

HEALTH AND SAFETY POLICY

SIGNA

I. Introduction

The real estate companies within SIGNA Real Estate, namely SIGNA Prime Selection AG and SIGNA Development Selection AG, have developed and managed extraordinary real estate projects in central locations in Germany, Austria, Switzerland, and Northern Italy for more than 20 years. In addition, SIGNA Financial Services AG is responsible for all aspects of financing and provides advice to the companies of SIGNA Real Estate on the topics of structuring, procurement and optimization. These companies are grouped together under SIGNA in the following. An experienced team of real estate experts manages all activities from acquisition to completion of all projects, and manages and optimizes existing properties, meeting the highest standards in terms of efficiency, technology, and sustainability.

SIGNA is committed to responsible corporate governance, follows the guiding principle of sustainable development and thinks of future generations.




II. Commitment

As outlined in our sustainability strategy, "Our sustainable SIGNATURE 2025", we have set specific targets and have planned to implement specific measures in three main areas of action, namely, Sustainable Buildings, Attractive Employer, and Corporate Governance and Compliance. The sustainability strategies adopted by SIGNA Prime Selection AG and SIGNA Development Selection AG are published on [our website](#).

The health and safety of our end users, employees, and service providers is of utmost importance to us. The key topics Health and Safety of End Users and Employee Satisfaction within the Sustainable Buildings and Attractive Employer areas of action make this clear.

In view of the activities we undertake, we have identified three priority areas for health and safety:

Ensuring the health and safety ...

 <p>... of end users</p> <hr/> <p>We care deeply about the well-being of the end users who occupy our buildings.</p>	 <p>... of our employees</p> <hr/> <p>The health and safety of our employees at work is essential for them to be motivated, satisfied, and productive.</p>	 <p>... of workers on site</p> <hr/> <p>The safety of employees on site is of great importance.</p>
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We undertake to ...

... conduct ESG due diligence prior to any major purchases or sales of real estate, land or participations.

... include health and safety risks in the planning phase of projects.

... reduce the risk of accidents and the high levels of stress experienced by construction workers by coordinating safety measures in an orderly manner.

... provide occupational health and safety training for all employees and conduct training for safety officers.

... evaluate work-related hazards regularly to prevent work accidents of all kinds.

... record and analyze work-related accidents.

... provide occupational health services at our main sites.

... encourage and emphasize health awareness and preventive health care.

... offer training for all employees on health topics such as nutrition, exercise, and stress management.

... report on developments internally and externally.

... increase the number of buildings with WELL Building certification.

III. Management

Senior management at SIGNA Prime Selection AG and SIGNA Development Selection AG determines the strategy and targets, and integrates sustainability into the corporate strategy. There are further responsibilities when it comes to health and safety:

- The Human Resources department is responsible at the operational level for the implementation of health and safety targets.
- Health and safety coordinators on site ensure compliance with all safety standards by drawing up health and safety plans.
- Internally defined safety officers, fire protection officers, and company first aiders ensure the health and safety of employees on site.
- The Head of ESG Strategy & Sustainable Finance coordinates sustainability activities and regularly reports to the management.
- The directors of SIGNA Prime Selection AG and SIGNA Development Selection AG ensure that our sustainability strategy is communicated and integrated into the company concerned, and our corporate strategy.
- The ESG Council determines operational measures and responsibilities, and approves these in quarterly steering meetings.

IV. Responsibility

Management is responsible for the Health and Safety Policy and implements this on an operational level. All executives and employees receive regular training in occupational health and safety so they are familiar with and can successfully implement our philosophy, and the measures and targets in our sustainability strategy. Our Health and Safety Policy and our [Values Management System](#) underpin our action, together with our values of integrity, responsibility, fairness, compliance, and transparency. We expect everyone within our organization and all our stakeholders, including customers, business partners, and suppliers, to always behave according to these values. This is why we have also introduced our own [Code of Conduct for Business Partners](#).

A handwritten signature in blue ink, appearing to read "Timo Herzberg".

Timo Herzberg
CEO SIGNA Prime Selection AG
CEO SIGNA Development Selection AG

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