

Code of Ethics.

Valid from August 2023.

.Deka
Investments

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1.1. Preamble

DekaBank is an entity under public law and part of the German Savings Bank Finance Group (Sparkassen-Finanzgruppe). We are committed to the principles of subsidiarity, orientation towards the common good and sustainability. As one-hundred-percent owners of the Deka Group, the German savings banks (Sparkassen), like our clients, are at the core of our business model. We are committed to the liberal-democratic basic order of the German Constitution. We believe in a conception of humanity characterized by communality, responsibility, integration, inclusion and tolerance.

Our owners, clients, employees and business partners can expect high-quality products and services from the Deka Group that not only meet statutory and supervisory requirements but also satisfy ethical and social demands.

The Code of Ethics serves as a mandatory framework for proper ethical and moral conduct on the part of our employees, managers, board of management members and third parties acting on behalf of the Deka Group. The Code of Ethics does not restrict or expand legal obligations or other internal rules.

The Code of Ethics is an integral part of our corporate culture that represents our values and attitudes. The following play a particularly important role for us: integrity, professionalism, responsibility, trust, collegiality, compliance, sustainability, respect and decisive action in response to violations.

In order to underscore the importance and mandatory nature of the principles of conduct in the Code of Ethics, managers and employees perform a joint assessment during employee reviews to determine whether an employee's conduct is in accordance with the Code of Ethics.

Just as we comply with the Code of Ethics, we also expect Deka Group employees to comply and help others comply with it.

Board of Management

A close-up photograph of two hands shaking in a firm grip, symbolizing agreement or partnership. The hands are wearing white dress shirts and dark suit jackets. The background is blurred, showing other people in business attire.

2. ETHICS GUIDELINES AND BASIC VALUES

2.1. Integrity

We help ensure public confidence in the stability of the financial system, since integrity is essential for the long-term sustainable business success of the Deka Group.

We respect the trust placed in us by our owners, clients, employees, boards, sales partners, supervisory authorities and interested members of the public. We act as a professional business partner and employer, with a strong client and service orientation and a commitment to integrity.

The Deka Group has a good reputation in the markets and with the public, and we aim to further improve this reputation in the interests of our owners, clients and employees. This includes early identification, resolution and prevention of potential conflicts of interest with our stakeholders.

We pay particular attention to:

- positions held outside the Deka Group
- participation in the business activities of other companies
- business referrals that are based purely on personal relationships
- influencing of business relationships by accepting or granting any kind of inducement (e. g. monetary gifts, favours etc.)
- compliance with block absence
- compliance with the application process for gifts, invitations and real estate transactions

2. Ethics guidelines and basic values

2.1. Integrity

- avoiding the exploitation of sensitive, compliance-relevant information and insider information for the activities of the Deka Group and its employees in both the securities and real estate sectors
- secondary employment and other board positions are permitted as long as they do not adversely affect the interests of the Deka Group; they require written approval
- preventing economic and financial crime, such as fraud, white-collar crime, money laundering and terrorist financing, violations of financial sanctions and embargoes, cartel formation, bribery and corruption, market manipulation, abusive sales and other violations of consumer protection law, tax offences (such as reckless tax avoidance or evasion), whether committed directly or indirectly, including by means of illegal or prohibited dividend-arbitrage agreements
- compliance with tax regulations applicable to the Deka Group.

Internal requirements issued for this purpose are primarily aimed at preventing conflicts of interest, reputation risks, financial risks, liability risks or other operational risks for the Deka Group.

We report potential and existing conflicts of interest immediately to our superiors, compliance department or the ombudsman so that measures can be taken promptly to prevent or manage them.



You can do the following.

- Know the laws and internal requirements applicable to your activities and assume responsibility for compliance with them.
- Do not tolerate bribery or other forms of corruption. Refuse gifts and invitations that could make you feel obligated.
- Weigh opportunities and risks carefully and responsibly when making decisions in order to quickly identify potential conflicts of interest.



Ask yourself.

- Do you question activities that seem unusual to you?
- What potential conflicts of interests are there in your work environment?
- Is there a balance between risk and return?

A group of diverse business professionals in a meeting room. A man in a dark suit is seated in the foreground, looking towards the right. Behind him, several other people are seated, some looking towards the camera and others looking towards the right. The setting appears to be a modern office or conference room with large windows in the background.

2. ETHICS GUIDELINES AND BASIC VALUES

2.2. Professionalism

In addition to our internal directives, we also observe all laws and legal norms applicable to our activities throughout the Group. In unclear legal situations where there is room for discretion, we act appropriately and responsibly in accordance with the principles of this Code of Ethics.

