

Diversity, Equality & Inclusion

Understanding the Topic

Aroundtown is an inherently diverse organization. Our employees represent more than 64 nationalities and women represent approximately half of all our staff, and more than 32% of senior management positions. We see this as a source of competitive advantage - we purposefully seek to employ people from a variety of ethnicities, cultures and backgrounds, to mirror the diversity of our tenants and enhance the quality of our service offer. The presence of diverse experiences, viewpoints and mindsets in our teams is vital to our success in delivering effective and innovative solutions to our business' challenges.

As a responsible employer, we champion the rights of every one of our employees and have a zero-tolerance approach to discrimination of any kind. Celebrating employees' individual differences is key to ensuring that they feel confident to be themselves in the workplace. When employees feel safe and comfortable at work, this usually leads to higher levels of engagement which ultimately results in higher levels of productivity and enhanced business performance.

Managing the Topic

At Aroundtown, we have a strict zero-tolerance policy for discrimination and harassment in any form. All stakeholders, whether employees, tenants, business partners, suppliers, or shareholders, are entitled to respect for their individual differences. Upholding this standard is a non-negotiable expectation of all those who act in Aroundtown's name.

The Group's Anti-Discrimination Policy sets out clear definitions and standards of conduct prohibiting discrimination in any form. A process for incident reporting is in place and employees receive instructions on how to report incidents of discrimination or harassment during the onboarding process. Our Group-wide intranet page, which was launched in 2022, allows our employees to report any incidents more easily and transparently, which has further improved our ability to combat discrimination and harassment in our workplaces.

A Diversity Committee comprised of staff from all levels of employment coordinates our active commitment to diversity. This involves building staff awareness through our day-to-day

culture, providing training on celebrating differences as a source of creativity; and ensure diversity is given due attention in strategic decision-making within the business.

Training on intercultural communication is conducted in person, with 4 sessions taking place in 2022 as part of our welcome days, delivered by specific coaches. Employees also received training on equal treatment laws and sexual harassment at the workplace within our compulsory compliance modules.

As testament to our diversity commitment, Aroundtown is a signatory of the Charta der Vielfalt (German Diversity Charter), a corporate initiative to promote diversity in companies and institutions. Aroundtown was also accepted into the Bloomberg Gender Equality Index for the third time in 2022 as a result of its transparent reporting of gender-related data and the strength of our commitment within the workplace. Having been prevented from submitting our data for entry into the 2022 index by a technical issue, we are proud to have been included in the index for 2023, and we are committed to continuing this in future.

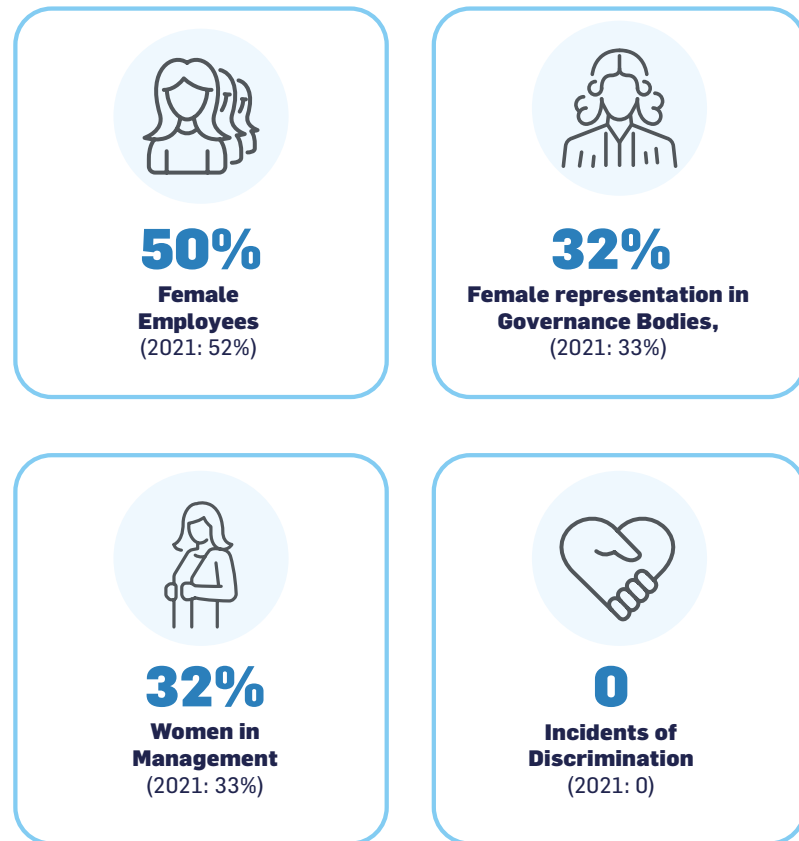


Performance

To guide the implementation of our sustainability strategy and track our progress, we have developed the following long-term goals:

