

CODE OF CONDUCT

PRÄSTÄNGEN SVERIGE AB

The Company

Prästängen Sverige AB (Prästängen) shall pursue continuous growth and a strategy that promotes long-term sustainability. Prästängen shall deliver sustainable solutions for the society of the future.

We shall comply with all laws and regulations relevant to our operations. Our business is based on the following characteristics/values, which support us in meeting the demands and expectations of our stakeholders. The following should be associated with our company name:

- ◆ Credibility in ethical and moral aspects.
- ◆ Reliability in agreements.
- ◆ Competence and a high level of expertise among the company's staff.
- ◆ Long-term business relationships.
- ◆ High level of service for all our customers.
- ◆ Strong employee commitment in customer relations.
- ◆ Value creation for our customers.

Employees

The Code of Conduct, which has been shared with all, applies to all employees and board members of Prästängen. Regardless of position, everyone must act as a role model within their area. Prästängen supports the continuous personal development of its employees and promotes employee health.

Prästängen shall comply with the laws and regulations regarding work environment and safety. Employees must be treated with respect and dignity. Prästängen has zero tolerance for all forms of bullying, discrimination, harassment, and offensive treatment.

All employees should use social media with caution and avoid publishing content that could negatively affect business relationships or interests.

Never give the impression that you are speaking on behalf of the company in any personal communication on social media.

Environment

- ◆ We care about the climate and the environment.
- ◆ We work together with our customers and suppliers to drive the development of environmentally friendly products and solutions.
- ◆ We aim to avoid negative environmental impact and shall be perceived as a role model in environmental responsibility.

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Good Business Ethics

- ◆ We protect business-critical information and personal data.
- ◆ We do not support unfair competition and aim to contribute to a healthy construction industry.
- ◆ We do not tolerate corruption or bribery.
- ◆ We identify and manage conflicts of interest and sensitive situations that could affect our objectivity or client relationships.
- ◆ We strictly comply with import restrictions, sanctions, and laws applicable in Sweden and the EU.
- ◆ Prästängen supports the UN's principles on human rights and works to ensure that human rights violations do not occur.
- ◆ Prästängen complies with the laws and regulations in all markets where we operate and requires the same from our business partners.

What if I can't find the answer in our Code of Conduct?

Our Code of Conduct cannot cover every possible situation.

If you are unsure of what is right, ask yourself the following questions:

- ◆ Is it against the law?
- ◆ Is it unethical?
- ◆ Could it harm Prästängen's or our customer's reputation?
- ◆ Would I be embarrassed if it were made public in the media or among my colleagues?

If you answered yes to any of these questions, discuss the situation with your immediate supervisor.

Reporting Deviations

Any deviations from this Code of Conduct or other irregularities within the company should be reported to your immediate supervisor or a board member.

Approval and Updates of this Code of Conduct

The Code of Conduct has been adopted by the company's board of directors and will be reviewed and confirmed annually.

Only the board has the authority to amend or revoke this Code of Conduct.

Skövde 2025-02-12

Jens Ljungkvist, VD