

This code is a summary of our Code of Ethics for partners. For more details and examples, please visit: <https://www.nhood.com/fr>

Nhood is a mixed-use real estate operator, created to serve property owners, to animate, regenerate and transform sites into new living spaces, for better living together, with a triple positive impact: planet, people, profit.

Nhood's ambition to have a triple positive impact is rich in meaning and values, and is in line with our long-term commitment to enhancing the value of our clients' assets, while acting for the common good.

Our vocation is underpinned by values, by men and women of commitment and integrity. Nhood's ethical values guide its actions, inform its decisions and guarantee its integrity.

We feel it's important to share with our partners the commitments we advocate and expect from all those who support us.

We expect our partners to share our high ethical standards, to promote a genuine commitment to values that respect ethics, integrity, respect for fundamental human rights and safety in the workplace, to join us in the fight against discrimination, and to adopt a committed environmental stance.

Responsible, respectful conduct that does not compromise corruption or fundamental human rights, but effectively combats all unethical behavior and actions, is essential.

Together and reciprocally, we guarantee a business ethic that respects the rules of competition, by excluding all corruption, by being absolutely vigilant in the fight against money laundering and the financing of terrorism, by being intransigent in our respect for fundamental human rights, and by firmly condemning all forms of unworthy, disrespectful or dangerous work.

Our code of ethical conduct for business and partners is based in particular on the law and on the guiding principles of the United Nations Global Compact. It lays down principles that are binding on each of us and our partners, and compliance with its spirit, rather than its letter, is decisive and indisputable. It applies to all our relations, and where appropriate, it is appended to contracts or documents signed with partners. It is also specified that the business ethics code of a partner, if it exists, is binding on Nhood in its provisions that do not contravene or contradict the present code.

Our Code of Ethical Business Conduct and Partnerships is addressed to the community of our stakeholders, the subcontractors for whom they are responsible, and third parties contracting with Nhood Holding and/or its subsidiaries, whom we refer to as "partners". This code also reflects the commitment of our employees.

of Nhood who participated in its development, and whose guiding principles are also to be found in the code applicable to them and referred to herein.

1. GUARANTEE RESPECT FOR FUNDAMENTAL RIGHTS.

By working together **for human and workers' rights**, we are convinced that our collaboration will be strengthened.

As responsible players, we expect our partners to be committed to respecting fundamental rights and workers' rights, wherever they may be. Wherever they are in the world.

PROMOTE health, hygiene, safety and working conditions.

We take the necessary measures to provide a **safe, healthy working environment** and refrain from anything that could have a **harmful effect on the health** of our employees and third parties (accident prevention, fire-fighting).

We also ensure the **solidity, stability and safety of the buildings and equipment** in our working environments. Risk prevention awareness and training sessions are regularly organized for our employees, to ensure that they know, understand and follow protection and safety procedures.

SUPPORT remuneration

We must comply with all applicable laws and regulations concerning compensation, benefits and any other form of social advantage.

Employees must receive at least the legal minimum wage or, in its absence, remuneration in line with local standards.

Remuneration must be paid on a monthly basis at the most, without any illegal deductions or penalties.

CHECKING working hours

Working hours must comply with local legal standards.

Overtime must not exceed legal limits and must be performed in accordance with legal standards.

Employees are entitled to paid annual leave, benefits and public holidays as defined by applicable local law.

FIGHT AGAINST DISCRIMINATION

We promote **inclusion** in order to welcome difference and turn it into a source of wealth, and we fight against all forms of discrimination.

Any behavior resembling **moral or sexual harassment** will not be **tolerated**.

TAKE ACTION against child and forced labor

The use of **forced labor or child labor** is tantamount to unworthy and **unacceptable working conditions**. We also prohibit and condemn any use of forced labor. Forced or concealed labor will not be tolerated in any form, whether compulsory, for hire or by unfairly paid prisoners.

All forms of corporal or psychological punishment, verbal abuse and **intimidation** are **prohibited**.

The work must be carried out within the framework of a **recognized, documented relationship established** in accordance with the applicable national legislation.

We are **authorized to** carry out **planned or unplanned checks at any time** on the premises where services or productions are carried out on our behalf. These checks may be carried out by our teams or by a

mandated independent external body. **Partners are expected to cooperate fully** during such audits. A negative audit result may give rise to an additional audit at the expense of the partner concerned, and remedial action will be followed up.

COMMITTED to the environment

We are committed to **protecting the environment and preserving natural resources**. We are committed to acting responsibly and sustainably with regard to the environment.

Our respective activities must comply with current environmental protection regulations. We take steps to **minimize or mitigate the environmental risks associated with our activities**. We undertake to work only when in possession of all the certificates and/or authorizations required to operate our sites or carry out our activities.

PROMOTE freedom of association

We are committed to **respecting ILO conventions**. Respect the free exercise of trade union rights, in compliance with local regulations. Employees must be able to benefit from adequate protection against any act of discrimination aimed at undermining trade union freedom. We undertake to comply with ILO conventions providing for other forms of representation and/or free negotiation.

2. RESPONSIBLE BUSINESS CONDUCT

Our ethical principles guide our business conduct and are binding on us and our employees.

We approach all our relationships with a sense of responsibility, and choose our partners carefully. We act with the conviction that our interactions must be based on mutual trust, respect, openness and courage.