- Be among the top ten most attractive employers in the German commercial real estate sector by 2030
- Maintain zero incidents of discrimination

Key performance indicator



At the end of 2022, women represented 32% of management positions (excluding the Board), and 33% of all positions on Governance Bodies.

Gender Pay Gap

In keeping with statutory requirements, we monitor our gender pay gap. Our workforce gender pay gap was 0.85:1 women to men for non-management employees and 0.73:1 women to men at management level in 2022⁴. Our workforce gender pay gap for non-management employees aligns with the German national average of 0.82:1, published by the Federal Bureau of Statistics. Our target remains to outperform this national average in achieving greater pay equality, and we will continue to pursue ways to actively reduce this pay gap.

In 2022, the Group HR department updated its employee classification system to allow for a more granular equal pay analysis aligned to more broadly accepted standards. As the gender pay ratios from this analysis are only available for 2022, gender pay data is disclosed in two separate tables in this report: one following the previous classification with historical data covering German entities only, and a second table with more granular employee levels and covering all group companies.

Priorities for 2023

We will continue to monitor the gender pay gap of Aaroundtown to reduce our pay gap below the national average reported by the German Federal Bureau of Statistics, ultimately targeting full pay equality. We will also maintain our target for 25% of open positions to be filled with internal candidates. Another focus area will be to develop our training on intercultural communication for all employees, delivered at our welcome days and through our e-learning platform. We will also continue to promote our Group-wide intranet page, launched in 2022, to ensure it becomes a well-understood component of our culture of transparency.

4. These figures were stated for GCP Germany to allow comparability to the German national standard. However, the numbers for the GCP Group, differ only slightly with 0.85:1 and 0.65:1 respectively.

DATA TABLES

KEY FIGURES	UNIT	2020	2021	2022
DIVERSITY OF GOVERNANCE BODIES		AT	AT & GCP	AT & GCP
Female	%	33	33	33
Male		67	67	67
DIVERSITY OF MANAGEMENT				
Female (all management)	%	25	33	32
Age group <30		10	7	2
Age group 30-50		47	78	81
Age group >50		43	15	17
Male (all management)		75	76	68
Age group <30		0	5	3
Age group 30-50		56	71	73
Age group >50		44	24	24
Female (top management)		14	16	12
Male (top management)		86	84	88
Female (senior management)		n/a	29	25
Male (senior management)		n/a	71	75
Female (junior management)		50	41	41
Male (junior management)		50	59	59
Female (revenue generating management functions)		43	31	29
Male (revenue generating management functions)		57	69	71

KEY FIGURES	UNIT	2020	2021	2022	
DIVERSITY OF EMPLOYEES		AT	AT & GCP	AT & GCP	
Female	%	48	52	50	
Age group <30		n/a	20	20	
Age group 30-50		n/a	60	64	
Age group >50		n/a	19	17	
Male		52	48	50	
Age group <30		n/a	17	19	
Age group 30-50		n/a	58	58	
Age group >50		n/a	25	23	
RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN ⁵					
Executive		ratio	n/a	n/a	n/a
Management	ratio	0.62:1	0.69:1	0.73:1	
Non-management	ratio	0.87:1	0.87:1	0.85:1	
No. of nationalities (incl. Germany)	#	n/a	54	63	

5. The gender pay gap data in this table only includes employees for Arountown German

Nationality (2022)	Share in total workforce (as % of total workforce)	Share in all management positions
	AT	AT & GCP
Germany	64	57
Cyprus	8	14
The Netherlands	4	4
Israel	4	10
Bulgaria	1	1
Poland	1	1
United Kingdom	2	3
Romania	5	1
India	1	0

Gender Pay Gap - Salary, All Group Companies	
Level & Salary Type	AT & GCP
Executive	0.47
Middle Management	0.79
Junior Management	0.87
Non-Management	0.85
Unadjusted Gender Pay Gap	0.71

