

PARKEN Sport & Entertainment A/S – CODE OF CONDUCT

PARKEN Sport & Entertainment A/S (“**PARKEN Group**”) operates one of Scandinavia’s leading arenas for major sports and entertainment events, as well as several holiday and activity centers. In this context, PARKEN Group collaborates with a wide range of companies.

PARKEN Group is defined as PARKEN Sport & Entertainment A/S, CVR no. 15 10 77 07, and any subsidiary owned directly or indirectly by PARKEN Sport & Entertainment A/S, including but not limited to F.C. København P/S, CVR no. 43 95 21 61, LALANDIA A/S, CVR no. 27 08 43 03, and PARKEN Services A/S, CVR no. 38 26 58 06.

It is particularly important to PARKEN Group that all suppliers and partners treat their employees properly and with respect, in accordance with applicable legislation, collective agreements, etc.

Suppliers and partners must also actively respect and uphold human rights and contribute to promoting sustainability.

Furthermore, PARKEN Group expects suppliers and partners to respect PARKEN Group’s rights, including intellectual property rights, confidential information, etc.

On this basis, PARKEN Group has prepared the following Code of Conduct, which applies to all suppliers and partners (“**Suppliers, etc.**”) and describes the minimum standards that Suppliers, etc. must comply with, even when these may be stricter than applicable law. Suppliers, etc. must always comply with applicable laws and regulations; therefore, this Code does not apply where compliance would conflict with mandatory legislation. To the extent that applicable laws or regulations are more restrictive than this Code of Conduct, such laws or regulations take precedence.

Suppliers, etc. are defined as companies (and their employees or subcontractors) or individuals who work for or with PARKEN Group or who supply goods or services to PARKEN Group.

Suppliers, etc. are responsible for ensuring that their employees and their subcontractors’ employees involved in deliveries to PARKEN Group have read, understood, and committed to complying with the principles of this Code of Conduct. PARKEN Group expects Suppliers, etc. to implement policies and procedures deemed necessary to ensure compliance with this Code of Conduct. PARKEN Group is entitled to request documentation proving that Suppliers, etc. comply with their obligations under this Code of Conduct and to access Suppliers’ workplaces and conduct its own investigations if there is suspicion that requirements are not being met.

Suppliers, etc. must at all times comply with the internal guidelines regarding security and confidentiality applicable within the PARKEN Group’s premises. The specific guidelines, etc. are described in **Appendix 1: Security and Confidentiality at PARKEN SPORT & ENTERTAINMENT A/S**, which forms an integral part of this Code of Conduct and must be adhered to by Suppliers, etc.

PARKEN Group acknowledges that no code of conduct or similar can address every situation a Supplier, etc. may encounter. This Code of Conduct does not replace Suppliers' responsibility and duty to exercise sound judgment and seek guidance on proper business conduct.

Suppliers, etc. are encouraged to seek guidance and answers to any questions from the relevant contacts within the PARKEN Group.

This Code of Conduct is an essential part of the contractual relationship between PARKEN Group and the Supplier, etc., and any breach may constitute grounds for termination of the cooperation.

1. MINIMUM STANDARDS FOR WORKING CONDITIONS AT THE SUPPLIER, ETC.

Suppliers, etc. are at all times obligated to comply with applicable legislation regarding employees, and PARKEN Group expects Suppliers, etc. to focus on employee well-being and ensure a healthy and safe working environment with proper employment conditions.

1.1. Pay, Working Hours, and Other Employment Conditions

All Suppliers, etc. must ensure that employees directly or indirectly involved in deliveries to PARKEN Group receive pay (including special benefits), working hours, and other employment conditions that are no less favorable than those applicable to similar work under a collective agreement entered into by the most representative labor market parties in Denmark for the relevant sector and applicable throughout Denmark.

1.2. Freedom of Association and Collective Bargaining

Suppliers, etc. must respect employees' right to join a trade union of their choice, engage in collective bargaining, and protect them from any discriminatory action or other form of differential treatment in connection with exercising this right.

