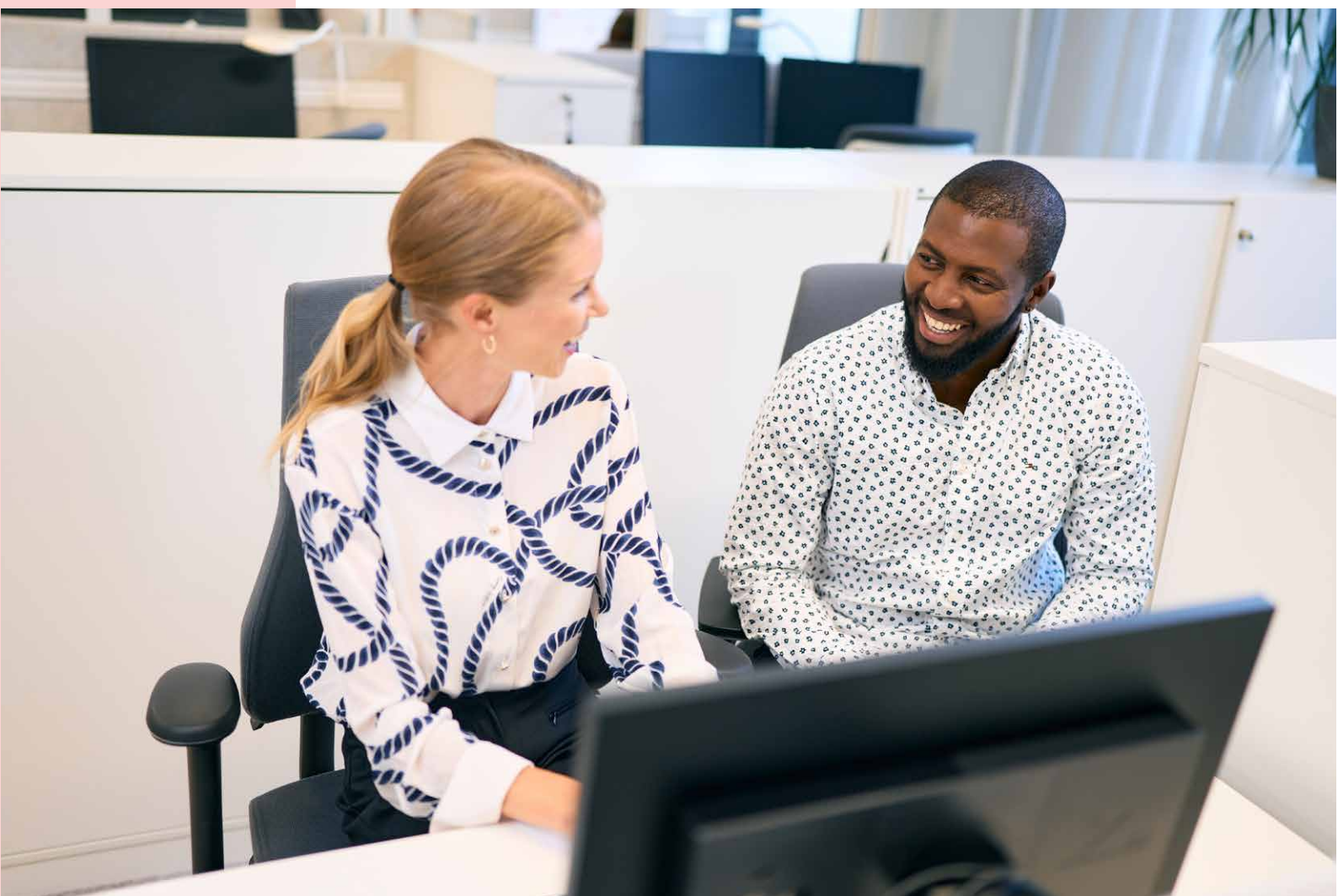




Code of Conduct

Technopolis Group ethical principles



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Introduction to Technopolis Code of Conduct



The purpose of our Code of Conduct is to provide daily guidance for our employees in their work. The Code of Conduct applies to all Technopolis' employees, who are expected to act in accordance with it at all times. The Code of Conduct defines our standards of behavior and outlines our conduct towards colleagues, tenants, suppliers, partners, and other stakeholders.

