

Lojer Group's Code of Conduct

This Code of Conduct applies to all Group employees and all our business activities, regardless of their location or purpose. The Code sets out key principles for current and future business operations and is intended to guide our staff to act with integrity and good judgment in all situations.

These guidelines have been approved by Lojer's Board of Directors and are overseen by the company's Leadership Team. Only the Board of Directors may make changes to the Guidelines.

EMPLOYEES

Working environment: Lojer strives to be an attractive employer by creating a working environment based on collaboration, responsibility and openness. The well-being of employees is a high priority, and the company is committed to providing safe and healthy working conditions for all its employees.

Labour rights: Lojer hires and treats its employees in a manner that does not discriminate with regard to gender, ethnicity, religion, age, disability, sexual orientation, nationality, political opinion, union membership, marital status or disability unrelated to the task in question. Lojer does not tolerate harassment or violence in any form in the workplace, and the use or exploitation of forced labour is prohibited in all activities. In this way, Lojer supports the UN Declaration on Human Rights.

Compensation: Every employee shall be rewarded in a correct and fair manner in accordance with his or her individual performance and contribution to the success of the company. Employment contracts or traineeship agreements will not be used to circumvent the company's legal obligations or social security.

Freedom of Association: All Lojer employees have the right to organise and belong to a trade union.

Conflicts of interest: A Lojer employee may not engage in any activity or hold any position outside the company that conflicts with the company's business interests.

CUSTOMERS

Customer satisfaction: Loyal customers are the foundation of our business and our brand. Honesty and integrity in all our dealings are the basis for profitable and long-term customer relationships. Lojer serves its customers with truthful product information, and only makes commitments about the company and its products that we can live up to.

Our commitment to customer satisfaction also includes the provision of a high standard of after-sales service and prompt attention to customer concerns.

Product quality and safety: Lojer is committed to delivering products and services that create continuous value, quality and reliability for customers. Through our quality system and a comprehensive testing process, we ensure that Lojer products meet the required regulatory standards.

Gifts and favours: Gifts, entertainment and personal favours to customers and other stakeholders are only allowed if they are modest in value and follow the recipient's own organisation's guidelines. No gifts, entertainment or favours may be offered if they are in conflict with the law or ethically accepted principles. Gifts that do not meet the specifications described should be reported to management for appropriate action.

SUPPLIERS

Law and environment: Lojer informs its partners about the company's values and these principles. We will not work with suppliers who violate laws or disregard the environment.

Conflicts of interest: In procurement, we will ensure that the case is referred to another person if there is reason to suspect a conflict of interest between an employee and a supplier.

Gifts and favours: An employee should not ask for or receive gifts, entertainment or favours that might influence his or her decision-making. Gifts that go beyond the above definition should be reported to management, who will determine how to deal with the matter.

Labour Rights: We do not accept products or components from suppliers or manufacturers who use, or are suspected of using, forced labour in their supply chain. We take human rights into account in our supplier relationships.

SOCIETY & ENVIRONMENT

Legal compliance and local customs: Lojer employees must comply with local laws and regulations in all countries where we operate. In the event of any conflict between this Code of Conduct and local laws that restrict our operations, we will follow the stricter rule. We also respect local customs and business culture. In the event of any conflict between local customs and this Code, this Code will guide our employees' actions.

We comply with competition law in all our activities.

Social responsibility and contributions:

Lojer strives to make a positive contribution to the sustainable development of society wherever we operate. The company does not make financial or other donations for political purposes. We do not tolerate corruption or bribery in any form.

Environmental impact: Lojer is committed to preventing or otherwise minimising the harmful effects of its activities or products on the environment. We strive to reduce the environmental impact of our products and operations throughout their life cycle.

Accounting and reporting: Lojer provides correct and accurate information on its operations and financial performance to its stakeholders. Lojer's accounting and financial statements represent true and accurate information about the company's financial position and are reported in accordance with good corporate governance and legal requirements.

We collect, process and store confidential personal data and other information held by the company with particular care.

APPLICATION

It is the responsibility of the management of the Lojer to communicate and set an example by their actions in applying the content and spirit of these guidelines.

Violations of the Code may be reported confidentially and anonymously to members of the company's Board of Directors, as well as through an anonymous reporting channel established for company use.

In such a situation, the whistleblower will be treated fairly and equitably.

Approved 12/2021 by Lojer Group's board of directors