

Code of Conduct for Business Partners of the Peach Group

June 2022

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Represented by the general partner: PPM Verwaltung GmbH | Managing Directors: Thorsten Arsan, Dr. Thomas Wolfensberger

Registered office of the Company: Cologne, Registrar of Companies: Local Court of Cologne, HRB 62189

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with values.

Table of contents

1.	Purpose and scope of application.....	2
2.	Compliance with laws and provisions.....	3
3.	Work and social standards.....	3
4.	Prevention of corruption and money laundering.....	3
5.	Free competition.....	4
6.	Conflicts of interest.....	4
7.	Respecting human rights.....	4
8.	Confidentiality and data protection.....	4
9.	Occupational health and safety and environmental protection.....	5
10.	Compliance with the Code of Conduct.....	5

Note: This English text is a non-binding convenience translation of the German original. In case of differences between the German and the English versions, the German text prevails.

1. Purpose and scope of application

The Peach Group strives for business management that is sustainable in terms of the economy, society and the environment. We are committed to working together with business partners that share our values.

This Code of Conduct for Business Partners describes the standards regarding business integrity and ethics, work and social standards, environmental protection and the general business principles that the Peach Group expects its business partners to comply with.

The standards described in the following must be expressly recognized by the business partners.

2. Compliance with laws and provisions

Our business partners shall respect the legal order and ensure that they know and comply with all statutory and regulatory provisions that concern their business activities.

3. Work and social standards

Our business partners undertake to comply with all applicable statutory provisions and any industry standards, agreements and directives regarding work and social standards. They shall employ their employees under fair working conditions on living wage terms and refrain from any form of unethical or illegal working conditions, such as forced, compulsory or child labor. They shall guarantee that the minimum wages, maximum working hours and vacation/absences of their employees are in accordance with the applicable laws. They shall ensure a safe work environment that poses no health risks. They shall not tolerate harassment or discrimination based on age, disability, background, nationality, gender, race, skin color, religion, marital status, sexual orientation or any other perceptible difference. Our business partners shall strictly comply with the applicable equal treatment laws.

4. Prevention of corruption and money laundering

Our business partners shall refrain from any form of corruption. In particular, they shall not grant undue advantages to us or our employees, other business partners and private individuals or government agencies and institutions for the purpose of obtaining a business advantage (active bribery), nor shall they accept such advantages in return for granting a favor or preferential treatment (passive bribery).

They shall observe all applicable statutory regulations on preventing money laundering and comply with the applicable economic or trade sanctions.

5. Free competition

Our business partners are committed to fair competitive conduct on the market. They shall observe the provisions of antitrust and competition law and shall refrain from collusive price, customer and territory agreements.

6. Conflicts of interest

Our business partners are obligated to disclose any potential conflicts of interest in their business relationship with the Peach Group, for example due to business or personal relationships with employees of the Peach Group.

7. Respecting human rights

Our business partners are committed to human rights and respect them in their business activities.

8. Confidentiality and data protection

In business relationships with the Peach Group, business partners may become aware of confidential information and data of the Peach Group, our employees, our tenants and further business and contractual partners.

To protect this information, our business partners shall take any measures necessary to comply with the data protection laws and regulations that are applicable to them and to the Peach Group. Our business partners undertake to protect confidential information and trade secrets of the Peach Group, to treat them as confidential and with at least the same care that they apply to their own affairs. In particular, they undertake not to disclose such information and to ensure that it is not made available to unauthorized persons within or outside their company.

9. Occupational health and safety and environmental protection

Our business partners shall comply with applicable health and environmental laws and are committed to the health and safety of their employees and third parties by ensuring all relevant health and safety standards. We urge our business partners to optimize their business processes continuously in order to minimize environmental impact.

10. Compliance with the Code of Conduct

The business partner is obligated to inform its employees of the standards set out in this Code of Conduct for Business Partners.

The Peach Group reserves the right to monitor compliance with the Code of Conduct for Business Partners. In the event of an identified violation of this Code of Conduct for Business Partners, the offending business partner may be temporarily or permanently excluded from receiving further contracts. In addition, a proven violation can result in an immediate termination of an ongoing contractual relationship.

Zurich, June 13, 2022

Peach Property Group AG

Signed: Reto Garzetti
Chair of the Board of Directors

Signed: Dr. Christian De Prati
Board of Directors