At Technopolis, we view statutory and regulatory requirements as a minimum standard. We are committed to following all applicable laws, regulations, and this Code of Conduct in everything we do.

Technopolis is dedicated to upholding the highest standards of ethics and compliance. We are committed to respecting human rights for all, ensuring fair work conditions and safety, and conducting business responsibly and fairly. We do not tolerate corruption, bribery, or money laundering in any form. Additionally, we take our responsibility to the environment seriously, promoting sustainable practices and efficient use of resources.

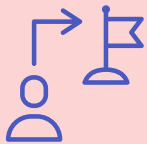
We focus on the above five key ethics and compliance areas in this Code of Conduct. These focus areas are mainly based on The Ten Principles of the United Nations (UN)

Global Compact. Other principles guiding us are International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the United Nations (UN) Guiding Principles on Business and Human Rights. Alongside with these principles, however, Technopolis' own identification of the most relevant issues is what forms the basis of the content of the Code of Conduct.

Our Code of Conduct sets clear boundaries between acceptable and unacceptable behaviour. While it does not provide detailed guidance for every situation, it serves as a framework to help us make sound decisions and uphold Technopolis' standards, even in challenging circumstances. If you are uncertain about how to proceed in a particular situation, you can seek guidance from your supervisor, Human Resources, or any member of the Whistleblowing Team.

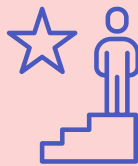
In order to ensure that our supply chain is sustainable and ethical business practices are followed, our suppliers are expected to act according to Technopolis' Code of Conduct for Suppliers.

Our actions are also guided by Technopolis' core values of Drive, Service, Integrity, and Adaptability.



Drive

We are results-oriented, know our targets, and strive to exceed them.



Service

We are passionate about great service.



Integrity

We are fair and equal, we trust each other, and our conduct is sustainable and socially responsible.



Adaptability

We are adaptive to change and to any current, and future, needs that arise.

