



DEUTSCHE FINANCE INTERNATIONAL

Community Engagement Programme

December 2022

Proprietary & Confidential





Introduction

The information provided by this document is intended to guide future community engagement in 2022 and 2023. Deutsche Finance International's ("DFI") overriding objective in this regard is to have a positive impact on the communities in which DFI operates. For the avoidance of doubt, this programme relates to DFI's direct community engagement. Asset level community engagement programmes are put in place at the asset level.

Charitable Initiatives

DFI intend to partner with OnSide Youth Zones, an organisation that provides disenfranchised youths in communities across the UK with a "safe, inspiring, state-of-the-art space where they can reach their full potential, achieve their goals, and have a chance to shine."

DFI intend to support a site currently being built in Hammersmith and Fulham.

Volunteering

DFI recognises the importance of volunteering, both to the community and to staff. While DFI may partner with particular charities, we recognise that volunteering is a personal choice and therefore the main commitment must come from each individual.

DFI encourages employees to volunteer their help, time and support. DFI also recognises that volunteering allows employees to become actively involved with causes that they care about, whilst at the same time gaining experience and skills to help their personal development.

To support this, DFI allows employees up to 3 days paid leave per year for volunteering.

Donations

DFI makes charitable donations from time to time based on feedback from employees (i.e. supporting fundraising/charitable initiatives in which employees care about) and/or activities of employees (i.e. supporting fundraising activities in which employees participate).