



Political and social involvement policy

August 2021

The Adler Group acts of the following principles:

- **Social responsibility:** The Adler Group as a part of the housing industry is aware of its social responsibility and acts on behalf of that responsibility. The overriding goal of the Adler Group is to reconcile business and social interests as far as possible to find the best solutions for the company and its stakeholders.
- **Corporate policy:** The Adler Group commits itself to the free democratic constitutional structure of Germany. The company is committed to work against all forms of racism, anti-semitism and other forms of discrimination. Therefore, the Adler Group rejects all forms of cooperation with extremist parties. The company also prohibits direct or indirect donations to political parties, politicians, individuals running for political office, and political action groups.
- **Transparency:** The Adler Group stands for transparent and trusting communication. The political and social involvement policy is approved by the Management Board and the principles for Adler Groups social and political dialogues are disclosed on the company's website. Also, the company and its representatives are always named when they participate in political or social discussion processes.

Stakeholder dialogue and memberships:

For the Adler Group it is important to identify the expectations of stakeholders at an early stage and to take various interests into account in decision-making. Understanding the requirements of stakeholders and taking them into account is a key success factor for the Adler Group. In addition, Adler Group's interests are to be expressed to the stakeholders and to be discussed with them. Therefore, the Adler Group is in an exchange with a wide variety of stakeholders- in direct dialogue, via surveys, at events or via memberships such as in industry associations. The most important stakeholders for Adler Group are tenants, employees and capital market participants (external lenders, shareholders). The aim is to continue and expand this dialogue in the future.

Among other things, Adler Group is a member of various organisations that aim to incorporate compliance into companies, including the German Institute for Compliance and the Institute for Corporate Governance in the German real estate sector.

Relevant memberships in associations or societies are published in the sustainability report of the Adler Group.