



CODE OF CONDUCT

SUCCESS THROUGH INTEGRITY

OUR SUCCESS STARTS WITH YOU

You are the eyes and ears of our Company.

Our Company relies on you to not only conduct yourself in an ethical manner and in compliance with all applicable laws, but to also speak up when anyone in our Company or anyone doing business or interacting with our Company fails to meet our standards of conduct.

You can always ask a question or raise concerns in person, by email, through the website, or by phone. You can remain confidential or anonymous, where allowed by law. When making a report to the Roper Technologies Ethics and Compliance Line, you do not have to include any identifying information about yourself.

All Roper Employees and Directors are required to adhere to the letter and spirit of this Code. This means complying with applicable legal requirements wherever you are around the world. Moreover, we encourage Employees and Directors to always engage in ethical behavior and to discuss questions or concerns with the appropriate Company personnel whenever they are in doubt regarding the best course of action.

Employees will receive, and will acknowledge receipt of, a copy of this Code at the time they join the Company and **annually** will acknowledge their continuing commitment to the Code.

Directors will receive, and will acknowledge receipt of, a copy of this Code at the time they are elected to the Board and will **annually** acknowledge their continuing commitment to the Code.

Updates to the Code will be distributed to Employees and Directors, as needed, to reflect amendments or changes.

Waivers of the Code for corporate Executive Officers or Directors may be made only by the Board of Directors and will be promptly disclosed as required by the Securities and Exchange Commission ("SEC"), stock exchange, or other applicable rules or regulations. The Compliance Officer must approve any waivers of the Code for other Employees in writing. Requests for such waivers should be directed, in writing, to the Compliance Officer.

CONTACT OPTIONS

- ▶ Talk to your supervisor, manager, or Human Resources
- ▶ Talk to the Compliance Officer, +1 (941) 556-2651
- ▶ Use the Ethics and Compliance Line, +1 (888) 227-3565 for U.S. and Canada
Access all other country numbers at <https://www.ropertech.com/code-of-ethics/>
- ▶ Submit online at www.ropertech.com/ethicspoint.com

MESSAGE FROM NEIL HUNN



Dear Colleagues,

At Roper, our diverse talents, ingenuity, and capacity to innovate will position us for many great opportunities ahead. With opportunity comes responsibility, and our business reputation depends upon doing the right thing, not just some of the time, but all the time.

We are incredibly proud of the long-term success of our businesses. Success, especially long-term success, must be supported by a commitment to the highest integrity and mutual respect for each other, our customers, and other stakeholders.

To this end, our Code of Conduct outlines a model for the high ethical standards and commitment to integrity that we expect from everyone at our Company. Understanding our Code and incorporating its components into your decision-making will help maintain the vital trust we have established with our customers and with our fellow employees.

I want to thank each of you for carefully reading, understanding, and actively applying our Code of Conduct. Continuing the exceptional legacy of outstanding business ethics will be a critical element in the future success of Roper.

I appreciate your commitment to our culture of trust and mutual respect as you engage with your colleagues and your customers that enable you to do your very best work!

Sincerely,

A handwritten signature in black ink, appearing to read 'Neil Hunn', with a stylized flourish at the end.

Neil Hunn
President and Chief Executive Officer

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SPEAKING UP

Understanding Our Code

Our Company is dedicated to developing and selling only the safest and highest quality solutions and products. We strive to conduct our operations worldwide in accordance with exemplary standards of business integrity.

To achieve this, we need your help in adhering to the highest standards of honesty and integrity.

WHAT WE NEED FROM YOU:

- ▶ Read this Code
- ▶ Follow the spirit and letter of the law in all aspects of our business
- ▶ Think before you act: even if conduct may technically be permissible and legal, think about whether it could reflect poorly on the Company
- ▶ Provide full and honest disclosure in any Roper public filing
- ▶ Promptly report any violations of this Code
- ▶ Cooperate fully in any internal or external investigations

Use this Code as a guideline to assist you with acting and making decisions on behalf of the Company. Of course, no guidelines can be all-inclusive and responsibility for proper conduct rests with each of us. There is no substitute for personal integrity and good judgment.

Reporting Violations and Concerns

We have a duty to report all inappropriate, unethical, or illegal conduct or behavior in violation of this Code, the law, or other Company policies. This includes any concerns regarding accounting, internal accounting controls, and auditing matters which must be reported to your supervisor or to the Compliance Officer. These concerns will then be reported to the Audit Committee of Roper’s Board of Directors and handled pursuant to procedures the Committee has established.

If you’re uncomfortable reporting to your supervisor or your Human Resources Representative for any reason, you can anonymously contact the Ethics and Compliance Line at any time.

Remember:

- ✓ You can report in person, by email, through the website or by phone
- ✓ Your questions or concerns can remain confidential or anonymous, where allowed by law
- ✓ You don’t have to include any identifying information about yourself when making a report to our Ethics and Compliance Line or www.roper.ethicspoint.com

Q:	A couple of my team members often joke around with each other using graphic language and sexual innuendos that are easily overheard, and this makes me very uncomfortable. Do I still have reason to be bothered even though they are not saying these things directly to me?	A:	Yes, being exposed to inappropriate behavior, even indirectly, is not acceptable in our work environment. You should report the team members’ behavior to your supervisor, your HR representative, or contact the Compliance Officer or the Ethics and Compliance Line.
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No Retaliation, Ever

Everyone should feel comfortable reporting possible violations. The Company will not tolerate any negative employment action taken against someone because they have made a report in good faith or is going to make a report in the future or for otherwise engaging in any activity protected by law.

This means the Company will not terminate, demote, transfer to a less desirable assignment, or otherwise discriminate against you for calling attention to acts that are suspected to be illegal, unethical, or in violation of this Code, providing information relating to an investigation thereof, or for otherwise engaging in any activity protected by law.

Making a report in good faith does not mean you have to be certain that something unethical or illegal is happening—it just means that you have a genuine reason to believe something could be wrong.

