

Supplier Code of Conduct – Sustainability Agreement

1. Scope of Application

Universal-Beteiligungs- und Service Gesellschaft mbH and its affiliated companies within the meaning of Paragraphs 15 et seq. AktG ("**Universal Investment**") take responsibility for customers, employees, society, and the environment. This also pertains to sustainable purchasing of services and products.

We expect our suppliers and external service providers (hereinafter collectively referred to as "**Suppliers**") to fulfil minimum environmental and social requirements. This Supplier Code of Conduct stipulates Universal Investment's minimum requirements for its suppliers.

In setting minimum standards, Universal Investment is primarily guided by the ten principles of the United Nations Global Compact, the conventions of the International Labour Organization of the United Nations ("**ILO**") and the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains ("**LkSG**"). Universal Investment expects its suppliers to ensure that their own suppliers and subcontractors also fulfil these requirements.

2. Environmental Expectations

Universal Investment expects its suppliers to comply with the applicable national and international legal requirements, particularly in the area of environmental protection. In addition, suppliers are expected to take organizational measures in environmental management to minimize or prevent environmental risks and pollution. Universal Investment considers compliance with environmental standards that correspond to the applicable EU standards to be the minimum standard.

3. Social Expectations

3.1 Recognizing and respecting human rights

Universal Investment expects its suppliers to respect fundamental human rights as set out in the Universal Declaration of Human Rights of the United Nations General Assembly ("**UDHR**").

3.2 Prohibition of child and forced labour

Universal Investment expects children's rights to be respected. Suppliers undertake to comply with ILO Convention 138 on the minimum age for admission to employment. Accordingly, the employment of workers under the age of 15 is generally prohibited. Persons between the ages of 13 and 15 may only engage in minor employment if it is not harmful to their health or development and does not interfere with school attendance or vocational training. In addition,

ILO Convention 182 on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour must be complied with.

Universal Investment expects its suppliers not to tolerate any form of forced labour, slavery, slavery-like practices, servitude or other forms of oppression or control, whether through extreme economic or sexual exploitation and humiliation, in the work environment.

3.3 Adequate wages and labour protection

Universal Investment expects its suppliers to remunerate their employees appropriately within the framework of the locally applicable legal provisions and to ensure fair working conditions. Legally prescribed minimum wages must not be undercut. Suppliers are also expected to ensure the occupational health and safety of their employees. The locally applicable laws and regulations relating to occupational health and safety are decisive.

3.4 Prohibition of unequal treatment

Universal Investment expects its suppliers to explicitly reject any form of unequal treatment (e.g., based on national/ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion, or belief).

3.5 Prohibition of corruption

Universal Investment expects its suppliers not to tolerate any form of corruption or bribery and not to participate in it in any way.

3.6 Right to freedom of coalition and association

Universal Investment expects its suppliers to grant their employees the right to freely associate and unionise, including the right to collective bargaining.

4. Preventative measures

If Universal Investment becomes aware of or suspects human rights or environmental risks on the supplier's behalf, the supplier agrees to cooperate in the implementation of appropriate preventive measures.

This includes, in particular, support in carrying out a more in-depth risk analysis by Universal Investment by answering an LkSG-questionnaire. Furthermore, Universal Investment reserves the right to implement further preventive measures depending on the human rights and/or environmental risks identified. This includes, in particular, the implementation of free training courses and on-site inspections at the supplier's premises.

5. Remedial measures and the right to extraordinary termination

5.1 Remedial measures

Should Universal Investment notice that supplier violates one of the above-mentioned human rights or environmental expectations and that this is so serious that it cannot be ended in the foreseeable future, Universal Investment is obliged in accordance with Section 7 LkSG to

immediately create and implement a concept for minimization. This concept must contain a clear timetable.

The supplier is required to actively participate in the joint development and implementation of a plan to remedy the violation, if necessary, in collaboration with the sub-supplier that caused the violation. Universal Investment reserves the right to temporarily suspend the business relationship while measures are taken to minimize risks.

5.2 Right to extraordinary termination

As soon as Universal Investment identifies a serious breach of a social or environmental expectation and the measures developed as part of the concept referred to in 5.1. cannot, in Universal Investment's view, remedy the situation after the time specified therein has expired, and no other milder measures are available, Universal Investment reserves the right to terminate the business relationship extraordinarily if an increase in influence does not appear to be promising.

As part of our reporting obligations, we reserve the right to request specific information about your processes and procedures such as ESG policies or documents/reports/descriptions. You are requested to co-operate in this - within the limits of the principle of appropriateness in accordance with Section 3 (2) No. 1 - 4 LkSG.

By signing the framework contract, the supplier declares that it has taken note of the above requirements and will implement them.