

Code of Conduct

Updated February 2026

Movinn A/S is committed to operating with integrity, responsibility, and respect in everything we do. As a serviced apartment operator, Movinn interacts daily with guests, colleagues, suppliers, contractors, and local communities. Our success depends not only on the quality of our services, but also on the way we treat people and conduct business.

This Code of Conduct sets out the standards of behavior expected from everyone working for or representing Movinn A/S. It reflects our core values of decency, respect, tolerance, and professionalism. It applies to all employees, managers, directors, contractors, and business partners acting on behalf of Movinn.

Movinn expects everyone to contribute to a culture where people feel safe, valued, and treated fairly.

2. Our Core Values

Movinn A/S is built on the belief that good business must be responsible business. We strive to create an environment where:

- People treat each other with dignity and respect
- Diversity is welcomed and respected
- Misconduct and harmful behavior are not tolerated
- Ethical decisions guide our work
- Trust and professionalism define our relationships

Decency and respect are not optional. They are fundamental expectations.

3. Respectful Workplace Culture

Movinn is committed to maintaining a workplace culture where everyone is treated with fairness, respect, and tolerance. We can have fun and make fun of each other, as long as everyone

All employees are expected to:

- Communicate professionally and respectfully
- Act with empathy and consideration
- Support colleagues and contribute to a positive environment
- Treat guests and partners with courtesy at all times

We do not accept rude, aggressive, discriminatory, or intimidating behavior in any form.

4. Zero Tolerance for Harassment and Abuse

Movinn A/S has zero tolerance for harassment, bullying, or abusive conduct.

Harassment may include:

- Offensive or degrading language
- Unwanted sexual attention or behavior
- Threats, intimidation, or humiliation
- Repeated inappropriate jokes or comments
- Any behavior that creates a hostile environment

Bullying and abuse, whether verbal, physical, or psychological, are unacceptable.

Everyone has the right to feel safe at work. Any violation of this principle will be treated seriously and may lead to disciplinary action.

5. Diversity, Inclusion, and Tolerance

Movinn believes that diversity strengthens our organization and improves our ability to serve guests and communities.

We are committed to equal opportunity and do not tolerate discrimination based on:

- Gender or gender identity
- Age
- Race, ethnicity, or nationality
- Religion or belief
- Disability
- Sexual orientation
- Political opinion or social background

Movinn expects all employees and partners to promote an inclusive environment where differences are respected.

Tolerance is a core value: we treat people as individuals, not stereotypes.

6. Human Rights and Fair Labor Practices

Movinn respects internationally recognized human rights and expects the same across our operations and supply chain.

Movinn does not tolerate:

- Forced or involuntary labor
- Child labor
- Exploitative working conditions
- Unsafe or degrading treatment

We aim to ensure fair working conditions, reasonable working hours, and lawful employment practices.

This is particularly important in service-intensive areas such as cleaning, maintenance, and contractor work.

7. Health, Safety, and Wellbeing

Movinn is committed to providing a safe and healthy working environment.

All employees and contractors must:

- Follow health and safety rules and procedures
- Report hazards or unsafe conditions
- Use protective equipment when required
- Act responsibly to protect themselves and others

Safety is a shared responsibility. Movinn will not compromise on wellbeing.

8. Education

Movinn is committed to educating our workforce and we are ongoingly supporting and paying for education

Examples include:

- Paying for and supporting Head of Operations to become a certified electrician.
 - Paying for and supporting Operations employee to become a Property Administrator.
 - Paying for and supporting Sales Assistant to obtain HD certification education.
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9. Ethical Business Conduct

Movinn conducts business honestly and transparently. We expect employees and partners to act ethically in all decisions.

Unethical conduct includes:

- Dishonesty or fraud
- Abuse of position
- Misuse of company resources
- Unfair treatment of others
- Lack of accountability

Integrity means doing the right thing, even when no one is watching.

10. Anti-Bribery and Anti-Corruption

Movinn maintains zero tolerance for bribery or corruption.

Employees and representatives must never:

- Offer or accept bribes, kickbacks, or improper payments
- Use gifts or hospitality to influence decisions
- Engage in facilitation payments
- Allow third parties to act improperly on Movinn's behalf

All business relationships must be based on trust, quality, and fairness.

11. Conflicts of Interest

Employees must avoid situations where personal interests conflict with Movinn's interests.

Examples include:

- Hiring family members without transparency
- Receiving personal benefits from suppliers
- Making decisions influenced by outside interests

Any potential conflict must be disclosed to management.

12. Responsible Relationships with Guests and Partners

Movinn employees represent the company in daily interactions with guests, suppliers, and communities.

We expect everyone to:

- Treat guests with professionalism and respect
- Handle complaints fairly and constructively
- Maintain appropriate boundaries
- Protect guest privacy and confidentiality

Movinn's reputation depends on respectful and responsible conduct.

13. Data Protection and Confidentiality

Movinn respects privacy and handles personal data responsibly.

Employees and suppliers must:

- Protect confidential information
- Follow GDPR and data security requirements
- Use guest and employee data only for legitimate purposes
- Report data breaches immediately

Trust requires confidentiality.

14. Reporting Concerns and Whistleblowing

Movinn encourages employees and stakeholders to speak up if they observe misconduct, unethical behavior, or serious breaches of this Code.

Concerns may include:

- Harassment or discrimination
- Corruption or fraud
- Unsafe practices
- Human rights violations
- Serious environmental misconduct

Reports can be made confidentially through Movinn's whistleblower channel: whistleblower@movinn.dk

Access is restricted to:

- CEO, Movinn A/S
- Patrick Blok
- Member of the Board (MOTB), Christian Jakobsen

Movinn strictly prohibits retaliation against anyone reporting concerns in good faith.

15. Enforcement and Accountability

Movinn takes breaches of this Code seriously.

Violations may result in:

- Disciplinary action
- Termination of employment or contracts
- Legal action where appropriate

All employees and partners share responsibility for maintaining Movinn's standards of decency, respect, and integrity.

16. Commitment

Movinn A/S expects everyone representing the company to uphold this Code of Conduct and contribute to a culture of respect, tolerance, and professionalism.

Approved by,

Date:

Signature: 1 February 2026

A handwritten signature in blue ink, appearing to read 'Patrick Blok', written over a horizontal line.

Patrick Blok
CEO Movinn A/S