Understanding Investigations of Your Reports

Any report of concerns contemplated by this Code will be kept confidential to the extent practicable or allowed by law. However, you should be aware that there are certain situations that may require disclosure of confidential information to reach a resolution. Please see the section on “Protecting Our Information” for more details.

The Company will take appropriate disciplinary action against any Employee or Director whose actions are found to violate this Code or Company policies or procedures, or who has otherwise acted improperly. **Disciplinary actions can result in termination of employment. This applies to all Employees, regardless of title.**

Q:

A supervisor has made inappropriate comments to me that I have only been recently promoted because I am a woman. I reported him to the Compliance Officer, but now I am worried that I will be demoted because I reported him. What do I do?

A:

The Company prohibits retaliation against anyone who reports in good faith a potential violation. Retaliation can include demotions and other actions that adversely affect an employee’s job performance, working conditions, or career opportunity. If you believe you are a victim or witness of retaliation, you must report it immediately to the Compliance Officer or Ethics and Compliance Line.

WHAT ACTIONS CAN RESULT IN DISCIPLINE?

- X Any violation of this Code, the law, or any other Company policy
- X Requesting that others violate this Code, the law, or any other Company policy
- X Failure to promptly report, or taking actions to obscure or cover-up, known or suspected violations
- X Knowingly providing false or misleading information concerning a violation or potential violation
- X Retaliation against another Employee or a Director for reporting suspected violations or for taking other protected actions

It's important to keep in mind violations of legal and regulatory requirements can carry their own civil and criminal penalties, including fines and imprisonment. Where the Company has suffered a loss, it will pursue its remedies against those responsible. The Company will cooperate with appropriate authorities when laws have been violated.

Our Compliance Officer

Our Compliance Officer is responsible for administering the implementation and execution of this Code, including:

- ▶ Overseeing the implementation of the Code and related policies, practices, and procedures
- ▶ Overseeing administration of, and compliance with, the Code, including enforcement and ensuring that appropriate disciplinary measures are applied
- ▶ Conducting or overseeing investigations into reported violations of the Code
- ▶ Coordinating appropriate responses to misconduct and taking action designed to prevent a recurrence of any misconduct
- ▶ Coordinating any necessary training programs on topics covered by the Code, and
- ▶ Answering questions and providing guidance to Employees and Directors regarding the Code

You can contact the Compliance Officer in person, by telephone at (941) 556-2651, or by email at ethics@ropertech.com.

INTEGRITY WITHIN THE COMPANY WORKPLACE

Protecting Health and Safety

The Company continually strives for a safe and healthy workplace in compliance with all applicable governmental laws and regulations. To support that initiative, you are expected to comply with all applicable workplace health and safety rules. If your position requires compliance with any workplace safety and health requirements, you must be provided with the appropriate training.

Threats or acts of violence will not be tolerated and must be reported immediately. Any Employee who threatens or perpetrates a violent act will be subject to disciplinary action, up to and including termination of employment, civil litigation, and/or criminal prosecution. For additional information, please refer to Roper's Environment, Health and Safety Policy at <https://www.ropertech.com/policies/>.

Preventing Discrimination and Harassment

The Company does not discriminate in its hiring, promotion, or other employment practices on the basis of race, color, age, national origin, citizenship, sex, gender, gender identity, gender expression, sexual orientation, religion, disability, pregnancy, veteran status, or any other characteristic protected by law. The Company is strongly committed to recruiting, hiring, and promoting qualified individuals from racial minority groups, as well as women, veterans, and those with disabilities.

We must all do our part to maintain a work environment that is free of all forms of harassment, including verbal or physical abuse, or intimidation of, or conduct that denigrates or shows hostility or aversion to, any person because of race, color, religion, sex, gender, gender identity, gender expression, sexual orientation, national origin, citizenship, veteran status, age, pregnancy or disability. **Any such harassment, disparaging comments, or insults will not be tolerated.**

Harassment can take many forms, including unwelcome verbal or physical contact, written communication, or repeated misconduct that a reasonable person would see as offensive. Bullying and harassment of any type, whether sexual in nature or not, is a violation of our policies. **It does not matter whether you intend to offend someone, it can still be harassment.**

Q:

My supervisor frequently makes jokes involving race, gender, and sexual orientation, which make me uncomfortable. What should I do?

A:

Harassment has no place at the Company. Whether we experience or witness conduct that could be harassment, we must speak up. Since your supervisor is involved, the best way to report the matter is to speak with another supervisor, your HR representative or contact the Compliance Officer or Ethics and Compliance Line.

Any Employee who believes that they (or another employee) were subjected to discrimination or harassment should report the matter to their supervisor, the Compliance Officer, or through the Roper Technologies Ethics and Compliance Line, +1 (888) 227-3565. All allegations of any kind asserted by or against an employee, former employee, vendor, customer, or contractor involving discrimination, harassment, hostile work environment, safety, or environmental concerns or retaliation must be reported to the Compliance Officer by Human Resources, Legal or business leadership.

Protecting Employee Personal Privacy

The Company respects the privacy of its Employees. Company files include confidential information regarding employee background, family, income, contributions, and health information. Employees with access to employee personal information should maintain its confidentiality, and access and use the information only for the purpose for which it was collected and in compliance with applicable laws, rules, and regulations. Unless required by law, you are not authorized to disclose any employee personal information to anyone outside of our Company, except on a demonstrated need-to-know basis.

Avoiding Substance Abuse

The Company is committed to providing workplaces free of substance abuse. Accordingly, Employees should report to work in condition to perform their duties, free from the influence of illegal or unauthorized drugs, marijuana, or alcohol. In addition, the use, possession or distribution of illegal or unauthorized drugs, or marijuana on Company time or Company premises is prohibited.



How does the alcohol and drug use policy affect my use of prescription drugs?



The policy only prohibits alcohol and illegal drugs, not medication that you have a valid doctor's prescription to use. If your prescription drugs have an adverse impact on your ability to perform your job, talk to your supervisor or your HR representative.

