

## Code of Conduct – Teletec Connect AB (Applicable from 2024-01-01)

### 1. GENERAL PRINCIPLES

1.1 It is crucial for Teletec Connect AB (“Teletec”, “We”, “Our”) to conduct its business not only in accordance with applicable legislations and regulations, but also to meet high standards in terms of integrity and ethics. Teletec’s Code of Conduct applies to all our directors, officers, and employees, and covers all subsidiaries.

1.2 Also, Teletec expect that our Supplier’s share our principles and are willing to co-operate with Teletec to adhere thereto as further set out in section 6 below.

### 2. Safe and Inclusive Workplace

#### Employment Conditions

2.1 The employment conditions – including financial remuneration and work hours – that are offered to Our employees must at least meet the minimum requirements of national legislation and collective agreements. All employees must be provided with their employment contract in writing and be informed of the conditions of employment. Salaries, work hours and conditions must be fair and reasonable.

2.2 Employees must be treated with dignity and respect. No employee may under any circumstances be subject to corporal punishment or other forms of physical, sexual or psychological punitive action, harassment or force. Salary deductions may not be imposed as a disciplinary sanction, unless this is regulated by collective agreement or approved by law.

#### Work Environment

2.3 We strive to be a respected employer and to continuously improve health and safety in the workplace. We must ensure a safe and good work environment from a physical, psychological and social point of view, and strive to be an attractive employer with regard to employees’ personal development. All necessary safety measures must be taken, including providing appropriate safety equipment, training and information. We must ensure relevant fire protection and train all employees for emergency routines. All workplace related accidents must be reported and followed by corrective actions to improve workplace safety. The relationship with and between employees must be based on mutual respect. As a minimum, We shall strictly abide with national health and safety legislation as well as health and safety regulations in entered agreements and/or collective agreements.

#### Child Labor and Forced Labor

2.4 We do not accept child labor. No individual shall be employed who is under the minimum legal age of employment according to applicable law.

2.5 We do not accept forced labor, or involuntary or unremunerated work in any form. This includes contracts under forced conditions and illegal labor. Neither do We accept methods that restrict employees’ freedom of movement.

#### Freedom of Association

2.6 Employees shall be free to exercise their legal right to be members of, organize or work for organizations that represent their interests as employees.

#### Diversity and Non-discrimination

2.7 We shall treat our employees in a fair and equal manner and do not permit discrimination or harassment in any form. Our employees shall be given the same opportunities for development regardless of gender, age, ethnic origin, religion, political views, sexual orientation, disabilities or other distinguishing features.

### 3. Business Conduct and Ethics

#### Legal and Trade Compliance

3.1 We follow applicable legislation and regulations in all countries where We have business establishments.

3.2 We shall comply with all applicable export control laws and regulations, including but not limited to international trade sanctions issued by the UN, EU or US authorities.

#### Anti-corruption

3.3 Employees may not offer or accept gifts and entertainment which are inappropriate under the circumstances, and they shall never accept or offer gifts or entertainment if such behavior could create the impression of improperly influencing the respective business relationship.

3.4 No employee shall offer to or accept from any third-party gifts taking the form of any of the following, whatever the value involved:

- money;
- loans;
- kickbacks; or
- equivalent monetary advantages.

3.5 When in doubt whether you as employee may offer or accept hospitality, or any other kind of benefit always disclose it to CFO or CEO immediately.

3.6 We shall not do business with customers or suppliers where We have reason to believe that they are in breach of Our anti-corruption regulations set out herein.

#### Conflicts of Interests

3.7 Our business relationships shall be impartial and all business decisions must be taken on the basis of what is best for Teletec, regardless of personal relationships or benefits. Conflicts of interest between employees and Teletec are to be avoided. Employees may not take part in activities that conflict with Teletec’s interests. A situation of conflicting interest may occur

when an employee or his/her immediate family member

- holds a material financial or other interest in Teletec's customers and/or suppliers,
- holds a managerial position at Teletec's customers and/or suppliers or,
- works for Teletec's customers and/or suppliers.

3.8 All employees must disclose to CFO or CEO if a situation has occurred or might occur leading to a conflict of interest.

#### Accuracy of Records and taxes

3.9 All of Teletec's financial transactions must be accounted for in line with generally accepted accounting principles and the accounting records must show the nature of all transactions in a correct and non-misleading manner.

3.10 Teletec shall follow any tax laws in each country it operates in.

#### Fair Competition

3.11 Teletec support fair and free competition and shall comply with applicable competition and antitrust laws. All kinds of price fixing or market sharing between competitors, resale price maintenance, hampering of innovation, exchanging of trade secrets or other anti-competitive activities are prohibited. Teletec's employees may not, in their contacts with suppliers or customers, discuss market sharing, price fixing or other price-sensitive conditions or costs.

3.12 Should any Teletec employee be contacted with proposals concerning such collaboration, or if a situation arises where it is difficult to assess whether something is permissible or not, this should be reported to CFO or CEO.

#### 4. Sustainability

4.1 Teletec complies with all applicable environmental laws and regulations in all countries where we have business establishments.

4.2 Further, Teletec strive to conduct Our business in an environmentally sustainable manner and the technologies, products and services shall be environmentally friendly. The environmental work shall always extend to making requirements of suppliers.

#### 5. Confidential Information and Social Media

5.1 Confidential information includes trade secrets, scientific data, business, marketing and service plans, engineering and manufacturing ideas, databases, records, employee personal information, salary information or any other non-published financial details or data.

5.2 During the employment term and thereafter, Teletec's employees must keep all confidential information of Teletec strictly confidential and may only use such information to carry out Teletec's work assignments.

5.3 All Teletec's employees should use social media carefully and avoid posting anything that can have a negative effect on work relations or business interests. Never give the impression that you as an employee are speaking on behalf of Teletec in any personal communication or in social media.

5.4 If any Teletec employee is uncertain about what they can do on social media and what is permitted in the context of the employment relationship, the employee should ask CFO or CEO.

#### 6. Teletec's Suppliers

6.1 It is crucial for Teletec, its customers and their end-customers that Teletec's suppliers comply with requirements that meet or exceeds what is stipulated in this Code of Conduct. This includes, however is not limited to, that all suppliers:

- follow applicable legislation and regulations, including applicable anti-bribery laws and the anti-bribery provisions, in all countries where the supplier has business establishments and
- comply with all applicable export control laws and regulations, including but not limited to international trade sanctions issued by the UN, EU or US authorities.

6.2 Teletec also retains the right themselves or via a third party appointed by Teletec to carry out a review or inspection at Our own expense and with reasonable notice to check that the standards stated in this Code of Conduct are being complied with.

6.3 The supplier must keep a register of all relevant documents and must be able to account for how it is complying with this Code of Conduct.

6.4 If a supplier is in breach of this Code of Conduct and does not remedy such breaches upon notice within an agreed period of time, including providing an action plan subject to Teletec's approval, Teletec may discontinue the business relationship with the supplier with immediate effect. Teletec also reserve its right to assert claims against any such supplier or initiate other legal proceedings.

#### 7. Compliance with the Code of Conduct and Reporting

7.1 Every Teletec employee is responsible for reporting any cases of fraud or other criminal behavior. Any infringements of our Code of Conduct that come to Teletec's attention will be followed by immediate disciplinary action being taken, which may include dismissal and/or legal proceedings in the most serious cases of non-compliance. Employees who are uncertain as to whether a specific behavior may breach the Code of Conduct should consult CFO or CEO for guidance.

7.2 We encourage Our employees to speak up and report potential breach of this Code of Conduct or law. The employee should report potential misconduct to CFO or CEO.

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