

## Corporate and social responsibility

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In addition to its responsibility to business partners, tenants, employees and shareholders, Investis has a responsibility to wider society. This is true both at a strategic level and in day-to-day business. Investis takes an expressly performance-oriented approach that accords with its commitment to sustainability and business ethics. We feel it is important to recognise that long-term, sustainable financial success is only possible if we, at all levels of the company, take account of our social context and of the environment. Investis believes that we can only remain successful if we bring economic and social issues into harmony with each other.

Our daily work is characterised by our vision and our permanent commitment to acting with integrity: we set the right priorities and fulfil our obligations. We remain true to our values and always follow the required standards.

Investis is a company focused on the long term. In our active portfolio management, sustainability and a concentration on long-term performance go hand in hand. Against this background, social responsibility is crucial for us. Hard-working, skilled and experienced employees are very important to long-term business success. Our employees play a central role, and to retain them for the long term we offer them an attractive, secure and varied working environment designed to increase motivation and facilitate high quality performances. Thanks to our flat hierarchies and manageable size we can exchange and discuss ideas, information and issues in person. Specialist potential is encouraged; creativity and responsibility are supported.

We maintain an open dialog with all stakeholders. It is important to balance the varied interests of these groups to ensure Investis' ongoing competitiveness. Our Group's excellent image and business success is built on credibility, reliability, integrity, responsibility and trust.

Taking a lead from the personal values of our founder and main shareholder, Investis does not participate in illegal, socially destructive or environmentally, morally or ethically dubious activities.

As a company listed on the SIX Swiss Exchange, Investis is subject to the corporate governance standards applicable to all businesses in Switzerland. Transparent and responsible conduct in all business activities is the overriding priority.

Financially sustainable management is crucial to a stable company with a viable future. Continuous optimization of the cost of capital on the one hand and a steady lowering of the vacancy rates on the other hand coupled with true high quality Real Estate Services result in sustained increases in profitability. Costs and processes are continuously analysed and adjusted where necessary.

Based on this fundamental understanding, we take our social responsibility very seriously, and firmly believe that this will help us remain successful for the long term.

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