Respecting Labor Representation

The Company recognizes that issues involving union or works council representation must be resolved within the framework of law, on a unit-by-unit basis. Therefore, where collective representation exists, the Company will strive to build a relationship with those representative organizations based on the principles of good faith and mutual respect. The Company is committed to complying with all applicable laws, rules, and regulations governing employment, immigration, and labor relations, including working hours and fair wages.

INTEGRITY WITHIN OUR BUSINESS

Protecting Our Information

Confidential Information Is:

- ✓ not generally known by the public
- ✓ might be of use to competitors if disclosed, or
- ✓ is harmful to the Company (or its customers or business partners) if disclosed

We need to be particularly careful to maintain the confidentiality of any “material,” non-public information.

Material information can come in the form of business plans or other documents, conversations, or even through knowledge of an imminent press release.

If you have any doubt whatsoever as to whether information is “material,” you need to resolve all doubt before disclosing it.

Maintaining Confidentiality.

We must maintain the confidentiality of all confidential information entrusted to us by our employees, vendors, customers (including our customers’ customers), as well as any other companies with whom we engage on a confidential basis (including joint ventures, joint bids, or acquiring/selling securities or assets, etc.).

“Material Information” Is Information that a Reasonable Investor would:

- ✓ consider important in deciding whether to buy or sell Roper’s securities or
- ✓ view as having significantly altered the total mix of available information about Roper’s securities

Examples of information that is “material”:

- ✓ Roper’s financial condition or results of operations (such as earnings), including changes in previously disclosed financial information
- ✓ Financial forecasts, especially earnings estimates
- ✓ Plans for declarations of stock splits or dividends or increases or decreases in dividends
- ✓ Mergers, acquisitions, tender offers or divestitures, or the purchase or sale of substantial assets
- ✓ Significant changes in operations or significant new products to be introduced

- ✓ Proposed new issuances of securities or extraordinary borrowings or debt payments
 - ✓ Significant litigation developments
 - ✓ Governmental investigations, criminal actions or indictments, any collateral consequences, including potential debarment from government contracts and any other significant governmental actions
-

Restricting Access to Confidential Information.

Access to material non-public information is restricted to Company personnel on a “need-to-know” basis. This means that every reasonable effort needs to be taken to limit both the number of Company personnel becoming aware of the information and the duplication and access to any documents containing the information. If you are required to share non-public information with third parties, you should ensure that appropriate legal protections are in place to protect the confidentiality and use of that information (e.g., NDAs, security agreements, etc.).

Generally, you should exercise your best judgment on what steps to take to restrict access to and otherwise protect the confidentiality of non-public information. If you have questions, consult with your supervisor or the Compliance Officer.

Protecting Customer Information.

With Roper’s increased focus on the provision of SaaS products and other cloud-based services, our customers increasingly trust us to protect their data. Any Customer data should be treated as Confidential Information, and we should ensure appropriate protections are in place before taking any action that could result in its disclosure.

Avoiding Disclosure of Non-Public Information.

Generally, only management should disclose non-public information. You must maintain confidentiality of non-public information regardless of whether public disclosure has occurred or you believe it has occurred, except where the disclosure is expressly authorized, permitted, or required by law.

If you are contacted by anyone outside of the Company to discuss confidential information, **do not disclose any confidential information** and please refer them to the appropriate Roper management associate. Other than on the “need-to-know” basis, no disclosure will be made without the prior approval of Roper’s General Counsel or other appropriate management.

Avoiding Conflicts of Interest

We must avoid actions that conflict, or appear to conflict, with the Company’s best interests. A “conflict of interest” occurs when an individual’s private or personal interests interfere or appear to interfere with the Company’s interests. These situations, and others like them, must be avoided unless approved by the Compliance Officer or, in the case of Corporate Executive Officers and Directors, by the Board of Directors.

Conflicts of interest can include:

- ✓ Representing the Company in dealings in which that individual has a vested interest
- ✓ Soliciting personal favors from those with whom the Company does business
- ✓ Working for or providing advice or consulting services to a competitor, supplier, or customer of the Company
- ✓ Running a business that competes with the Company or taking a position that interferes with one's duties to the Company
- ✓ Becoming a director or officer of or having a financial interest in a company with whom Roper does business or competes, and
- ✓ Other circumstances in which the person's loyalty to the Company would be divided

Q:

I'd like to take a part-time job. A coworker said that the company will need to review and approve the request from me. Is that true? What steps do I need to take before accepting the job?

A:

Yes, the Company will need to conduct a conflict-of-interest check. We need to know that your part-time work will not affect the Company's business interests (i.e., you will not be working with a competitor or customer), that no Company resources will be used during your second job, and that the new job will not interfere with your work at the Company. You can initiate the conflict-of-interest check by contacting your supervisor or local HR specialist.

Disclosure of Conflicts of Interest

Each employee must promptly disclose his or her actual or potential conflicts of interest to his or her supervisor or to the Compliance Officer. Corporate Executive Officers and Directors should disclose actual or potential conflicts of interest to the Chair of the Corporate Nominating and Governance Committee of Roper's Board of Directors. The Committee shall then determine what, if any, action may be appropriate in response.

Loans and Outside Work

Loans from Roper to Directors and Corporate Executive Officers are not permitted. Loans from Roper to any other Employees must be approved in advance by the Board of Directors or its designated committee or Corporate Executive Officer.

Without prior approval of the Compliance Officer, employees may not perform outside work for other parties or solicit such business on Company premises or Company time, which includes time given with pay to handle personal matters. Neither are they permitted to use Company equipment, telephones, materials, resources, or proprietary information for any outside work.

Significant Personal Relationships

Personal relationships in the workplace can present a real or perceived conflict of interest when one individual in the relationship makes or influences employment decisions regarding the other, including performance, opportunities, or compensation.

Significant personal relationships include, but are not limited to, spouses, domestic partners, family members, dating or physical relationships, close friends, and business relationships outside of the Company.

Do not use your position at the Company to obtain favored treatment for yourself, family members, or others with whom you have a personal relationship. You should not allow any relationship to disrupt the workplace or interfere with your work or judgment.

Q:

I have a niece who just graduated from college and applied for a position at my company. If we hired her, she would not report to me. Can I recommend her for the position?

A:

Yes, you can recommend her for a position. However, to avoid the appearance of anything improper, you must disclose your relationship to the hiring manager. You should also not participate or intervene in the hiring process to ensure she is evaluated solely on her own merits.

Employees must disclose these personal relationships to the appropriate hiring manager or Human Resources representative. Executive team members must disclose these personal relationships to the Roper Group Vice President and obtain approval prior to hiring anyone with whom you have a significant personal relationship.

Avoiding Improper Corporate Opportunities

Employees and Directors owe a duty to the Company to advance the Company's legitimate interests. No Employee or Director may:

- X** Take for themselves, or help others take for their benefit, a business opportunity that is discovered through the use of Company property, information, or position

- X Use the Company's name, property, information, or position for personal profit, gain, or advantage (other than compensation from the Company), or
- X Compete with the Company.

Employees must be particularly attentive to the possibility of misappropriating a corporate opportunity of Roper and, in any case of uncertainty, should promptly consult with their supervisor or the Compliance Officer.

Corporate Executive Officers and Directors should promptly consult with the Chair of the Corporate Governance and Nominating Committee. The Committee shall then determine what, if any, action may be appropriate in response.

Protecting Corporate Assets

We all have a duty to protect the Company's trade secrets, business data, and proprietary know-how against industrial espionage.

We also have a duty to safeguard the Company's assets against theft, loss, or misuse.

Assets can include:

- ▶ Intangible assets (e.g., customer lists, manufacturing processes, engineering drawings and specifications, software code, software proprietary configurations, intellectual property and a variety of information in written or digitally stored form)
- ▶ Tangible assets (e.g., money, equipment, supplies, facilities, inventory, and materials)

Company resources, including assets and personnel time, must not be diverted for unauthorized uses.

- ▶ Every Employee with access to company money or property has an absolute responsibility to manage it with the utmost level of integrity and to avoid any misuse of such assets
- ▶ Fraud, theft, embezzlement, or other improper means of obtaining corporate funds by Company personnel are unethical, illegal, and completely unacceptable
- ▶ Unless specifically authorized, you may not misuse or remove from Company facilities any company property (e.g., furnishings, equipment, computer equipment, networking equipment, supplies, as well as property created, obtained, or copied by the Company for its exclusive use such as files, reference materials and reports, software, applications, and databases)
- ▶ The integrity of Company software and applications and data must not be compromised, and you must exercise great care in protecting these assets against intentional or unintentional corruption
- ▶ The Company's products and services are its property, and contributions an Employee makes to the development and implementation of such while employed by Roper are company property and remain company property even if his or her employment is terminated

It is important that we prevent theft or misappropriation of company property by taking continual care to limit such losses by normal precautions and by handling company assets in a prudent manner. Safeguard company property by:

- ✓ Following Cybersecurity policies and procedures
- ✓ Locking up equipment, supplies, and materials when not in use
- ✓ Preventing unauthorized individuals from accessing corporate assets
- ✓ Protecting user IDs and passwords confidentiality
- ✓ Being alert to phishing scams, suspicious links, and other attempts to obtain sensitive personal or corporate information
- ✓ Recognizing that bad actors continuously attempt to deceive company employees and fraudulently obtain company property (such as company funds through false pretenses), including the infiltration of a company through employment
- ✓ Reporting suspicious persons, requests, or activities to security personnel
- ✓ Refraining from downloading unauthorized applications or software, and
- ✓ Avoiding discussions of sensitive or confidential company information in the presence of unauthorized persons (i.e., hallways, elevators, restaurants, social media platforms)

Protecting Our Assets Through Cyber Defense

We must ensure our ability to conduct business in the face of cyberattacks by maintaining good cyber hygiene.

Maintaining good cyber hygiene means that we:

- ✓ Think before we click, open, and respond to suspicious links, attachments, and emails
- ✓ Never bypass security controls



I accidentally clicked on an email attachment from an unknown source and I think my laptop is now compromised. I am too embarrassed to report it. What should I do?



Cyberattacks happen daily and should be reported immediately to your Cyber department. The quicker they are notified, the more likely impact can be limited. Embarrassment aside, it is important that any security breach be addressed as soon as possible.

- ✓ Ensure that our workstations, servers, software, and network devices are patched as quickly as possible
- ✓ Backup business critical data using a ransomware resilient method
- ✓ Choose strong passwords, enable multi-factor authentication and never share your credentials with others, and
- ✓ Promptly report any suspicious activity

In order to protect our company and when not prohibited by applicable law, at any and all times we may monitor your telephone conversations, electronic mail /transmissions, or internet access/usage using any lawful means when you are using a telephone, electronic device, or system provided, controlled or otherwise managed by Roper.

Maintaining Records

It is important to maintain our records in a way that complies with all applicable laws, rules and regulations, and allows for availability in case of litigation, audits, or investigations.

All Employees and Directors are required to cooperate fully with any appropriately authorized internal or external investigation, including violations of this Code and pending litigation. If you are requested to preserve documents in accordance with an investigation or legal hold, you must fully comply, and should never withhold, tamper with, destroy, or fail to communicate relevant information.

When information is not subject to a hold, Employees and Directors should also comply with all applicable document retention policies. Employees and Directors should ensure that any documents of record are stored appropriately, and otherwise documents should be archived/destroyed in a manner consistent with the document retention rules.

Protecting Our Intellectual Property

Our Company has made major investments in its intellectual properties which includes:

- | | |
|------------------------------|---------------------------|
| ✓ Patents | ✓ Copyrights |
| ✓ Trade names and trademarks | ✓ Software code |
| ✓ Brand names | ✓ Proprietary information |
| ✓ Know-how | ✓ Customer lists |



I received an email regarding a legal hold request. What should I do?