Human rights

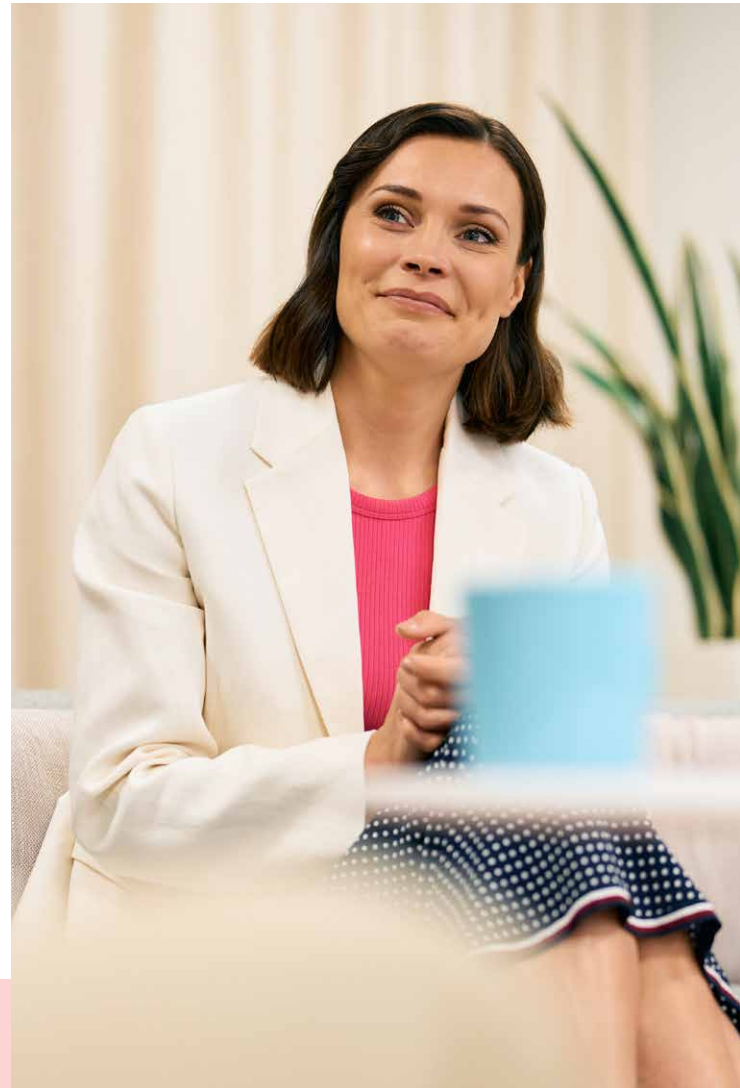


Human rights belong to everyone, and we do not tolerate human rights violations in any form. Technopolis has committed itself to not causing, participating in or otherwise being connected to any negative impact on human rights through Technopolis' business operations. We are committed to addressing and mitigating such impacts if they occur.

Our personnel shall respect the human rights of colleagues, customers, suppliers, and all other stakeholders they have contact with. Technopolis respects internationally recognised human rights and expect our business partners to do the same. We are committed to ensuring that slavery, including child labour, forced labour, human trafficking or any other form of modern slavery, is not taking place in our business operations.

We support for youth employment and provide training opportunities for students and summer jobs for young people. We believe in empowering young individuals by offering them meaningful work experiences and opportunities for growth.

We respect local cultures and work in accordance with the prevailing local business culture, but if it is in conflict with Technopolis' values or our Code of Conduct, we are committed to acting based on our values and Code of Conduct.



Key principles:

- **Respect diversity:** Treat all colleagues and customers with respect, regardless of their race, gender, family status, disability, age, religion, sexual orientation, or any other characteristic
- **Promote inclusion:** Foster an inclusive environment where everyone feels valued and has equal opportunities

- **Support freedom of expression:** Encourage open communication and the sharing of ideas, while maintaining respect for differing opinions
- **Uphold privacy:** Protect the personal information of employees and customers, ensuring confidentiality and security

Fair work conditions and safety at work



Technopolis is committed to complying with applicable labour standards, in addition to adhering to the laws of the countries where we operate. We ensure that our practices meet or exceed these standards to promote fair and ethical treatment of all employees.

We encourage fair and competitive compensation practices to attract and retain the best people. All employment related rights such as the freedom of association and the freedom to join trade unions are fully respected within our operations.

We make written employment contracts to all employees in their local language stating the terms and conditions of service and the voluntary nature of employment. We ensure that no child labour is used in any part of the business. Technopolis does not charge recruitment fees to employees.

We treat our personnel and business partners fairly. We promote equal and inclusive treatment and equal opportunity in all respects of work, and do not tolerate harassment, bullying, mistreatment or discrimination of any kind and we intervene immediately if these occur. We regularly update our equality plan, conduct equality surveys and review measures and practices related to equal opportunities in recruitment, career and salary development, and development of professional competence. Merit is the central criteria in both recruitment and career advancement.

We are devoted to developing our personnel and their well-being and decreasing their negative stress at work. We promote open teamwork, new ideas and reward good work performance. We understand the importance of work-life balance, promote a healthy balance between family and working life and we motivate our people to take care of their well-being. We provide all employees with health and wellness care through occupational health care or health insurance. All employees have the right to statutory leave, such as sick leave and parental leave. Working hours, including overtime, must comply with the maximum limits set by applicable laws. At Technopolis, we are all responsible for creating a positive working environment. We support each other, and work as a team. We are committed to fostering a psychological and psychosocial safety environment where all employees and partners feel safe to express their ideas, voice concerns, and acknowledge mistakes without fear of negative consequences. As employees, we remain

loyal to Technopolis and refrain from speaking negatively of each other. We understand that our actions and communications shape the public perception and image of Technopolis.

