



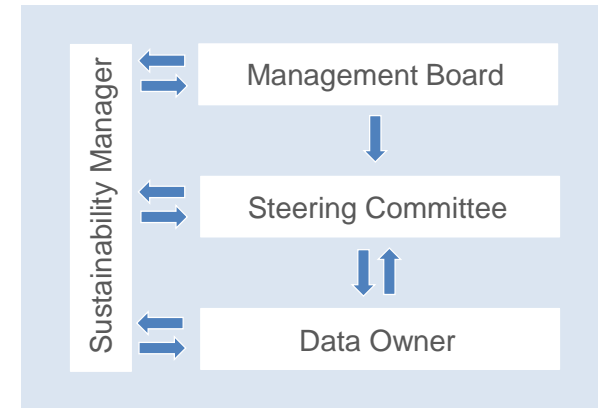
Social responsibility - What we have done so far

Creation of an organisational and reporting structure

- Management Board bears overall responsibility
- Top decision-maker Management Board: Lars von Lackum, CEO
- Responsible Supervisory Board member: Stefan Jütte
- Steering Committee for strategic decisions and pooling of the activities includes the Heads of key divisions/functions
- Dedicated Marketing and ESG department
- Sustainability Officers/Data Owners in various departments for monitoring the achievement of goals and for data collection
- Sustainability Manager as interface
- New committee established in 2019 working on the achievement of climate targets

Disclosure and assessments

- Annual Sustainability Reports 2017 - 2019 based on GRI standard and including EPRA Sustainability Performance Measures (third party assurance: limited assurance by PwC)
- Participation in GRESB Real Estate Assessment





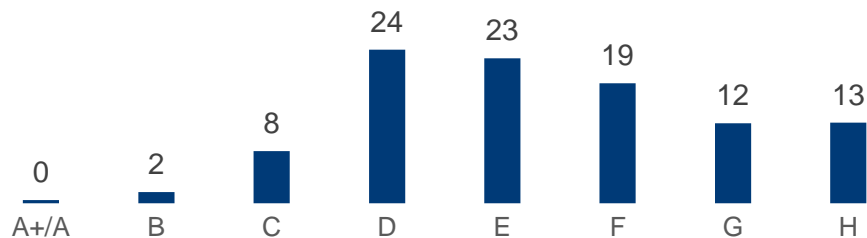
LEG set itself measurable and publicly communicated targets for the energetic improvement of the portfolio and reports on their achievement in its sustainability reports

Environmental targets

- Energy efficient modernisation of more than 15% of our portfolio i.e. 3% p.a. on average from 2017-2021
- Thereby reducing the number of residential buildings in energy efficiency classes G and H by more than 20%
- Increasing tenants' awareness (consumption transparency through utility and heating cost invoicing; tenants' manual)

LEG residential portfolio by energy efficiency classes

(in %, FY 2019)



In 2019, potential reduction of another c.5,400 metric tons of CO₂ achieved



Tenants

- Offering attractive housing at affordable rents
- Cooperation with professional partners for housing-related services or offers (multimedia, green electricity at attractive prices)
- Annual inspections of all buildings to ensure tenants' health, safety and well-being
- Socially oriented neighbourhood and integration management
- Numerous tenant events
- Monitoring of tenant satisfaction
- Customer advisory council
- LEG Tenant Foundation for short-term financial assistance
- New €16m foundation for sustainable social work

Employees

- Vocational training and professional development
- Charta of Diversity signed (www.charta-der-vielfalt.de)
- Gender equality and reconciliation of work and family (audit certificate, www.berufundfamilie.de)
- Transparent remuneration structures (own collective bargaining agreement)
- Occupational health management (e.g. health and safety checks, preventive measures, training)
- Regular surveys on employee satisfaction (www.greatplacetowork.de)

Suppliers

- Suppliers Code of Conduct



Coronavirus crisis: LEG's voluntary 10-point paper (21 March 2020) and additional measures

Support and protection for tenants

- Temporary suspension of rent increases in line with Mietspiegel
- No termination of rental agreements, no evictions
- Supporting of small business/commercial tenants

Social initiatives

- Special offers for system-relevant professionals
- €1m for corona aid measures through foundation („Your home helps“)
- Organisation of neighbourhood assistance
- Commitment to homeless people

Protection of employees

- Work from home to provide safety and flexibility for employees and their families
- Protection gear for employees
- Benefits for employees during times of closed schools and nursery schools

Legal amendment on federal level

- Tenants cannot be evicted if they are not able to pay their rents for April-June 2020 due to the coronavirus crisis
- Deferral until June 2022 at the latest; interests (4%) can be charged



Corporate Governance Code

- Compliance with the German Corporate Governance Code
- Member of the Corporate Governance Institute of the German Real Estate Association

Board Structure

- Two-tier structure of Management Board and Supervisory Board
- Supervisory Board 100% independent
- Diversity concept for Management and Supervisory Board
- *Further information: cf. LEG Annual Report*

Compliance Management System

- Certified Compliance Management System
- Focus on fair and responsible business, competition regulation, data protection, tax compliance, capital market and product compliance
- Code of Conduct (as part of employment contracts and supplier contracts)
- Training of all employees, dedicated Intranet page and compliance manual
- Whistleblower system for employees and third parties
- Compliance Officer, Anti-Corruption Officer and external ombudsman