Our employees mainly acquire and deepen necessary professional knowledge by participating in regular mandatory internal training courses (e. g. money laundering and fraud prevention, financial sanctions, capital market and real estate compliance, information security, occupational health and safety) and specific target-group training courses in the Deka Group. We also offer our employees a broad range of external training and advanced training opportunities.

Our dealings with one another and our work with our clients, business partners, competitors and interested members of the public are characterised by fairness, respect, loyalty and reliability.

2. Ethics guidelines and basic values

2.2. Professionalism

The offer, promise or granting of advantages, especially to public officials, which could be seen as an attempt to influence official decisions, is strictly forbidden. Corruption, bribery or acceptance of bribes in any form is not tolerated and is subject to strict internal sanctions.

Our managers have a special responsibility to act as examples. Their attitudes and conduct set standards and they are the first point of contact for employees. They are responsible for creating a work environment of trust where concerns and mistakes can be discussed openly and without fear of reprisal. They are also responsible for taking decisive action against violations of the Code of Ethics.



You can do the following.

- Ensure that you have the proper professional skills, management style and conduct with others.
- Continuously strive to improve efficiency in the Deka Group.
- Conduct yourself responsibly and with good common sense.



Ask yourself.

- Is your conduct always in accordance with the Code of Ethics and directives applicable to you?
- Do you allow your business decisions to be influenced by your personal attitudes, prejudices or feelings?
- Are you prepared to work together with our stakeholders on a professional basis and as a reliable partner?

A close-up photograph of a silver laptop. The laptop is open, and a heavy metal chain is wrapped around the keyboard area. A large, brass padlock is attached to the chain, symbolizing security and protection of data.

2. ETHICS GUIDELINES AND BASIC VALUES

2.3. Responsibility and trust

Gaining the trust of clients and the public is a key goal for the Deka Group. We assume responsibility for our conduct and maintain a constructive, transparent and open dialogue with our stakeholders.

With respect to the Deka Group's role as Wertpapierhaus (securities services provider) for the German savings banks, like all members of the German Savings Bank Finance Group we are committed to the common good, local corporate responsibility and collaboration within the alliance.

We expect all employees and business partners to safeguard the Deka Group's reputation, and to handle information confidentially and discretely at all times and use it only for the intended business purposes. Banking secrecy is observed.

We treat the assets and personal information provided to us by our clients with respect and take suitable measures to protect them against misuse, loss, damage and unauthorised use. We do not obtain any personal benefits from them.

Data protection and any contractual obligations have top priority for us. Data is only disclosed with authorisation or if such disclosure is necessary to satisfy applicable regulatory guidelines.

2. Ethics guidelines and basic values

2.3. Responsibility and trust

We only disclose market-sensitive information to individuals who actually need it to fulfil their responsibilities and are authorised to receive it („need-to-know“ principle). It may not be used to attain an unjustified advantage or create a benefit for third parties.

Business relationships with suppliers and external service providers are based on objective, economic and professional criteria.

We take complaints seriously. We see them as an opportunity for identifying deficiencies and correcting weaknesses in order to increase client satisfaction and improve the quality of our products and services. Professionalism and expertise are important to us.

By strengthening confidence in the honesty of Deka Group employees and their perception as reliable business partners in the market and therefore in the Deka Group we create an important basis for forming and maintaining trustworthy, professional, honest and, above all, reliable business relationships.



You can do the following.

- Ensure that personal information is secure and confidential.
- Follow the „need-to-know“ principle when disclosing information – internally and externally.
- Do not provide confidential information to people outside the company. Maintain the confidentiality of Deka Group operating and business secrets and information.



Ask yourself.

- Are you aware of the consequences of your professional conduct?
- Could your conduct have a negative effect on the reputation of the Deka Group?
- Are your decisions consistent with internal requirements and the Code of Ethics?

A photograph of a diverse group of four business professionals in an office setting. In the foreground, a woman with brown hair tied back is smiling and giving a thumbs-up. Behind her, a man with a beard and a woman with glasses are also smiling and giving thumbs-up. The background is slightly blurred, showing office architecture.

2. ETHICS GUIDELINES AND BASIC VALUES

2.4. Collegiality

We conduct ourselves in a solution-oriented manner that extends beyond the borders of our functional units and accept hierarchies as organisational frameworks. We see constructive criticism as a valuable contribution to the continuous optimisation of our business processes, and regularly assess our routines in a critical way.

As managers, we require openness and a willingness to change from our employees. We help their development by providing active, constructive feedback, and appropriate training and advanced training opportunities.