We care about the healthiness and security of our workplaces. We put safety first in all our operations and our target is zero work related injuries. Everyone, including our business partners, must be aware of and comply with the applicable safety standards, instructions and practices. All Technopolis' employees are responsible for making our workplace safe and promoting a culture to prevent accidents. We work closely with our customers and partners to manage and monitor health and safety at our properties and developments, protecting our customers, suppliers and visitors in our properties. We are constantly developing and implementing solutions to make our properties and workspaces smarter, more accessible, and more ergonomic.

We respect the privacy of our personnel. Technopolis strictly complies with data protection laws. The personal data provided by individuals is strictly used only for the purpose that the company can fulfil its obligations.

Key principles:

- **Play fair:** Encourage teamwork and adherence to rules and ethical standards
- **Apply fair principles:** Use fair and equal principles in recruiting and compensation decisions
- **Reward merit:** Base rewards and recognition solely on individual merits and achievements
- **Promote work-life balance:** Support a reasonable balance between work responsibilities and personal life
- **Do not ignore issues:** Address unresolved issues within the work community promptly and effectively
- **Do not tolerate misconduct:** Do not accept any form of bullying, harassment, or discrimination

Responsible and fair business



We respect our customers and our partners, and therefore all our business decisions must be ethically and socially acceptable. Our customer relationships are grounded in honesty, integrity and trust. We listen to our customers' and partners' wishes, and we take into account the local community and people nearby our business communities.

We strictly follow the principles of good corporate governance, ensuring accountability, transparency, fairness, responsibility, and effective risk management in all our operations. We treat our partners fairly and equitably and also expect them to follow our quality and ethical principles in our Supplier Code of Conduct as well as to comply with applicable laws and regulations. When choosing partners, they and their offerings are evaluated before procuring goods and services to ensure equitability and meeting Technopolis' demands.

Technopolis does not support political parties or political organisations and does not take part in the funding of candidates in election campaigns. We support selected charity partners mainly through volunteer work and in accordance with our Charitable Contributions Policy.

Technopolis treats tax governance and compliance as important elements of oversight and implements adequate tax risk management strategies and processes.

We respect trade secrets and other confidential information, whether it pertains to Technopolis' own business operations or those of its customers, suppliers and other business partners. Technopolis' employees are prohibited from disclosing or using this information in any unauthorised way or for their own benefit.

Key principles:

- **Respect confidentiality:** Always respect and protect confidential information
- **Promote social responsibility:** Actively promote and engage in socially responsible activities
- **Treat partners equally:** Do not favour specific partners for personal reasons
- **Do not ignore violations:** Do not disregard partners who fail to comply with our Supplier Code of Conduct
- **Do not show partiality:** Do not be partial in business decisions; ensure fairness and impartiality
- **Do not let politics influence decisions:** Do not let your political views affect your business decisions

Corruption, bribery and money laundering



We comply with competition laws and actively avoid conflicts of interest. This means, for example, refraining from accepting personal gifts or benefits, except for those of nominal value, and limiting hospitality to modest offerings that align with standard business practices. Employees must recognize any potential conflicts of interest and exercise particular caution in these situations, stepping back from decision-making when necessary. If local or national laws impose stricter standards, those laws must be followed. Employees should also inform their supervisor when offered or accepting any gift exceeding the specified value limit.

Technopolis and its personnel do not accept, offer, or make bribes or illegal payments, nor do we offer any benefits intended to provide undue

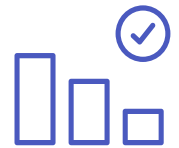
personal advantages to authorities, partners, or customers to secure or maintain business or to influence the impartial decision-making of authorities or other parties. Technopolis' personnel are strictly prohibited from seeking personal gain from their relationships with the company's customers or partners.

