

Code of Conduct

TurnMill Group is committed to conducting its business with integrity, honesty, and respect for all individuals and stakeholders. Our Code of Conduct sets forth the principles and standards that guide the behavior of our employees and representatives in their interactions with colleagues, customers, suppliers, and the communities in which we operate.

Compliance with Laws and Regulations

- We comply with all applicable laws, regulations, and industry standards in the countries where we operate.
- We conduct our business in an ethical and lawful manner, avoiding any conduct that may violate antitrust, competition, or trade laws.

Integrity and Ethics

- We act with honesty, integrity, and fairness in all our business dealings.
- We avoid conflicts of interest and disclose any actual or potential conflicts promptly to the appropriate parties.
- We not engage in bribery, corruption, or unethical business practices in any form.

Respect for People

- We treat all individuals with dignity, respect, and fairness, regardless of their race, ethnicity, gender, sexual orientation, religion, age, disability, or other characteristics.
- We maintain a work environment free from harassment, discrimination, and retaliation.

Confidentiality and Data Protection

We will protect the confidentiality of sensitive information entrusted to us by the company, customers, suppliers, and other parties.

- We comply with data protection laws and regulations and handle personal and proprietary information responsibly.

Health and Safety

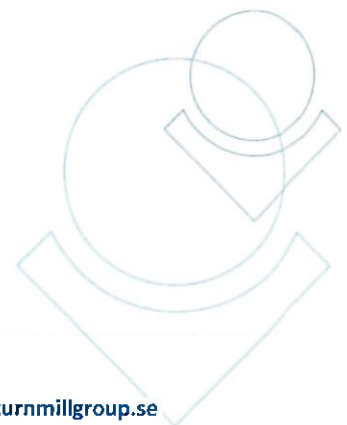
- We prioritize the health, safety, and well-being of our employees, customers, and the communities in which we operate.
- We maintain safe working conditions and provide appropriate training and resources to prevent accidents and injuries.

Environmental Stewardship

- We minimize our environmental impact by conserving resources, reducing waste, and adopting sustainable practices.
- We comply with environmental laws and regulations and strive for continuous improvement in our environmental performance.

Fair Competition

- We compete fairly and ethically in the marketplace, respecting the rights of competitors and customers.
- We do not engage in anti-competitive practices, such as price-fixing, bid-rigging, or market allocation agreements.



Reporting Violations

- We encourage employees to report any violations of this Code of Conduct or any other unethical or unlawful behavior.
- Reports can be made to a supervisor, manager, human resources, legal, or through an anonymous reporting mechanism.

Conclusion

TurnMill Group expects all employees and representatives to adhere to the principles and standards set forth in this Code of Conduct. Violations of this Code may result in disciplinary action, up to and including termination of employment or termination of business relationships. By upholding these values, we contribute to a culture of trust, integrity, and accountability within our organization.

A handwritten signature in blue ink, appearing to read "J. Blomquist".

Jesper Blomquist, MD TurnMill Group AB