Read the email and legal hold request thoroughly upon receiving. If you have any questions or concerns related to your obligations to comply with the request, contact the individual named on the legal hold request.

Proprietary Information includes processes, data, know-how, trade secrets, formulae, improvements, production techniques, software and applications and vendor and customer contract information and lists.

Employees may not disclose to unauthorized individuals (inside or outside of the Company) any information that would tend to compromise proprietary technologies or trade operating secrets. Reasonable precautions should always be taken to prevent the inadvertent disclosure of such information. **This confidentiality of company information applies even after the individual has left the employment of the Company.**

In addition, just as the Company expects its intellectual property and proprietary information rights to be observed, the Company respects the property rights of others. Accordingly, it is contrary to Roper policy for Employees to intercept, duplicate, or appropriate through electronic or other means such materials as software and applications, audio or video recordings, publication or other protected intellectual properties, except by permission of the patent or copyright holders. Any offer of confidential information from outside sources should be refused unless appropriate legal safeguards are taken.

Ensuring Accuracy of Corporate Records and Reporting

All of our Employees generate records as part of their regular tasks and it is crucial that all Company Employees make only true and accurate statements and representations. This applies not only to Company records, but also to government agencies, suppliers, customers, the press, and the general public.

Every Employee involved in creating, transmitting or entering information into the Company's financial and operational records (including time sheets, sales records, and expense accounts) is responsible and must take care to do so completely, honestly, and accurately.

To ensure the accuracy of our corporate records and reporting, we must:

- ▶ Ensure that business transactions are properly authorized and that clear, complete, and accurate entries of those transactions are created and recorded on Roper's books and records in accordance with Generally Accepted Accounting Principles and Roper's internal controls policies and procedures
- ▶ Detail the true nature of every transaction or payment in its supporting documentation
- ▶ Report the existence of any undisclosed or unrecorded funds or other assets
- ▶ Ensure that all reports to regulatory agencies (including reports to be filed with, or submitted to, the SEC) are full, fair, accurate, timely, and understandable
- ▶ Cooperate with investigations into or audits of the Company's financial records
- ▶ To the extent estimates and accruals are necessary in Company reports and records, ensure they (i) are supported by appropriate documentation and based on good faith judgments compliant with the Company's accounting policies and procedures and (ii), to the extent material, have been approved by management
- ▶ Ensure payments are always only made to the person or the firm that actually provided the related goods or services, and
- ▶ Ensure that contacts with taxing authorities are handled in accordance with Roper's accounting policies and procedures

Employee Expense Reports

All Employees are expected to submit accurate expense accounts. To submit an expense account for personal expenses, for meals not eaten, miles not driven, airline tickets not used, or for any other expense not incurred is dishonest reporting and is prohibited.

Q:

My company paid for me to attend a conference. I brought my spouse with me and have been including her meals on my expense receipts. Is that allowed?

A:

No, while your meals are appropriate business expenses while you are on company business, your spouse's are not. You should only submit expenses for your own meals under these circumstances.

Accounting Controls

All transactions must be properly and accurately recorded on Roper's books and records, in compliance with Generally Accepted Accounting Principles, Roper's internal control over financial reporting and other internal controls, and any other applicable Company policies and procedures.

No unrecorded bank accounts, corporate funds or assets may be maintained, and all entries made in any corporate books or records must be accurate and comply with Roper's policies and procedures. Furthermore, it is the responsibility of all Company Employees, within the scope of their employment duties, to ensure that all financial record keeping and records to governmental agencies be truthful and accurate.

All Company personnel subject to this Code are prohibited from coercing, manipulating, misleading, or fraudulently influencing any independent or certified accountant involved in auditing or reviewing Roper's financial statements for the purpose of rendering the financial statements misleading.

Documentation

Corporate funds may not be paid with the intent or understanding that any part of such payment is to be used for a purpose other than that described by the document supporting such payment.

Any documentation of corporate actions made should comply with reporting policies, procedures, and requirements of Roper and any applicable governmental agency providing oversight or having jurisdiction over such matter. Documentation should be accurate and retained as provided by statute, regulation, or instruction by such agencies.

Employees are strictly prohibited from destroying, altering, or falsifying documents or records with the intent to impede, obstruct, or improperly influence the investigation or proper administration of any matter within the jurisdiction of any governmental department or agency.

Preventing Money Laundering

Roper is committed to the prevention, detection, and reporting of money laundering and terrorist financing. Money laundering is the process of converting illegal proceeds so that funds are made to appear legitimate.

Potential red flags for money laundering include, but are not limited to:

- ▶ Customers making payments through multiple accounts
- ▶ Requests for payments to be made to personal or offshore accounts rather than usual company accounts
- ▶ Requests for payments to be made at odd times or in unusual amounts, and
- ▶ Requests for numerous payments that are below \$10,000

To protect our company, you must act diligently to prevent any Company products or services from being used to further money laundering. If you detect suspicious activity, promptly report it to your supervisor or the Compliance Officer.

Reporting to the Securities and Exchange Commission (“SEC”)

As a public company, Roper is committed to full, fair, accurate, timely, and understandable disclosure in reports and documents that Roper files with, or submits to, the SEC. This also applies to Roper’s public communications made in compliance with SEC, stock exchange, or other applicable rules and regulations.

In support of this commitment, Roper has, among other measures, designed and implemented disclosure controls and procedures (within the meaning of applicable SEC rules) and Roper requires the maintenance of accurate and complete records, the prohibition of false, misleading, or artificial entries on its books and records, and the full and complete documentation and recording of transactions in Roper’s accounting records.

All Employees, within the scope of their employment duties, are expected to comply with the Company’s disclosure controls and procedures to ensure that material information relating to the Company is timely recorded, processed, summarized, and reported in accordance with all applicable SEC and other rules and regulations. **If the scope of your employment involves the reporting of material information, you must be trained in these controls and procedures. All Employees are expected to report to their supervisor information they believe might be material about the Company, but which they believe may not be known at higher levels of the Company.**

In order to ensure that all disclosures of Company information are accurate and in full compliance with applicable laws and regulations, all such disclosures are to be made only through specifically established channels. See the “Interacting with the Media” section for more information.

