

Code of Conduct for Diös Employees

To create long-term value for owners, tenants, employees, partners and society we must uphold good business ethics and a healthy work environment as well as build trusting relationships with all stakeholders. We should be part of the community in which we operate and be known for honesty, transparency and having a long-term perspective. We take responsibility for our impact on the environment, people and society.

Our code of conduct is based on the Ten Principles of the UN Global Compact on human rights, labour conditions, the environment and anti-corruption. We also support the UN's Declaration on Human Rights, ILO's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration and the UN Convention against Corruption.

This code of conduct has been established by the Diös group leadership team and the CEO has the ultimate responsibility to ensure adherence to this policy. The code of conduct applies to all employees and it is the responsibility of all managers to communicate and implement the code of conduct in each department. The code of conduct is available on our website.

The basic guidance for our operations is to follow all applicable laws, regulations, rules and standards as well as to hold all necessary permits, licenses and registrations. This also applies to our partners and suppliers.

Diös has a specific supplier code of conduct that is referred to in all supplier agreements.

HUMAN RIGHTS

We fundamentally believe that all people are equal, and we respect and support international declarations of human rights and labour law. With respect to the equality of all people we will treat everybody equally and give everybody the same opportunities regardless of gender, gender identity or expression, ethnic origin, religion or other faith, physical disability, sexual orientation or age.

The Diös Policy on Gender Equality and Discrimination describes further guidelines in this area.

HOW YOU ARE AFFECTED

- You have the right to be treated with respect and dignity.
- You must treat others with dignity and professionalism.
- You must not participate in any form of harassment, bullying or discrimination.
- If you discover any form of violation of human rights, harassment or discrimination, it is your responsibility to report this to your manager or the HR department.

WORKING CONDITIONS

Our place of work must be fair and equal for all employees, we will promote diversity and respect differences. We tolerate no form of discrimination with regards to recruitment or work tasks.

We recognise and respect collective agreements and the employee's right to association and collective negotiations. We accept no form of forced labour or child labour.

We work actively and with a long-term perspective with matters related to work environment, health and safety for our employees.

HOW YOU ARE AFFECTED

- You have a personal responsibility to contribute to a positive working environment in which all people feel appreciated and respected.
- You have the right to, and take personal responsibility to create, a safe and secure work environment.
- If you discover shortcomings in the work environment or in the safety of your place of work, or the use of unwanted working conditions at Diös, or at any of our partners, it is your responsibility to report this to your manager or the HR department.

ENVIRONMENTAL RESPONSIBILITY

We will actively work to reduce the environmental impact of our operations. We must have control over our environmental impact and apply prudence with regards to environmental risks. On a yearly basis, employees will receive training and information that strengthens their environmental awareness. We encourage the development of new environmentally-friendly technologies.

The Diös Environmental Policy describes further guidelines in this area.

HOW YOU ARE AFFECTED

- You must know the contents of our environmental policy and apply prudence in decisions in your daily work.
- You must be open to new environmentally-friendly technology and work to reduce the environmental impact of our operations.

BUSINESS ETHICS

Our operations and our business relationships must be characterised by honesty, independence, transparency and good business practice. We must act openly and seriously and with consideration and integrity toward colleagues and business partners.

Corruption, bribery, money laundering or unlawful restrictions of competition must not occur in any of our relationships or in our business operations. Our customers and business partners must feel confident in, and completely trust in, our ability to handle all information confidentially. Such information must not be disseminated outside of Diös. This also applies to terminated relationships.

All employees must be aware of and act according to the Diös Anti-Corruption Policy and

Diös Gift and Entertainment Policy.

Any secondary employment must be authorised in writing by your manager and must not interfere with normal working hours and not be in a competitive business to Diös.

HOW YOU ARE AFFECTED

- You must not under any circumstances accept bribes, hidden commissions or ambiguous benefits.
- Your secondary employments should be notified to your manager and be approved in writing.
- It is your responsibility to report any suspicions or knowledge of any form of irregularities or corruption to your manager or the HR department.

COMMUNICATION

Diös employees must uphold the confidentiality that is necessary for a listed public limited company and not disclose any information that is confidential or that may affect Diös' value on the stock exchange. All employees and external consultants must sign a non-disclosure agreement. This commitment applies outside work and after your employment is terminated or your consulting assignment is complete.

We are a public limited company listed on the Nasdaq OMX Nordic Exchange Stockholm, and thus the Exchange's information rules and listing requirements apply to our business. The rules and requirements of Finansinspektionen, Sweden's Financial Supervisory Authority, apply to our operations. Public information must be of such nature that a third party, at any given time, must be able to make a fair and correct assessment of the company's value. Further information regarding insider rules and insider information is available on the Diös website.

Furthermore, our communication must be characterised by transparency, relevance, reliability and openness. Clear and fast internal communication creates a good business climate, commitment and understanding. All managers have a responsibility to communicate relevant and important information to their employees through work meetings and in day-to-day operations. The Diös internal web site is the primary channel for daily internal communication.

Further information on communication can be found in the Diös Communication Policy.

HOW YOU ARE AFFECTED

- You should be careful when posting work-related matters in social media.
- You must report correct, relevant and reliable information in time to external and internal parties.
- Refer any questions from the media to the CEO or the Head of Communications.