We are always striving to find optimal solutions, which leads us into innovation. We learn from mistakes. We address problems directly and resolve them efficiently and with good judgement in an atmosphere of trust.

We view potential ideas from our employees as a real asset and reward them in our idea management programme.

2. Ethics guidelines and basic values

2.4. Collegiality



You can do the following.

- Deal with your colleagues openly and without prejudice.
- Treat each other fairly and with respect.
- Promote talented employees, motivate your employees and reward their performance.



Ask yourself.

- Can you accept constructive criticism and feedback from employees and superiors?
- Do you actively assist your employees in their professional development?
- Have you submitted your innovative ideas to the idea management programme?



COMPLIANCE

2. ETHICS GUIDELINES AND BASIC VALUES

2.5. Risk and compliance culture

Conduct in accordance with the rules and an awareness of compliance is important to us. We maintain such a culture of compliance in the Deka Group. Compliance culture is one facet of risk culture.

We set a good example and ensure compliance with applicable laws, legal norms and internal requirements. We are committed to acting responsibly at all times with the professional knowledge, due care, conscientiousness and integrity required in this Code of Ethics.

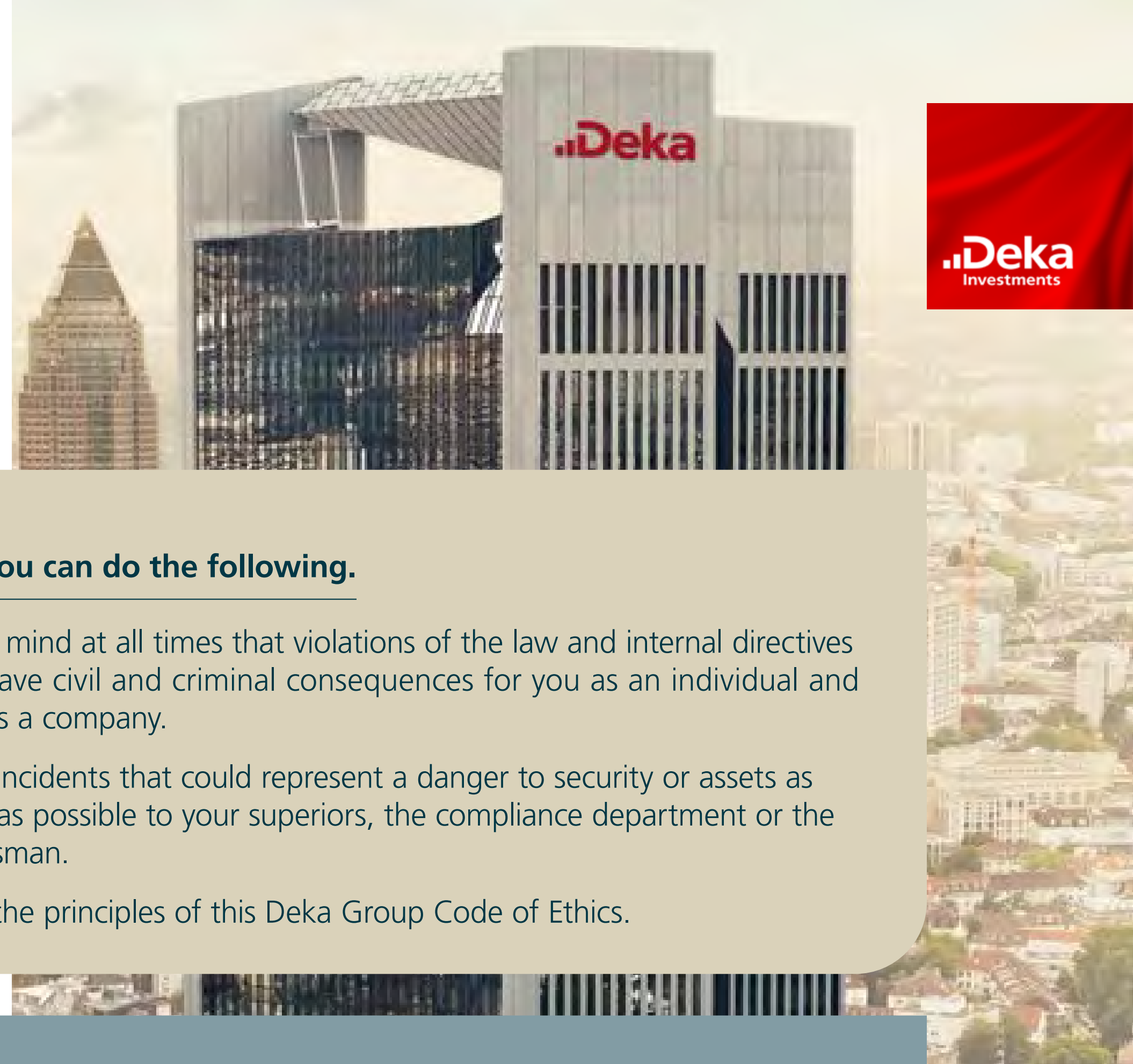
We have an appropriate risk management system and procedures and policies for preventing criminal acts and protecting the assets of the Deka Group. This risk culture framework documents the binding framework for dealing responsibly with risks in the Deka Group and for the conduct of its employees, managers and Board of Management based on this framework.