Technopolis does not tolerate any involvement in money laundering or other criminal activities. We take active measures in line with current regulations to detect and prevent money laundering, including conducting thorough "Know Your Customer" checks to understand who we do business with. Engaging in collusive pricing, forming cartels, or abusing market position is strictly prohibited.

Key principles:

- **Separate interests:** Keep your business and personal interests separate to avoid conflicts of interest
- **Use good judgment:** Use good judgment when accepting any gifts, ensuring they do not influence your decisions
- **Stay compliant:** Be aware of and adhere to appropriate, compliant behaviour at all times
- **Maintain integrity:** Behave in an ethically unimpeachable way
- **Do not engage in bribery:** Do not provide bribes or any other non-compliant incentives under any circumstances to promote the business or your personal advantage





Technopolis is committed to establishing future workplaces as flexible and sustainable environments. We are leaders in creating eco-efficient, comfortable workspaces that prioritise environmental sustainability throughout their entire life cycle. Sustainability principles and environmental responsibility are integrated into our ownership and investment activities, ensuring that environmental considerations are embedded at every stage from design to daily operations.

We focus on areas where we have the most impact. We are committed to increasing energy efficiency, reducing CO₂ emissions, conserving water, minimising waste, and promoting circular economy practices. To support these goals, we also continually improve our environmental data collection, remote monitoring, and sustainability reporting, and we expect our partners to report on their own performance regularly. We also provide ongoing environmental training and information to our employees and require our partners to educate their teams in relevant environmental practices.

Key principles:

- **Lead by example:** Set a standard for sustainable business practices and encourage partners, suppliers, and tenants to operate more sustainably
- **Reduce environmental impact:** Wherever possible, implement solutions that reduce energy and water use
- **Be innovative:** Find new ways to decrease our environmental footprint
- **Implement sustainable practices:** Apply sustainable practices in services as well as in property maintenance, planning, and construction
- **Collect and report environmental data:** Gather and share environmental data transparently with stakeholders



Conforming to the Code of Conduct



The Board of Directors of Technopolis Holding Plc has adopted this Code of Conduct on 26 November 2024 and it is regularly evaluated and updated as necessary.

This Code of Conduct is followed in all Technopolis activities. Directors and supervisors have as role models an accentuated responsibility to be compliant with the Code of Conduct, and they are responsible for its implementation and compliance in their business units and teams. Every employee is required to acquaint themselves with the Code of Conduct as part of Technopolis' induction process. There is an online training on the Code of Conduct that must be completed during the induction process and additionally whenever the training content is updated. The Code of Conduct is available for every employee on Technopolis' intranet. The Code of Conduct shall guide every Technopolis' employee in performing their duties and acting as a representative of Technopolis. Every employee is personally accountable for their actions and should take the initiative to actively seek out and assimilate information related to the Code of Conduct.

Within its sphere of influence, Technopolis aims to ensure that its suppliers and partners also adhere to our Supplier Code of Conduct. This

is of primary importance when establishing or continuing business relationships.

Technopolis has a disciplinary process for handling any internal or external complaints pertaining to the violation of the Code of Conduct. Violations of the law or this Code of Conduct may result in internal disciplinary actions, up to and including termination of employment. Such violations may have civil or criminal consequences, and all criminal cases will be reported to the authorities.

It is the duty of every Technopolis employee to report any observation of a possible violation of the Code of Conduct to the supervisor, the whistleblowing team or via the whistleblowing reporting channel, which can be found on the Technopolis website [Whistleblowing | Technopolis](#). A failure to report a known violation, refusal to cooperate in investigations, attempts to obstruct a colleague from reporting violations, or submitting false reports may also lead to disciplinary measures. Guidelines for whistleblowing service contain information on how the reports can be filed, how the investigation is conducted in the whistleblowing system and how the whistleblowers are protected.

The Ten UN Global Compact principles

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Businesses should make sure that they are not complicit in human rights abuses

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour

Principle 5: Businesses should uphold the effective abolition of child labour

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery