



Business Ethics Policy

November 2024

Business Ethics Policy

Introduction

emagine Consulting A/S, Reg-no. 26 24 96 27, and its subsidiaries and associated companies (collectively the "Group") and employees are required to comply with this Business Ethics Policy.

Our Goal

emagine Group's scope is supplying resources and expertise within IT, tech and business management and our Business Ethics Policy must be read in that context.

The goal of this Business Ethics Policy (the "Policy") is to ensure that all business activities of the Group comply with our company standards. Our business ethics guidelines permeate how we do business with our customers and suppliers. Our vision is to be a trusted partner in providing electronics solutions with high added value, and to be a part of your success! It describes our intention in how to behave when we do business and how we interact with our stakeholders.

Policy

Responsibility

It is the responsibility of all employees to follow emagine Consulting A/S's Business Ethics. It is the responsibility of Managers to communicate and demonstrate the content as well as the spirit of this document within the organization, and to encourage employees to reveal behavior that may be non-compliant with our Business Ethics.

Fraud and Anti-Corruption

It is important for each individual to adhere to ethical and legal standards in business processes to ensure fair competition and to promote transparency and accountability. Influence the business processes through indirect and/or direct bribery or other provision of sponsorship is illegal and can result in severe legal consequences for both the supplier and the purchaser.

No form of fraud, extortion and bribery, including improper offers for payments to or from employees, or organizations, is tolerated. Deals with business partners are characterized by fairness. We shall not offer customers, potential customers, agencies of governments or any representatives of such entities, any rewards, or benefits in violation of either applicable laws or reasonable and generally accepted business practices.

The employees are not allowed to accept payments, gifts, or other kinds of reimbursement from a third party that could affect their objectivity in their business decisions. Emagine Consulting A/S will never offer or accept bribes or other corrupt payments in any form.

Privacy

We protect and store all our data against GDPR regulations. We do not use or reveal content related personal data or reveal any other personal data without our customers, suppliers, or personnel's explicit, separate, and individual consent.

Financial responsibility

All payments and transactions must follow all applicable laws, requirements of our parent company, established accounting policies, and Authorization routine. We will never tolerate money laundering, dishonesty or false recordkeeping.

Disclosure of Information

We ensure that required information, other than confidential business information, is disclosed to investors, employees, customers, and other relevant parties in a timely, accurate, complete, understandable, convenient, and affordable manner.

Fair competition and anti-trust

At emagine we believe in free and open competition and will never engage in improper practices that may limit competition. We never look to gain competitive advantages through unethical or illegal business practices. emagine is always honest in competition based on product quality, price, integrity, and customer service. We practice this in our day-to-day business and fully comply with the antitrust laws of each country we operate in. We fully adopt these principles in all our operating processes.

- Always proceed carefully whenever interacting with competitors.
- If emagine would get exposed to anti-competitive offers or suggestions, we must make it very clear that we will never be involved and then end the discussion or contact and ensure that all responses are kept on file.
- Ensure that the suppliers we are collaborating with are complying with our Business Ethics and have a Code of conduct & Business Ethics policy or similar.
- Never share sensitive information of business partners or other third parties with competitors
- Never discuss and agree to share customers, volumes, supplies or divide geographic markets with competitors.
- Never impose a non-compete restriction prohibiting a purchaser from buying from another supplier.

All employees at emagine are expected to understand and conduct their activities in strict accordance with this Policy and the antitrust laws.

Conflicts of interest

All employees must avoid any interest that conflicts or appears to conflict with the interests of emagine or the parent company or that could reasonably be determined to harm emagine reputation. All employees within emagine are bound through our Code of Conduct to act in the interests of emagine and never for their own personal gain.

Counterfeit parts

We expect all our suppliers to develop, implement, and maintain methods and processes appropriate to their products and services to minimize the risk of introducing counterfeit parts and materials into deliverable products. There should be effective processes in place to detect counterfeit parts and materials, and mark parts obsolete as appropriate.

Export controls and economic sanctions

We respect and obey the laws, rules and regulations applying to our businesses around the world. We should never deal with sanctioned entities.

Protection of Intellectual property

Our suppliers must respect intellectual property rights and safeguard customer information; transfer of technology and know-how must be done in a manner that protects intellectual property rights.

Whistleblowing and protection against retaliation

We do not accept wrongdoing such as financial misconduct, discrimination, or any type of retaliation in our organization

Annexes

- Annex 1: Document Specification

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REVISION HISTORY

This Business Ethics policy is reviewed to ensure its continuing relevance to the systems and processes that it describes. A record of contextual additions or omissions is given below:

| Version | Summary of Changes | Revision Author | Date |
|---------|---|-----------------|---------|
| 1.0 | Document Creation | Claus Flinck | 03.2022 |
| 1.1 | Review and update | Claus Flinck | 04.2023 |
| 1.2 | Policy review | Claus Flinck | 03.2024 |
| 1.3 | Policy review, classification changed to public | Claus Flinck | 03.2024 |
| 1.4 | Targets adjusted | Kenneth Wegner | 03.2024 |
| 2.0 | Review and update - format, purpose, goal, removed policy review, miscellaneous, policy objective paragraph | Kenneth Wegner | 11.2024 |

APPROVAL

| Name | Position | Signature | Date |
|---------------|----------|--|------------|
| Anders Gratte | CEO | <div>DocuSigned by:</div>  <div>6DB405CAF4EA4FD...</div> | 12-11-2024 |