In addition to performing their duties and responsibilities under these requirements, each of the Corporate Executive Officers will establish and manage Roper’s reporting systems and procedures with due care and diligence to ensure that:

- ▶ Reports filed with or submitted to the SEC and other public communications contain information that is full, fair, accurate, timely, and understandable and do not misrepresent or omit material facts
- ▶ Business transactions are properly authorized and completely and accurately recorded on Roper’s books and records in accordance with generally accepted accounting principles and Roper’s established financial policies, and
- ▶ Retention or disposal of company records is in accordance with established Roper policies and applicable legal and regulatory requirements

INTEGRITY WITHIN THE MARKETPLACE

Preventing Insider Trading and Tipping

What are insider trading and tipping? Insider trading is the purchase or sale of securities while aware of material, non-public information. Tipping is the disclosure of information to others who trade based on that information.

Why are they prohibited? Violations of these laws by Employees or Directors can expose the Company and the individuals engaging in such activities to severe civil and criminal liability. In the U.S., this may include treble damages, penalties of up to \$5 million, and up to 20 years'-imprisonment.

When is information non-public? Information is "non-public" until it has been made available to investors generally. This can mean it was included in reports filed with the SEC, or put in a press release issued by Roper, or referenced in a publication of general circulation (i.e. *The Wall Street Journal*, *New York Times*).

Examples of material, non-public information include:

- ✓ Potential merger and acquisition plans

- ✓ Projected earnings or losses

- ✓ Executive leadership changes

- ✓ Significant lawsuits or legal settlements

How to avoid insider trading and tipping:

- ✗ Do not engage in transactions in any securities,* whether Roper's or any other public companies', while you're in possession of material, non-public information
*For purposes of this Code, "securities" includes options or derivative instruments with respect to such securities and other securities that are immediately convertible or exchangeable into such securities

- ✗ Do not communicate any material, non-public information to any person who may use that information to purchase or sell securities

- ✗ Observe these prohibitions even if you leave the Company

Handling Material, Non-Public Information

If you obtain material non-public information as a result of service to the Company, here are a few “Don’ts.”

You must NOT:

- X Disclose non-public or other confidential information to anyone, inside or outside of the Company (including family members), except on a strict need-to-know basis

- X Recommend or suggest that any person buy or sell securities, whether of Roper or any other companies, and

- X Buy or sell securities, whether of Roper or any other companies



I am aware that the Company is about to select a business partner that will profit substantially from our business. Can I buy publicly traded stock issued by the business partner?



No. You are in possession of non-public information and should refrain from buying the business partner’s stock. When in doubt, contact the Compliance Officer.

Fair Dealing with Customers, Suppliers, and Competitors

We should all strive to deal fairly with the Company’s customers, suppliers, and competitors. To that end, we must not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice.

Unfair Competition–Antitrust

Antitrust laws forbid understandings or agreements between competitors regarding prices, terms of sale, profits, division or allocation of customers, markets or territories, credit arrangements, methods of distribution, or any other activity that restrains competition. Information concerning competitor strategies and market conditions obtained from our customers or other sources is both legitimate and desirable.

However, you should NOT:

- X Ask customers to serve as an intermediary to communicate with our competitors

- X Obtain, accept, disclose, use, or suggest that you or the Company possess a competitor’s trade secrets under improper or questionable circumstances
–Trade secrets include any information, documents, or materials whose contents are not generally known, have not been disclosed by the owner, and are likely to be safeguarded by the owner

- X Attempt (directly or indirectly) to restrict any customer’s freedom to set his or her own prices for the resale of any Company product

Further, any unnecessary contact with our Company's competitors should be avoided. As a general rule, contacts and communications with competitors should be limited to those which are inadvertent and unavoidable (like trade shows and certain outside seminars) and you should seek appropriate clearance from the Company's General Counsel before engaging in further contacts or communications.

Everyone must fully comply with the antitrust laws of the United States and the competition laws in every country in which Roper or its affiliates do business. Where U.S. laws concerning competition differ from local law, the more restrictive standard applies.

Marketing: Disparagement of Competitors

All Roper businesses' advertising and marketing efforts must comply with all applicable governmental laws, rules, and regulations that prohibit unfair and deceptive trade practices. This includes any advertising and sales promotion policies.

It is our Company's policy to emphasize the quality of its products or services and we should refrain from making unfounded disparaging comments about competitors or their products or services. Statements (oral or written) made concerning a competitor or its products or services must be fair, factual, and complete.

Q:

A prospective customer contacts me to discuss a negative experience with a competitor and inquire about buying my company's product instead. Can I disparage the competitor with information that I have not fully vetted or confirmed?

A:

No. It is better to avoid comments disparaging the competitor and instead focus on the quality of our Company's products and services to its customers.

When communicating about a competitor or its products or services:

- ▶ Avoid comments about a competitor's character or business practices (e.g., telling a customer that a competitor's sales representative is immoral or untrustworthy)
- ▶ Emphasize our Company's capabilities, know-how, and the benefits of its products and services to its customer, rather than on a competitor's deficiencies
- ▶ Avoid references to a competitor's non-product or non-service related troubles or weak points (e.g., financial difficulties, pending lawsuits, government investigations)
- ▶ Avoid making statements about the specifications, quality, utility, or value of a competitor's products or services unless they are supported by the competitor's current published information or other factual data, and
- ▶ Avoid making unsubstantiated claims that our Company originated a product or service or one of its features

Promoting Product Safety

We must only manufacture and promote products that can be operated and handled safely. Our Company's products must be tested to assure quality and safety standards are met. Additionally, our products must be accompanied by clear and relevant safety information and appropriate warnings and instructions regarding any reasonably foreseeable hazard that our products may pose to persons, property, or the environment.

