

* * * Code of Conduct * * *

The following policy applies comprehensively to all of our employees globally. We expect employees to know and follow this and associated policies. While this policy is written for Sirius employees, we expect all of our customers, consultants and others who may be temporarily assigned to perform work or provide services for Sirius to follow it in connection with their work with us.

It is ensured that all employees* of the Sirius Group are aware of this policy and treat their fellow employees and colleagues* in accordance with the requirements of this policy.

The employees of Sirius are obliged to refrain from any discrimination on the grounds of race, ethnic origin, gender, religion or ideology, disability, age or sexual identity.

Discrimination within the meaning of the above is deemed to exist if it directly or indirectly results in the person concerned being treated less favourably than another person in a comparable situation who does not exhibit the discriminatory characteristic.

All employees are also obliged to refrain from harassment and in particular sexual harassment. In particular, pictures, texts or other representations of sexual content - even if only visual - must not be made accessible.

Employees of the Sirius Group are prohibited from accepting any gifts or other benefits from suppliers and/or customers, in particular tenants. Any gifts sent or benefits granted must be returned to the employer. Employees undertake to inform Sirius immediately if they are offered gifts. This prohibition does not apply to customary occasional gifts such as pocket calendars or gifts in kind that do not exceed a total value of EUR 44.

In accordance with the compliance guidelines of Sirius, employees are obliged not to commit any acts and to refrain from any acts which could lead to criminal liability for fraud or breach of trust, insolvency offences, offences against competition, granting of advantages, acceptance of advantages, bribery, corruption, trafficking in human beings money laundering or comparable offences by persons employed by Sirius or its business partners or other third parties. More detailed information on the Sirius Group's compliance guidelines can be found at the following link: <https://www.sirius-real-estate.com/sustainability/policies-and-governance/>.

Violations of this Code of Conduct may lead to consequences under labour law for the offending persons.

The management of Sirius reserves the right to revoke this Code of Conduct at any time.

*Es sind gleichermaßen Personen des weiblichen, des männlichen und des non-binären Geschlechts angesprochen.