1.3. Residence and Work Permits

Suppliers, etc. must ensure compliance with all applicable rules regarding residence and work permits and that the workforce used always has sufficient and valid permits to perform the specific work.

1.4. Criminal Records

If employees, in connection with work for the PARKEN Group, gain access to or handle cash, easily tradable goods, trade secrets, or similar, the Supplier, etc. must obtain criminal records for employees to ensure they have not been convicted of offenses relevant to the work.

1.5. Confidentiality Obligation

Suppliers, etc. must ensure that employees performing work for PARKEN Group do not, as a rule, gain access to the PARKEN Group's confidential information unless necessary for the performance of the work. If employees do gain access to such information, they must declare themselves bound by confidentiality, including not disclosing the PARKEN Group's confidential information to third parties, including the media.

1.6. Exploitation of Labor

PARKEN Group expects Suppliers, etc. not to participate in or support human trafficking or other forms of labor exploitation, including forced labor.

1.7. Child Labor

Suppliers, etc. must not use child labor and must comply with statutory minimum age requirements applicable in the country or countries where they operate.

1.8. Discrimination

No employee may be subjected to discrimination, differential treatment, or harassment based on race, ethnicity, age, gender, gender identity or expression, sexual orientation, political beliefs, citizenship, national origin, religion, disability, parental status, economic status/class, or any other protected status or characteristic unrelated to the person's qualifications or job requirements.

1.9. Working Environment

The Supplier, etc. must ensure a working environment free from gross, violent, threatening, degrading, or other inappropriate behavior, where harassment or other disrespectful conduct is not tolerated, including sexual harassment, discrimination, and bullying.

1.10. Human Rights

The Supplier, etc. must respect international human rights, including the principles of the UN Universal Declaration of Human Rights and the European Convention on Human Rights. The Supplier, etc. must not contribute to human rights violations, either directly or indirectly. Suppliers, etc. must also ensure that subcontractors do not contribute to human rights violations.

2. MINIMUM STANDARDS FOR SUSTAINABILITY

Suppliers, etc. must at all times ensure compliance with applicable national and international legislation regarding environment and sustainability. It is expected that all Suppliers, etc. actively work to reduce their environmental impact and contribute to sustainable development.

2.1. Responsible Use of Resources

The Supplier, etc. must use natural resources efficiently and responsibly. Consumption of energy, water, and raw materials must be minimized, and environmental impact throughout the value chain must be considered. Efforts should be made to use renewable resources and environmentally friendly materials. The Supplier, etc. must promote recycling and reduce waste in production.

2.2. Climate and Environmental Protection

The Supplier, etc. must actively work to prevent and limit negative impacts on climate and environment. Consideration must be given to greenhouse gas emissions, pollution, etc., so that the risk of environmental damage is minimized. The Supplier, etc. must, where possible, work to reduce its overall climate footprint and contribute to protecting nature and the local environment, including biodiversity and natural resources.

2.3. Responsible Waste Management in Compliance with Applicable Local Legislation

The Supplier, etc. must handle waste responsibly in accordance with applicable local legislation. Waste must be properly sorted and disposed of in an environmentally sound manner. Hazardous waste must be stored and disposed of in a way that protects nature from harm. Efforts should be made to reduce hazardous waste through responsible production, recycling, etc.

3. REPORTING OF ESG DATA

Suppliers, etc. are encouraged to, and must when possible, provide data on environmental and climate conditions for the products delivered to the PARKEN Group. Data may include information such as energy consumption, climate footprint, packaging, etc.

3.1. Data Delivery Hierarchy

PARKEN Group uses a data delivery hierarchy that specifies the desired level of detail and quality of data and documentation. The Supplier, etc. should strive to provide data at the highest possible level.

In the table below, Level 1 is the most desirable.

Niveau	Data type	Method
1	CO ₂ e pr. product	LCA, EPD, or other relevant methods.
2	Raw data	Specific information on material types and quantities, as well as energy consumption per unit.

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| 3 | Secondary average figures | Global or country-specific averages for materials and processes. |
| 4 | Estimated CO_2e pr. product | Calculated based on product weight, *industry averages or standard emission factors. It must be clearly stated which average has been used. |