

Code of Conduct for Stakeholders

We as Deutsche Konsum REIT-AG (DKR) have committed ourselves to the German Corporate Governance Code, which provides guidelines for regulations and standards leading to a resilient corporate governance. Those recommendations are highly recognised on an international level. Therefore, we expect our stakeholders to comply with the German law and encourage as well as support them to proceed with their activities according to high ethical standards. In doing so, we aim to create and maintain a trustful and transparent relation towards our stakeholders, which are mainly business partners, investors, tenants, and shareholders.

As a foundation for having good and long-lasting stakeholder relationships, we await them to act in accordance with the following:

1. Human Rights

The adherence of human rights is crucial for us at DKR. They need to be respected as stated in the German law. In addition to that, we have committed ourselves to the UN Global Compact and the Guiding Principles on Business and Human Rights which are included in the compact. Those principles relate to international standards on the recognition of Human Rights, through which we aim to reach high ethical norms.

2. Environmental Protection

The rising recognition of environmental aspects is starting to be implemented in the German law and plays an important role for us at DKR. We aim to include environmental indicators into our corporate decisions where possible and wish to see the same effort from our stakeholders. Moreover, we implement measures on energy efficiency to protect the climate by reducing our energy consumption and the associated GHG (Greenhouse gas) emissions. We urge our stakeholders to be aligned with the sustainability international trends as well by paying a close attention to their environmental impacts, and by transparently reporting these impacts for an annual improvement in their performance.

3. Harassment and Discrimination

In line with the German General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz – AGG), our Stakeholders should ensure that no form of discrimination takes place. Whether it is the working environment business partners must overview or the daily routines of tenants on site, any form of harassment or discrimination is prohibited. Everyone has the same rights and is therefore expected to be treated in a respectful manner with no sign of discrimination.

4. Child Labour and Forced Labour

Child Labour and Forced Labour are both prohibited under German law according to the German Supply Chain Act (Lieferkettengesetz). We therefore expect all our stakeholders to responsibly align their activities with the law.

5. Health and Safety

It is part of our corporate responsibility to ensure the health and well-being of all individuals that are affected by our activities and hope for the same effort from our stakeholders. Those include measures to prevent accidents and illnesses along with the creation and maintenance of a safe environment which supports the well-being of tenants and employees of our business partners.



August Bebel-Str. 68
14482 Potsdam
Germany



ir@deutsche-konsum.de



<https://www.deutsche-konsum.de/en/investor-relations>

6. Fair Working Conditions

The working conditions need to be recognised in particular by our business partners. Those conditions should be designed in a fair way and according to the national laws which include regulations regarding working hours, breaks and holiday arrangements as well as a minimum wage employees need to receive. To fulfil these, we anticipate the working environment to be designed accordingly and to provide the basis for respectful relationships towards colleagues along with the connection between staff members and their supervisors.

Additionally, the working conditions should provide the freedom for employees to form unions or workers councils, which can appear as an important stakeholder as well.

In conjunction with the prevention of discrimination, remuneration has to be adequate. Any form of salary deduction needs to be justified and is otherwise prohibited.

7. Money Laundering, Bribery and Corruption

Under German law, money laundering together with bribery and corruption are all forbidden. We trust that stakeholders also take advantage of workshops and trainings in trying to prevent money laundering from taking place and gaining knowledge to stop any form of bribery and corruption.

8. Data Protection and Security

We expect our stakeholders to treat any information related to DKR, our business practices and our employees confidential. Data Protection is highly valued and since 2018, the same regulations apply for officials and private enterprises in the European Union due to the General Data Protection Regulation (GDPR).

9. Conflict of Interest and Insider Trading

In case of the occurrence of a conflict of interest, both parties should be informed immediately. To prevent such conflicts in the first place, stakeholders should make use of fair competition. Any relationships that lead to decisions that are not in the best interest of DKR or any of our stakeholders should be avoided. Furthermore, this will reduce incentives for insider trading which might appear. In addition, we demand from stakeholders not to advise others based on inside information.



August Bebel-Str. 68
14482 Potsdam
Germany



ir@deutsche-konsum.de



<https://www.deutsche-konsum.de/en/investor-relations>