

# Whistleblower-System of Deutsche Wohnen Group

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The success of the Deutsche Wohnen Group depends to a large extent on the fact that integrity and reliability are the benchmarks for all business decisions and activities. A precondition to achieve this goal is responsible behaviour and adherence to legal provisions and internal guidelines (compliance). Reports of compliance violations can help identify and reduce damage to the company or the reputation of the Deutsche Wohnen Group at an early stage. An important component of the compliance management system of the Deutsche Wohnen Group is a Whistleblower-System and the appointment of an Ombudsperson (external lawyer), which gives employees, customers and suppliers a protected way to report possible compliance violations.

## Reports of possible compliance violations

The Management Board encourages employees as well as customers and business partners to report compliance violations. In terms of an open corporate culture, we encourage you to trust contact persons in the company such as your supervisor or the Compliance Officer.

The Ombudsperson (external lawyer) of the Deutsche Wohnen Group is available for reports on compliance violations if whistleblower wish confidentiality with regard to their identity (anonymity vis-à-vis the company and third parties) or would like to provide the information through the Ombudsperson for other reasons.

The scope of duties of the Ombudsperson is limited to the receipt of information on criminal offenses, administrative offenses and other legal or rule violations of considerable weight. The Ombudsperson is not a general complaints office and is not responsible for simple breaches of labour law.

## Protection of Whistleblowers

For Deutsche Wohnen Group, it is evident that whistleblowers who provide information about compliance violations in good faith are protected. As a matter of principle, the compliance officer will take all necessary and proportionate measures to protect whistleblowers. This applies in particular if the compliance officer is informed about investigations to identify a whistleblower, or measures that are disadvantageous for a whistleblower. Further, whistleblowers are, of course, protected by professional secrecy of the Ombudsperson (external lawyer).

## Guidelines for the Whistleblower-System

The details on handling of reports of compliance violations and on data protection issues are outlined in the guidelines for the Whistleblower-System and the data protection declaration.

The Legal/Compliance department ([compliance@deuwo.com](mailto:compliance@deuwo.com)) will be happy to answer any questions you may have.

**Disclaimer**

The German version of this Guideline is decisive. Deutsche Wohnen Group cannot be held responsible for any misunderstanding or misinterpretation arising from this convenience translation.