2. Ethics guidelines and basic values

2.5. Risk and compliance culture

We perform a reliability assessment of our employees in accordance with regulatory requirements and comply with the requirements for block absences, as these represent important protective measures for preventing and identifying fraudulent acts in all areas of the Deka Group.

We base our conduct on the principle of „client interests before the company’s interests, and the company’s interests before our own interests“. This means that as a rule our own interests – material and non-material – are subordinate to the interests of the Deka Group and clients.



You can do the following.

- Keep in mind at all times that violations of the law and internal directives could have civil and criminal consequences for you as an individual and for us as a company.
- Report incidents that could represent a danger to security or assets as quickly as possible to your superiors, the compliance department or the ombudsman.
- Follow the principles of this Deka Group Code of Ethics.



Ask yourself.

- Do you know the compliance department responsibilities and contact persons?
- Do you know the statutory and regulatory requirements applicable to your activities (e.g. internal „Deka Group fraud prevention system“ directive)?
- Are you aware of the risks related to non-compliance?

A photograph of a woman with curly hair, wearing a white shirt and a dark green apron, looking down at plants in a field. The background is a blurred landscape with hills and a sunset sky.

2. ETHICS GUIDELINES AND BASIC VALUES

2.6. Sustainability

As the Wertpapierhaus (securities service provider) for the German Savings Bank Finance Group, the Deka Group sees itself playing a key role and assuming special responsibility for sustainable, climate-friendly conduct and the promotion of sustainable investments and banking.

The Deka Group attitude towards sustainability is based on the nine sustainability principles listed below that cover sustainable development in the following areas:

- Clients
- Products/services
- Organisation
- Employees and
- Communication/society

and form the framework for all Deka Group sustainability activities:

2. Ethics guidelines and basic values

2.6. Sustainability

The Deka Group

- 1 ... will offer its clients a wide range of innovative, sustainable investment solutions in both asset management and the capital market business.
- 2 ... will assist its clients – the German savings banks and their clients, institutional investors and borrowers – in achieving their individual goals and needs for climate-friendly, sustainable conduct.
- 3 ... will assist the German savings banks with in-depth analysis, advice and service for a climate-friendly, sustainable approach to the client business and proprietary business management.
- 4 ... will support financing that enables sustainable, climate-friendly growth through targeted lending.
- 5 ... will continue to systematically pursue the path it has chosen to reduce its own carbon footprint.
- 6 ... will take sustainability into account in internal structures and processes and support the climate-friendly, sustainable conduct of its own employees. At the same time, it shall ensure, for example, that its remuneration policy and remuneration practices promote conduct that is consistent with its approach to climate and environmental risks and with the commitments it has voluntarily made.
- 7 ... will value the diversity of its teams and involve as many employees as possible in actively shaping Deka as an employer in order to promote further sustainable development of the organisation.
- 8 ... will set high standards for good corporate governance and promote transparent communication and open dialogue with its stakeholders.
- 9 ... will, as part of its social engagement, promote environmental and social projects in the cultural, social, sports and science areas



You can do the following.

- Ensure that your actions and conduct are environmentally friendly.
- Ensure that your conduct is in the long-term sustainable interest of the Deka Group.
- Be a reliable partner for clients, business partners and supervisory authorities.



Ask yourself.

- Do you know the „Deka Group philosophy“?
- Have you taken possible environmental and social effects into account when developing products and services, e. g. investments in questionable sectors?
- Do you know the requirements and controls for protecting the reputation of the Deka Group?
- Do you focus only on short-term results, without keeping an eye on potential long-term risks?



2. ETHICS GUIDELINES AND BASIC VALUES

2.7. Respect

We treat our employees fairly and respectfully. We are convinced that different cultural, religious and social backgrounds, faiths and abilities enrich our internal collaboration and help us to fulfil a wide range of customer needs.

