Business Partners Speak-up Policy

Responsible manager	Katie Schoultz, Group General Counsel
Sponsor (Approved by)	Thilo Kusch (CFO)
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Table of contents

1. Purpose 3
2. Scope 3
3. What Can Be Reported 3
4. How to Raise a Concern 4
5. How P3 Handles Reports 4
6. Protection and Confidentiality 4
7. Responsibilities of Business Partners 4
8. Governance and Oversight 4
9. Communication and Awareness 5
10. Contact Information 5

1. Purpose

At P3 Logistic Parks ("P3"), we believe that transparency, accountability and integrity are the foundation of how we conduct business.

We are committed to the highest ethical standards across all our operations and expect our business partners, including suppliers, contractors, consultants, agents and any other third parties, working with or for P3 ("Business Partners") to uphold the same principles.

This Policy outlines how Business Partners can raise concerns about possible wrongdoing or unethical behaviour within P3's operations or supply chain, in line with our P3 Speak-up Policy. It ensures that anyone can speak up confidentially, safely, and without fear of retaliation.

2. Scope

This Policy applies to all Business Partners who provide goods, services or perform work for or on behalf of P3, wherever we operate. It complements P3's Speak Up channels (available here: Compliance | P3 Logistic Parks) primarily used internally, extending similar protections and expectations to external stakeholders.

It covers any concern or allegation relating to: (i) P3 employees or representatives; (ii) activities carried out for or on behalf of P3; and/or (iii) the conduct of Business Partners where this may impact P3's reputation, compliance, or ethical standards.

3. What Can Be Reported

Business Partners are encouraged to report any suspected misconduct, breach of law, or unethical behaviour, including (but not limited to):

- •Bribery, corruption, fraud, or theft
- Conflicts of interest, or failure to disclose relationships
- Breach of competition, trade, or sanctions laws
- Misuse of confidential information or company assets
- Breaches of data protection or privacy laws
- Human rights or labour violations
- Environmental, health and safety breaches
- Accounting irregularities or financial misrepresentation
- Retaliation against whistleblowers or witnesses

P3 will investigate, even in cases where the whistleblower does not have solid proof: reporting with reasonable suspicion, in good faith, is sufficient to make a report via our Speak Up channels.

4. How to Raise a Concern

P3 provides multiple secure and confidential channels for raising concerns:

- Email: compliance@p3parks.com
- Online Form (can be anonymous): Compliance | P3 Logistic Parks (see bottom of page)

When submitting a report, please include: a clear description of the concern; dates, names and locations involved (if known); any supporting documentation or evidence; and whether the issue has been raised elsewhere. Reports can be made anonymously; however, providing contact details will help P3 to follow up and provide feedback.

5. How P3 Handles Reports

All reports are received by dedicated Speak Up contact persons (General Counsel and Head of Internal Audit), who ensure confidentiality and impartial handling. The report will be assessed for its validity, and the reporting person will be informed in writing of the results of the assessment within 30 days after making the report. Where appropriate, investigations may involve relevant internal teams or independent external experts. Business Partners are expected to cooperate fully during any investigation. P3 will take appropriate corrective actions where misconduct is substantiated, and feedback will be provided to the reporting person where possible and permitted by law.

6. Protection and Confidentiality

P3 prohibits any form of retaliation or victimisation against individuals who raise concerns in good faith. No person will suffer harm, dismissal, discrimination or disadvantageous treatment for speaking up honestly.

All reports will be treated as strictly confidential. The identity of the reporter will only be disclosed when required by law, or necessary to conduct a fair investigation, and only with the reporter's consent. P3 will handle all data in accordance with the General Data Protection Regulation (GDPR) and applicable privacy laws. More information is available here: Privacy Policy | P3 Logistic Parks.

7. Responsibilities of Business Partners

Business Partners are expected to: promote a culture of integrity and openness within their own organisations; establish internal whistleblowing channels and communicate them clearly to employees and subcontractors; ensure Business Partners' employees and their business partners working on P3-related projects are aware of this Policy; cooperate with P3's investigations in good faith; and prevent and prohibit any form of retaliation. Failure to comply with this Policy may lead to suspension or termination of the business relationship and may affect future collaboration with P3.

8. Governance and Oversight

P3's Legal & Compliance Department is responsible for managing and overseeing the whistleblowing framework, ensuring that reports are investigated fairly and promptly, maintaining confidentiality and data

protection, and reporting anonymized findings and trends to senior management and (where appropriate) the Audit Committee. This Policy will be reviewed annually or more regularly if required by regulatory or operational changes.

9. Communication and Awareness

P3 will communicate this Policy to all existing and new Business Partners and make it publicly available on the P3 website. Business Partners should cascade the Policy to all relevant employees, agents and subcontractors involved in P3-related work.

10. Contact Information

P3 Logistic Parks Group

General Speak Up channel: compliance@p3parks.com

Local Speak Up channels: czechiaP3reports@p3parks.com; romaniaP3reports@p3parks.com; spainP3reports@p3parks.com; slovakiaP3reports@p3parks.com; PolandP3reports@p3parks.com

Website: p3-whistleblowing-policy-and-procedure