RESPECT competition, fairness and clarity with our stakeholders

We select our partners with **objectivity, loyalty and respect**. We respect our suppliers during negotiations and do not use their dependence as a negotiating lever.

We give **everyone the same opportunities**, with clear, consistent communication and sales practices.

A balanced relationship is the key to a healthy collaboration. That's why we take great care to ensure the autonomy of each party. To avoid any situation leading to a risk of economic or commercial dependence, we listen to our partners and are open to helping them reduce this risk.

We invite partners **to declare** our **share of** their total sales.

In the event of a crisis or tense situation, each party undertakes to communicate with the other prior to any press release. Similarly, any communication referring to either party will be submitted in advance to its official communications body.

We mutually expect each party to respect the other, whatever the relative weight of the other in his or her it, and vice versa.

PROTECTING the communication of confidential and sensitive information

We are committed to maintaining courteous and respectful relationships. In keeping with this principle, we reciprocally refrain from behaving in a disparaging, offhand or uncivil manner towards all our partners and collaborators. Dialogue with our partners is essential, as is understanding their respective expectations and constraints. However, discussing internal disputes, communicating confidential information or passing on data relating to third parties are not acceptable attitudes. Discussions should focus only on **elements that are truly relevant and useful** to the discussion.

In the event of disclosure of sensitive information, it is important that all recipients are explicitly **informed of the sensitivity** of this information.

ACT against active and passive corruption and facilitation payments

Fighting corruption at all times and in all parts of the world is one of our intangible ethical principles. We oppose all forms of corruption and implement measures to combat this scourge, whether in the form of passive or active bribery, bribes, conflicts of interest, influence peddling, fraud and so on.

These principles are illustrated in particular by the mutual refusal of any act of corruption, acceptance, solicitation or proposal of gifts, invitations or undue personal advantages.

In a professional capacity, accepting or offering gifts, invitations, price reductions and other benefits, whether directly or indirectly, is prohibited as a matter of principle, with the exception of advertising gifts or gifts of very low value, offered on an exceptional basis and given openly in the workplace.

This principle implies that personal gifts and favors cannot be offered or accepted under any circumstances.

We prohibit facilitation payments and ask our partners to respect this same position with all value chain participants.

ENSURE compliance with conflict of interest rules

Healthy relationships must be based on **impartiality and autonomy**. The mere appearance of a conflict of interest can undermine healthy relationships.

We undertake to avoid or resolve any conflict of interest situation in which personal interests influence the professional relationship.

That's why we encourage transparency and the removal of doubts.

MONITOR the application of anti-money laundering, anti-terrorism, sanctions and embargoes

During the referencing process, and throughout the relationship with a partner, we are respectively obliged to be **vigilant and to control the third parties** with whom we maintain relations or enter into a relationship.

In this context, we may **ask third parties to justify** the measures implemented to combat money laundering or the financing of activities that do not comply with the principles of this code.

We also act at all times to uphold the ethics and integrity of our partners, by taking all necessary steps to demonstrate that their activities neither finance nor originate from the financing of illegal activities.

We reserve the right not to support or accompany projects that are not in line with our ethics.

INFLUENCE political activities and lobbying

All influence actions are scrupulously listed in legal directories where they exist.

We do not participate in any way in the **financing of** political parties or religious organizations.

At no time are our projects politicized or instrumentalized in the name of causes we would not have chosen to support.

STRENGTHEN the application of due diligence and integrity controls

We carry out, or may arrange to have carried out, all **necessary verifications**, in particular by organizing **integrity checks and due diligences** designed to enhance our knowledge of our partners.

We expect **our partners to cooperate** in carrying out these integrity checks. Reciprocally, nhoo cooperates when carrying out integrity checks required by partners and when performing reasonable due diligence.

It follows that you have the right not to enter into a relationship, or to terminate a relationship, with a partner whose practices do not comply with the ethical requirements of this code.

All information on the data collected is available from the Data Protection Officer (dpo) at the following address: dpo@nhoo.com

VERIFY the implementation of corrective actions and sanctions

Because we want to foster long-lasting, productive partnerships, each inspection can lead to a **corrective action plan negotiated** between us and the partner concerned.

In the event of **non-compliance with** this action plan, we are entitled to **terminate the business relationship** with the partner concerned.

Serious breaches (corruption, forced labor, child labor, opaque subcontracting, etc.) or deliberate violations of the commitments set out in this code will result in the **immediate termination of commercial relations**.

When the facts are attributable to a subcontractor or a representative, the same penalty applies to the partner, unless he can prove that he has set up an effective system to combat the serious breach observed and that the fraudulent facts are the sole responsibility of the subcontractor or his representative.

3. USING THE WARNING DEVICE

We invite **our partners to use our alert** and advice line to report any doubts about the legality of a situation or fact, or its compliance with the ethical principles of this code.

We invite our partners to make confidential use of this secure alert platform.

Our ethical alert procedure details how to raise an alert and contact the appropriate people.

You can also get advice on a situation that seems tricky to you.

We ensure strict **compliance with whistleblower protection** regulations.

The identity of the whistle-blower is protected and may not be disclosed without the whistle-blower's prior consent or if required by law. Should this be the case, disclosure would be strictly limited to authorized persons. Anyone who threatens a whistle-blower with reprisals is liable to prosecution.