

CODE OF CONDUCT

1. Purpose

At KACAB Teknik AB ("KACAB"), we are committed to conducting business with integrity, professionalism, and respect for people, society, and the environment. This Code of Conduct sets out the principles and standards that guide how we act as a company and as individuals representing KACAB.

This Code applies to all employees, managers, directors, temporary staff, consultants, and others acting on behalf of KACAB.

2. Our Core Principles

We expect all business activities to be carried out in line with the following principles:

Integrity in all business dealings

- Compliance with applicable laws and regulations
- Respect for human rights and equal treatment
- A safe, healthy, and professional work environment
- Fair competition and responsible business conduct
- Environmental awareness and continuous improvement
- Accountability, transparency, and responsible decision-making

3. Compliance with Laws and Regulations

Everyone acting on behalf of KACAB must comply with all applicable laws, regulations, industry rules, and contractual obligations in the countries where we operate.

No employee or representative may engage in conduct that could expose KACAB, its employees, or its business partners to legal or reputational risk.

4. Business Ethics and Anti-Corruption

KACAB has zero tolerance for bribery, corruption, extortion, fraud, or any other improper business practice.

No one acting on behalf of KACAB may, directly or indirectly:

- Offer, promise, give, request, or accept bribes or improper advantages
- Make facilitation payments unless required by law or necessary to protect health or safety in an emergency
- Use company funds or assets for unlawful or unethical purposes
- Falsify records, documents, or financial information

Gifts, hospitality, and entertainment must always be reasonable, transparent, infrequent, and compliant with applicable laws and normal business practice. They must never influence, or appear to influence, a business decision.



5. Conflicts of Interest

Employees and representatives of KACAB must avoid situations where personal interests may conflict, or appear to conflict, with the interests of the company.

Potential conflicts of interest must be disclosed promptly to management. Examples include:

- Personal financial interests in customers, suppliers, or competitors
- Business decisions involving family members or close personal relationships
- Outside employment or assignments that interfere with duties to KACAB

6. Fair Competition

KACAB believes in open and fair competition. We will compete honestly and in compliance with competition and antitrust laws.

We do not enter into agreements or understandings with competitors regarding prices, market sharing, customers, bid coordination, or other anti-competitive behavior.

7. Human Rights and Respect for People

KACAB supports internationally recognized human rights and expects respectful treatment of all individuals.

We do not accept:

- Child labor
- Forced labor, bonded labor, or any form of modern slavery
- Harassment, bullying, threats, or intimidation
- Discrimination based on gender, age, ethnicity, religion, disability, sexual orientation, gender identity, nationality, or other protected characteristics
- Employment decisions shall be based on qualifications, performance, experience, and business needs.

8. Health and Safety

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

All employees and representatives must:

- Follow applicable health and safety rules and procedures
- Use equipment and tools responsibly
- Report risks, incidents, near misses, and unsafe conditions without delay
- Contribute to a workplace culture where safety is taken seriously
- No one should perform work under unsafe conditions.



9. Environment and Sustainability

KACAB seeks to operate in an environmentally responsible manner and to continuously improve its environmental performance where practical and commercially reasonable.

We aim to:

- Comply with applicable environmental laws and regulations
- Use resources responsibly
- Reduce waste where possible
- Support responsible sourcing and transport choices where feasible
- Consider environmental impact in business decisions

10. Product Responsibility and Quality

KACAB is committed to supplying products and services that meet agreed requirements and customer expectations.

We must act responsibly in matters relating to product quality, safety, traceability, documentation, and communication with customers and suppliers.

Known quality deviations, product concerns, or compliance issues must never be ignored, concealed, or misrepresented.

11. Confidentiality and Protection of Information

Employees and representatives must protect confidential information relating to KACAB, our customers, suppliers, and other business partners.

Confidential information may only be used for legitimate business purposes and must not be disclosed to unauthorized persons.

This includes, for example:

- Commercial terms and pricing
- Customer and supplier information
- Technical data and specifications
- Internal business plans and financial information
- Personal data

12. Data Protection and Privacy

KACAB respects privacy and handles personal data responsibly and in accordance with applicable data protection laws, including the GDPR where relevant.

Personal data must only be collected, processed, stored, and shared for legitimate business purposes and with appropriate safeguards.



13. Company Assets and Accurate Records

Company assets, including products, equipment, systems, funds, and information, must be used responsibly and for legitimate business purposes.

All records, reports, and documentation must be accurate, complete, and maintained in accordance with applicable legal, financial, and operational requirements.

14. Reporting Concerns

All employees and representatives are expected to raise concerns about possible breaches of this Code, laws, or company policies.

Reports may be made to a manager or company management. Reports made in good faith will be treated seriously and, where possible, confidentially.

KACAB does not accept retaliation against anyone who raises a concern in good faith.

15. Responsibilities of Managers

Managers at KACAB have a special responsibility to lead by example, promote a culture of integrity, and ensure that this Code is understood and followed in practice.

Managers are expected to:

- Act as role models
- Encourage employees to speak up
- Address concerns appropriately and without delay
- Support compliance and ethical decision-making

16. Violations

Violations of this Code may lead to disciplinary action, termination of employment or assignment, and, where relevant, legal action.

17. Review and Approval

This Code of Conduct may be updated from time to time to reflect changes in law, business practice, or company requirements.

Approved by:



Mikael Arefjäll
CEO
KACAB Teknik AB



Date: 17th april 2026