It is important to make sure that you do not authorize the shipment of products or the provision of services known to be defective, unsafe, or unsuited for its intended use.

Observing Laws and Standards for Medical and Healthcare Businesses

The Company follows all applicable laws and regulatory requirements for the development, manufacturing, distribution, and marketing of medical products. Employees in these businesses must ensure compliance with regulations, as well as product quality and safety standards and all other applicable standards and requirements.

Interactions with healthcare professionals (or HCPs) are increasingly regulated. We are committed to ensuring our interactions with HCPs are ethical, informative, and supportive. There are many laws and regulations intended to protect against fraud, waste, and abuse in healthcare (e.g., Anti-Kickback Statute and Sunshine Act) and we are committed to complying with these laws by not offering things of value to improperly influence the decisions of HCPs, and by properly reporting payments and other transfers of value to our customers in accordance with state and federal reporting and disclosure obligations.

If you work directly or indirectly with HCPs, such as dentists, hygienists, nurses, technicians, or other individuals involved in the delivery of clinical care to patients, always comply with our guidance on engaging with healthcare providers in all of your interactions with HCPs.

Offering Gifts, Entertainment, or Travel to Customers

Attempting to improperly influence customer purchasing decisions through personal gifts, offers of entertainment, travel, discounts, or special favors is improper, unacceptable, and in some instances unlawful. **Offering money, gifts, or other items of value to customers or prospective customers that may be construed as an attempt to improperly influence their relationship to the Company's business interests is strictly prohibited.**

Where consistent with local tradition or business practice, small gifts of nominal value can be presented so long as the cost for that gift is fully documented. In certain limited situations, gifts of more than nominal value involving travel or entertainment could be allowed upon receipt of your supervisor's or the Compliance Officer's prior written approval. A gift is never permitted if prohibited by law.

Gifts of cash or cash equivalents (such as gift cards) are never acceptable.

If the gift involves a government or public official, it is crucial you obtain approval from the Compliance Officer and comply with the information provided in the "Avoiding Improper Relationships with Public Officials" section.

Accepting Gifts from Vendors and Suppliers

Decisions about accepting gifts or entertainment from vendors or suppliers should be governed by local custom, discretion, and good judgment.

Business gifts may be accepted provided they are of nominal value (less than \$100 in fair market value) and include no cash or financial securities. In the case of meals, entertainment, lodgings, or offers of travel, the decision to accept should be guided by good judgment taking into account the principle of reciprocity, that is, whether the individual who received such an offer is in a position to give a similarly valued gift and expense its cost under the Company's normal expense account procedures. Be mindful that business gifts offered to you may be intended to improperly influence the selection of vendors or suppliers in which case they cannot be accepted.

Q:

One of our suppliers sends my department a monthly gift basket. Is it OK for me to accept these baskets and distribute them to my team?

A:

You should seek guidance from your supervisor or the Compliance Officer prior to accepting. Unsolicited gifts may be acceptable provided they are not expensive, infrequent, and would be no more than a common courtesy. However, it's vital to avoid any perception of improper influence on your decision-making.

When it comes to gifts and entertainment, keep these in mind:

- X Don't give gifts that are excessive, improper, or even give the appearance of being improper
- X Don't solicit gifts, entertainment, or favors of any kind from suppliers, customers, or competitors
- X Don't accept gifts of more than nominal value unless approved by your supervisor or the Compliance Officer
- X Gifts must be properly reflected in the Company's financial books and records
- X Prior disclosure of the gift to your supervisor and/or the Compliance Officer to secure their approval can often eliminate any possible issues or potential misunderstandings

INTEGRITY WITHIN OUR COMMUNITIES

Avoiding Improper Relationships with Public Officials

Our Company strictly abides by all applicable anti-bribery and anti-corruption laws, including the Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act. The Company prohibits giving anything of value, including payments or gifts, to any governmental official for any reason whatsoever. This holds true both in the U.S. and abroad.

Who constitutes a government official? The following persons would likely qualify as foreign officials:

- ▶ Administrators and faculty at foreign state universities
- ▶ Advisors to ministries, government agencies, or government officials
- ▶ Members of government committees or panels
- ▶ Employees of government-owned utilities
- ▶ Healthcare professionals at government-owned or controlled hospitals
- ▶ Employees of a public international organization (such as the World Bank)
- ▶ Members of a royal family

Q: We are making a sales call on a government client and would like to provide them with a coffee mug with our logo, may we do so?

A: This is discouraged and may be illegal. States have different rules regarding gifts to public officials, and many states prohibit even gifts of a nominal nature.

The proscriptions of the FCPA also extend to bribery of a “foreign political party or official thereof or any candidate for foreign political office.”

A third party cannot be used to try to hide a bribe. Suppliers, agents, distributors, and business partners cannot offer or receive a bribe related to working for the Company or on the Company’s behalf.

Our Company has developed policies, procedures, and internal controls for complying with anti-bribery and anti-corruption laws. Deviations from these policies should be considered and approved only on a case-by-case basis and only after referral to the Compliance Officer. In dealing with legislators, regulatory agencies, government field agents, or other public officials, political parties, party officials or political candidates, Company personnel must:

- ▶ Never offer, promise, or provide anything of value (no matter how nominal) to a government official in order to gain a business advantage

- ▶ Never instruct, authorize, or allow a third party to make a prohibited payment on your behalf

- ▶ Never make a payment to a third party knowing or having reason to believe that it is likely to be used to improperly provide something of value to a government official

- ▶ Always record any payments made or receipts obtained accurately, completely, and in a timely manner

- ▶ Refer all requests by governmental agencies for information or meetings other than routine communications in the ordinary course of business (e.g., routine export compliance communications) to Roper's General Counsel

Remember, a bribe can take the form of money, gifts, services, or any other benefit.

If your personal safety, security, or freedom of movement is at risk, a payment may be made and then reported to the Compliance Officer or Roper's General Counsel after the fact and must be properly reflected in the Company's books and records.

