

CODE OF CONDUCT

At **TIMIK Group AB and its affiliates**, we are committed to conducting our business with **integrity**, **professionalism**, and **respect** for all individuals and communities we serve.

This **Code of Conduct** sets out the principles and expectations that guide how we work
- with each other, with our partners, and with society.

This Code applies to **all employees, managers, board members, and others** acting on behalf of TIMIK.
Everyone is expected to read, understand and uphold these principles.

1. Compliance with Laws and Regulations

We operate in full compliance with all applicable national and international laws, regulations, and standards.

We do not tolerate any form of unlawful or unethical activity. Every employee is responsible for understanding and following the laws and policies that apply to their work.

2. Ethical Business Practices

TIMIK conducts business with honesty, responsibility, and transparency.

- Bribery, corruption, and undue influence are strictly prohibited.
- Gifts, payments, or favors intended to gain an unfair business advantage are not allowed.
- We have zero tolerance for money laundering or financial misconduct.

3. Respect for Human Rights

We respect and support internationally recognized human rights, including the UN Universal Declaration of Human Rights.

- We prohibit harassment, discrimination, and abuse of any kind.
- All individuals must be treated with dignity, fairness, and respect, regardless of gender, ethnicity, religion, disability, or other status.
- We expect the same respect for human rights from our suppliers and partners.

4. Fair Competition and Antitrust Compliance

We are committed to fair, transparent, and competitive business practices.

- TIMIK complies with all applicable antitrust and competition laws.

This Code of Conduct has been formally approved by the Board of Directors of TIMIK Group AB. It reflects the organisation's commitment to high ethical standards and responsible business conduct.

All employees are expected to follow this Code and leadership is expected to lead by example. By living up to this Code, we protect our values, our people and the long-term success of TIMIK Group. We are all accountable for maintaining a workplace and a company we can be proud of.