We create a business environment that does not tolerate discrimination, sexual harassment or bullying. We will immediately punish other forms of discrimination as defined by legal regulations, as well as threatening, hostile or offensive behaviour. Extremism, antisemitism, hate and exclusion are incompatible with all values we stand for in Deka Group – these positions will not be tolerated.

We aim towards equal treatment in our dealings, with no differentiation or disadvantage based on origin, gender, nationality, age, world view, religion, disability, family status, pregnancy, sexual orientation or identity, or any other

2. Ethics guidelines and basic values

2.7. Respect

characteristics that are protected by local laws.

We support our employees in balancing work and family. Since a feeling of well-being in the workplace increases employee satisfaction, it is important to us that our employees have a healthy lifestyle. If we observe or suspect that employees have problems (e.g. with alcohol, drugs, gambling, medications), we provide advice and take appropriate measures if necessary.

We feel that a safe and healthy work environment is necessary for success. This is why we support our employees with active, integrated healthcare management and offer external support in difficult professional and private situations by helping people help themselves.

We take responsibility for creating opportunities for people with disabilities to participate in the workplace.

GESUNDHEITS- CHECK

Deka
Investments



You can do the following.

- Treat others with respect, the way you would like to be treated.
- Prevent all forms of discrimination (e.g. based on gender, age, origin, religion, health, external characteristics, disabilities etc.).
- Express your concerns and consult with your superiors, the compliance department or the ombudsman in cases of doubt.



Ask yourself.

- Could your conduct be perceived as inappropriate or intimidating?
- Do you feel discriminated against in your day-to-day work?
- Is your interaction with your colleagues respectful?

A background image showing a network of white person icons connected by white lines, set against a dark blue background with glowing light effects.

2. ETHICS GUIDELINES AND BASIC VALUES

2.8. Communication

We communicate with our clients, employees, business partners, analysts, associate and cooperative partners, politicians, associations, media representatives and the general public in a credible, transparent, open and understandable manner. Pleasantness is an asset for us.

Employees never make statements in the media or to media representatives on matters pertaining to the Deka Group. Instead they refer to the people authorised to do so. In so doing, the communicators always only express to third parties the Deka Group's internal opinions. We do this in order to guarantee the reliability of the information that is shared with the public.

2. Ethics guidelines and basic values

2.8. Communication



You can do the following.

- Follow Group-specific requirements for internal and external communications.
- Pay attention to your choice of words when using online social media.
- Be mindful of what you say about the Deka Group outside the company.



Ask yourself.

- Do you know the role and responsibilities of the „corporate communications“ unit?
- Even personal use of social media could be associated with the Deka Group and damage its reputation. Are you especially careful when publishing comments, pictures, videos etc. online?
- Do you identify yourself with the Deka Group?





2. ETHICS GUIDELINES AND BASIC VALUES

2.9. Consistency



When violations of these ethical guidelines and basic values have been detected, we do not limit ourselves to simply reiterating this Code of Ethics, but instead take decisive action.

We encourage our employees to report violations or suspected incidents to their superiors, Deka's money laundering officer, the compliance department or our ombudsman. Employees can also submit reports to BaFin's Contact Point for Whistleblowers.

Reports can also be made anonymously and in confidence to the ombudsman. Further information on the whistleblower system and the new Whistleblower Protection Act (Hinweisgeberschutzgesetz – HinSchG) is available on the Intranet for all employees.

2. Ethics guidelines and basic values

2.9. Consistency

Employees who, to the best of their knowledge and belief, observe or suspect a possible violation or dishonest act and report it do not have to worry about reprisals (i. e. disadvantages in their professional activities), even when the reported incident is not confirmed (whistleblower clause). Deka Group employees can be confident that their information will be followed up in a professional manner and responded to appropriately.

Violations of the Code of Ethics could lead to disciplinary measures, civil proceedings and even termination of employment.

The Code of Ethics is published on the Intranet and Internet pages of the Deka Group. Your superiors and the compliance department are available to answer questions about the rights and obligations in the Code of Ethics at any time.



You can do the following.

- Prevent violations of the Code of Ethics and report questionable circumstances to your superiors, Deka's money laundering officer, the compliance department or our ombudsman, or the reporting offices in accordance with the Whistleblower Protection Act.
- Inform your superiors about client complaints.
- Contact the employees in the compliance department for advice.



Ask yourself.

- Are you aware of the consequences of violating the Code of Ethics?
- Do you know the Deka Group ombudsman/whistleblower system and where they are located?
- What sanctions are you worried about if you reported unusual incidents in the workplace?

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