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INTEGRITY CODE

INTRODUCTION

Following the Corporate Governance Charter and the Belgian Corporate Governance Code 2020, Nextensa's Board of Directors has adopted this integrity code in order to emphasize the importance of ethical and responsible entrepreneurship. Indeed, ethical behavior is an integral part of Nextensa's corporate culture and the policy on integrity is an important part of its governance.

This code should be read jointly with the rules of conduct set out in its Corporate Governance Charter (among others on conflicts of interest and whistleblowing), its Dealing Code (on financial transactions) and in its work regulations (where applicable).

This integrity code will be reviewed and improved on a regular basis and will be made available on the website (www.nextensa.eu).

Questions regarding the application of this integrity code may be directed to Nextensa's Compliance Officer (anouk.kerkhofs@nextensa.eu).

SCOPE

This code does not aim to be exhaustive, but rather creates a general (behavioral) framework with a number of general principles and ethical guidelines, applicable to every member of the corporate bodies and every Member of Staff of the Nextensa Group.

In addition, contractors and partners of the Group are also expected to observe and respect the principles of Nextensa's integrity code, and to commit to extend these legal and ethical standards to their own supply chain.

CORPORATE VALUES

Towards ethical entrepreneurship, Nextensa as a company attaches the greatest importance to honesty, integrity, respect and fairness in all areas, towards its customers, Member of Staffs, shareholders, partners, the society and the environment and expects a similar attitude from third parties with whom it works.

These corporate values are reflected at various levels:

- Nextensa and its customers
In its relationships with its customers, Nextensa makes every effort to respond to their expectations, offering the expected service and integrity by, among other things, providing them with complete and honest information and not violating the trust placed in it.
- Nextensa and its Member of Staffs
Nextensa emphasizes within its team the principles of honesty, integrity, respect and fairness and ensures respect for the rights of its Member of Staffs with an eye for constructive dialogue based on trust.



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Nextensa ensures that its Member of Staffs act in accordance with the principles of doing business fairly and the principles of this code.

- Nextensa and its shareholders
Nextensa ensures loyal and equal treatment of its shareholders in accordance with laws, regulations and corporate governance principles.
- Nextensa and its partners
In its relationships with third parties with whom it deals, Nextensa takes into account their willingness to respect the principles of this integrity code. Nextensa wishes to achieve its growth in a lawful, honest and ethical way and, consequently, disapproves of any act in violation of competition law (including import and export restrictions due to economic sanctions).
- Nextensa and society and the environment
Nextensa wishes to conduct its business in a socially responsible way, taking on all the necessary responsibilities associated with it. As a company, Nextensa adheres to internationally accepted human rights as contained in the Universal Declaration of Human Rights and pays due attention to health, safety and the environment, in line with its commitment to contribute to sustainable development.

Nextensa recognizes that its sector has a significant impact on the environment, not only from an ecological point of view, but also through the social and community-building aspect of the urban fabric. After all, real estate determines the way people live, work, shop and play. Nextensa therefore wishes to put "people" at the center of its project developments and involve them in development processes. In doing so, Nextensa is particularly committed to CO2 neutrality, healthy buildings and responsible water management.

ENGAGEMENTS

- Compliance with laws and regulations

Compliance with applicable laws and regulations, both in letter and spirit, is crucial. The legislative and regulatory framework varies from country to country and is often subject to change. The Group's internal legal department is responsible for monitoring relevant changes and communicating them internally.

It is the responsibility of each Member of Staff, in case of doubt, to refer to the internal legal department and act in accordance with the applicable laws.

- Prevention of conflicts of interest

Each Member of Staff must avoid any conflict of interest between his duties for Nextensa and his other professional or private activities, especially in the context of relationships with customers, suppliers and other third parties.

In addition, the Corporate Governance Charter also provides specific rules of conduct regarding conflicts of interest applicable to the Directors and members of Nextensa's Executive Committee.

- Prevention of corruption and bribery

Nextensa does not tolerate any form of corruption and refuses to establish relations with persons involved in illegal activities.



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Nextensa prohibits all forms of bribery and other forms of corruption and fraud. These acts have a negative impact on the company's reputation and credibility and therefore harm its long-term growth potential. Corruption can be defined as proposing, granting or requesting, accepting a particular benefit, to adopt or not to adopt, within the scope of his/her position, a well-defined behavior.

It is the responsibility of each Member of Staff to avoid any appearance of corruption and fraud, both in direct contacts and when using intermediaries.

In this respect, each Member of Staff must refuse any remuneration or personal invitations (gifts, etc.) that exceed the usual scope of end-of-year gifts. Each Member of Staff must also abstain from offering any kind of benefit (gift, money, etc.) to third parties.

- Compliance with market abuse prevention regulations.

Each Member of Staff who has inside information must comply with the rules set forth in the Dealing Code, as available on the website (www.nextensa.eu).

Each Member of Staff subject to the market abuse prevention rules may trade with Nextensa securities only within strict compliance with these rules defined in this Dealing Code.

- Confidentiality

The members of the corporate bodies and the Member of Staffs shall not, during the performance of their professional activities for the Nextensa Group as well as after their termination, use or disclose any information (not published in annual and semi-annual reports or in various announcements), nor any information about the company of which they have become aware during the performance of their duties.

Within this context, they acknowledge that all economic, financial and real estate reports, all customer and computer files, accounting data, contracts, business proposals, designs and plans of buildings and equipment, written or oral instructions on work related to the company's activities, its procedures and its economic and financial situation are confidential.

- Diversity and inclusion

Nextensa wishes to promote diversity and inclusion within its team. In doing so, Nextensa wants to respect the individuality of each person and adopt a culture of plurality and difference. Nextensa wants to create a work environment where diversity is encouraged and where all candidates and Member of Staffs are given equal opportunities.

Moreover, Nextensa is committed to develop and help advance its Member of Staffs, regardless of any characteristic that is not relevant from a professional point of view.

Nextensa also aims to create an inclusive work environment in which each person can find the support and resources to develop and reach their full potential, and where mutual respect and a spirit of cooperation are in place.
