularly review our progress and report publicly. Managers are responsible for empowering their team members to act in accordance with this ESG policy.

Change-log

# Nr.	Date of change	Executing	Concerning	Comment	Granted by	Granted at
0	29.03.21	M. Columbu	Original	First valid version	Board Decision	26.04.21
1	16.11.22	M. Rürup	New version	Totally revised version	Board Decision	