

Women in Finance Charter

Hines Luxembourg Investment Management's employees are essential to our success, and we are dedicated to attracting, developing, and promoting a talented, diverse, and multicultural workforce. We strive to provide an inclusive environment where differences are valued, embraced, and celebrated, and where everyone can reach their full potential. As part of this endeavour, Hines is proud to be a founding signatory to the Luxembourg Women in Finance Charter (the "Charter").

The Charter is a commitment by signatory firms and representative bodies to achieve greater gender balance and inclusivity across the Luxembourg financial services sector. The Charter underpins the industry's ambition to see increased participation of women at all levels within financial services organisations and representative bodies in Luxembourg.

Encouraging gender balance in the financial services sector is decisive in building a solid talent pool. This will lead to a greater diversity of thinking, experience, and leadership styles in decision-making processes, for the economic benefit of the business, clients, and the wider community.

The Charter encourages each signatory to set its own measurable objectives to promote gender balance.

The Company targets to achieve greater than or equal to 40% female representation at board level by 31st December 2027 and greater than or equal to 40% female representation at senior management level, which includes conducting officers, branch managers and senior employees of Managing Director level, other than those forming part of the board.

Currently the board has 25% female representation, with progress on target and senior management has 50% female representation, which has achieved the target. In aggregate, the level of female participation in both the board and senior management is 40%.