Adhering to Our Policy Regarding Political Contributions

The Company is committed to comply with any applicable laws regarding political contributions, including those in connection with elections. Company Employees and Directors are prohibited from conducting personal political activities using company time, property, or equipment.

For additional information, please refer to Roper's U.S. Political Contributions Policy, available at <https://www.ropertech.com/policies/>.

Any charitable contribution made by or on behalf of the Company may never be done for the purpose of influencing a customer, vendor, government agent, or decision of a third party.

Interacting with the Media

All inquiries from general, trade, or finance news media should be referred to Roper's Corporate Executive Officers. Unless you have been specifically authorized to do so, Employees and Directors are prohibited from discussing company affairs with securities analysts, media representatives, government officials, pension plan or similar fund administrators, and other outside persons.

To ensure that all news released about the Company is accurate, timely, consistent, and in compliance with applicable legal requirements, such releases are the responsibility of Roper's Chief Executive Officer, Chief Financial Officer, and Investor Relations leader.

Using Social Media

We must be cognizant of the impact and unintended consequences that can result from our use of social media. Social media includes all means of communicating or posting information or content of any sort on the Internet.

Roper encourages the use of the Internet to further the goals and objects of the Company. However, any use of social media must be in compliance with applicable law, rules, regulations, and Roper policies. That means that the Company will not tolerate harassment or discrimination of any kind, even in your private social media accounts. Moreover, when participating in online communities, do not misrepresent who you are. For example, if you are not a vice president, do not say that you are.

It is important to ensure all postings are consistent with Company values. If your social media activity would violate any of the Company policies in another forum, it will also violate them in an online forum. Excessive posting to or access of social media sites for personal reasons at work, or while using any of the Company's communication systems, is not permitted. In addition, we must not make personal comments that could be interpreted as a comment or endorsement by Roper. **When posting online in any situation where you may be considered to be speaking for your company, you should add the following disclaimer: "The opinions expressed are my own and do not represent the views of my employer."**

Most importantly, we must never discuss or disclose confidential information or release material, non-public information via social media or otherwise. If you find yourself wondering if you can talk about something online that you learned at work—don't. See the section on "Protecting Our Information" for more details.

Q:

My coworker has a public Instagram where she makes posts in support of White Supremacy. Can I report her?

A:

Yes. Your coworker's social media posts are in violation of Roper's Code of Conduct, which prohibits racial discrimination. You should report her posts directly to your supervisor, your HR representative, or contact the Compliance Officer or Ethics and Compliance Line.

Protecting the Environment

The Company is committed to protecting the environment, ensuring sustainability, and supporting social responsibility. We are dedicated to taking all appropriate measures to assure our manufacturing, transportation, and waste disposal activities are consistent with environmental protection. This includes:

- ▶ assigning qualified personnel to manage the Company's environmental controls programs
- ▶ cooperating with government and industry groups to develop appropriate standards
- ▶ engineering production facilities to reduce or eliminate the discharge of pollutants

- ▶ informing Employees and community residents about relevant environmental control matters
- ▶ dealing only with reputable waste disposal contractors, and
- ▶ complying with all applicable laws and regulations

Employees are expected to identify and manage all environmental and social risks with applicable laws, rules, and regulations pertaining to the environment. For additional information, please refer to Roper’s Environment, Health and Safety Policy, available at <https://www.ropertech.com/policies/>.

Respecting Local Laws and Customs

The Company expects you to obey the law wherever we operate. This also means endeavoring to respect local customs and institutions. We must, however, be mindful of local customs that violate the law or Company policies, including for example offering payments in exchange for expedited services.

Anyone who feels that he or she is faced with a conflict between Company policies and local custom or law should contact the Compliance Officer.

Complying with Anti-Boycott Laws

The Company must not enter into agreements that have the effect of furthering any unsanctioned boycott of a country that is allied with the United States. The United States prohibits actions and agreements that could further any boycott not approved by the United States, including:

- ▶ refusing to do business with other persons or companies
- ▶ discriminating in employment practices
- ▶ furnishing information on the race, religion, gender, or national origin of any U.S. person, or
- ▶ utilizing letters of credit that contain prohibited boycott provisions

The Company must report any request to take action or attempt to reach agreement that would violate these prohibitions.

Following Export and Import Controls

Many countries, including the United States, place controls and/or prohibitions on certain international transactions involving exports, re-exports, imports, and the disclosure of technical data to foreign persons. International transactions include the transfer or receipt of goods, technology, information, data, or software for any reason and by any means, including electronic transmission. Prior to engaging in an international transaction, Employees must ensure the transaction complies with all applicable laws, rules, and regulations.

Respecting Embargoes and Sanctions

Many countries, including the United States, restrict financial dealings with numerous entities throughout the world, and even with entire countries. The Company must comply fully with all economic sanctions and embargoes that restrict persons or corporations from doing business with certain individuals, groups, entities, or countries. If you suspect any violation of a sanction or embargo, promptly report to the Compliance Officer.

Respecting Human Rights

We are committed to respecting human rights everywhere and support global efforts to protect human rights. All of our businesses, employees, agents, and vendors must comply with all applicable laws prohibiting forced labor, child labor, human trafficking, and modern-day slavery. For additional information, please refer to Roper's Human Rights Policy, available at <https://www.ropertech.com/policies/>.

Q:

During a recent visit to a supplier, I noticed several workers who seemed to be underage. My host assured me that they are older than they look and that everyone was treated well. Should I escalate my concern?

A:

Yes. The Company does not tolerate child labor anywhere in our supply chain. You should raise your concern with your supervisor or the Compliance Officer so they can investigate.

CONTACT OPTIONS

- ▶ Talk to your supervisor, manager, or Human Resources
- ▶ Talk to the Compliance Officer, +1 (941) 556-2651
- ▶ Use the Ethics and Compliance Line, +1 (888) 227-3565 for U.S. and Canada
Access all other country numbers at <https://www.ropertech.com/code-of-ethics/>
- ▶ Submit online at www.ropertech.com/ethicspoint.com