

Diversity, Equality & Inclusion

Understanding the Topic

GCP is an inherently diverse organization. Our employees represent more than 47 nationalities and women represent approximately half of all our staff, and more than 33% 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 GCP, 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 GCP's name.

The Company'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 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.

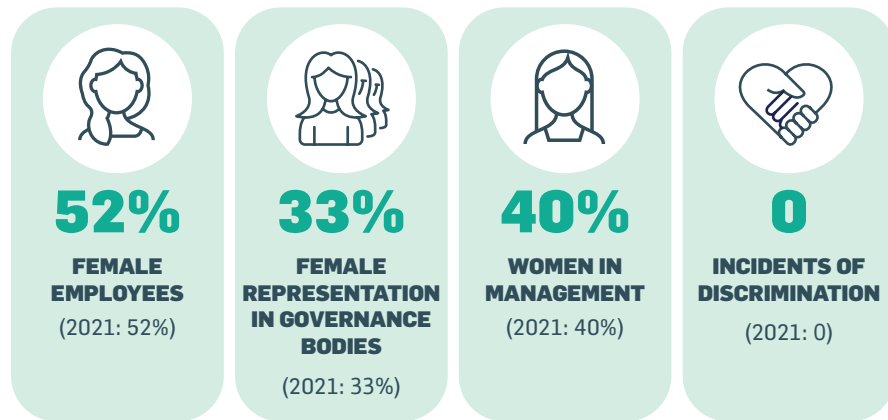
As testament to our diversity commitment, the GCP is a signatory of the Charta der Vielfalt (German Diversity Charter), a corporate initiative to promote diversity in companies and institutions. GCP was accepted into the Bloomberg Gender Equality Index in 2020 and 2021. Due to a technical issue that prevented us from submitting our data for entry into the 2022 index, we are proud to have participated in this year's index (2023) again to have been accepted for a third time as a result of its transparent reporting of gender-related data and the strength of our commitment within the workplace.



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 residential real estate sector by 2030
- Maintain zero incidents of discrimination



GENDER PAY GAP

In keeping with statutory requirements, we monitor our gender pay gap. Our workforce gender pay gap was 0.92:1 women to men for non-management employees and 0.77:1 women to men at management level in 2022¹. These align 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 GCP 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.



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(1) 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 0.91:1 and 0.78:1 respectively.

Data Tables

DIVERSITY OF GOVERNANCE BODIES	UNIT	2020	2021	2022
Female	%	33	33	33
Male		67	67	67
DIVERSITY OF MANAGEMENT				
Female (all management)	%	34	40	40
Age group <30		15	7	5
Age group 30-50		69	78	77
Age group >50		15	15	18
Male (all management)		66	60	60
Age group <30		0	3	2
Age group 30-50		68	70	71
Age group >50		32	28	27
Female (top management)		35	31	18
Male (top management)		65	69	82
Female (senior management)		35	38	33
Male (senior management)		65	62	67
Female (junior management)		38	42	46
Male (junior management)		68	58	54
Female (revenue generating management functions)		53	38	35
Male (revenue generating management functions)		47	63	65

DIVERSITY OF EMPLOYEES	UNIT	2020	2021	2022	
Female	%	51	52	52	
Age group <30		30	23	21	
Age group 30-50		54	61	65	
Age group >50		17	17	15	
Male		49	48	48	
Age group <30		19	19	21	
Age group 30-50		56	58	57	
Age group >50		25	24	22	
RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN ²					
Executive		ratio	n/a	n/a	n/a
Management	ratio	0.64:1	0.65:1	0.77:1	
Non-management	ratio	0.83:1	0.84:1	0.92:1	
No. of nationalities (incl. Germany)	#	39	40	47	

(2) The gender pay gap data in this table only includes employees for GCP Germany

NATIONALITY (2022)	SHARE IN TOTAL WORKFORCE (as % of total workforce)	SHARE IN ALL MANAGEMENT POSITIONS ¹ (as % of total management workforce)
GCP		
Germany	38	66
Cyprus	1	5
The Netherlands	0	1
Israel	1	12
Bulgaria	0	0
Poland	1	1
United Kingdom	1	5
Romania	5	2
India	1	0

LEVEL & SALARY TYPE	RATIO OF BASIC SALARY OF WOMEN TO MEN
Executive	0.57
Middle Management	0.94
Junior Management	0.93
Non-Management	0.91
Unadjusted Gender Pay Gap	0.83

(1) Including Junior, Middle and Senior Management

