THE WELAND GROUP



Code of Conduct

Guidance for responsible and long-term business practices

Version 1 | 2026-10

Common ground

This Code of Conduct describes the principles and expectations applicable to all employees, managers, and others who act on behalf of any member company of the Weland Group. It should be regarded as a practical support to everyday operations - particularly when there is no clear and obvious answer to a problem.

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1. Purpose and our values

We are a family-owned group of companies active within the fields of industry, technology, trade and services. Our companies operate in a variety of industries and markets, but are united by a common sense of responsibility, long-term entrepreneurship, and respect for people, customers, and the wider community.

Regardless of the company we work in, we are representatives not only of our own business but also the Group as a whole. Our actions affect how customers, suppliers, employees, authorities, and general public see us. Trust in our companies is built every day through the decisions we take, the way we treat others, and the way in which we work.

This Code of Conduct describes the principles and expectations applicable to all employees, managers, and others who act on behalf of any member company of the Group. The Code is designed to provide guidance for day-to-day operations and support in situations where there is no clear and obvious answer.

We believe in long-term relationships, sound approaches to business, and responsibility that stretches beyond simply adherence to established laws and regulations. Our values form the basis for how we work and take decisions.

OUR SHARED VALUES

Responsibility means that we take ownership of what we do, our decisions, and the consequences these have for people, the business, and society.

Respect means that we treat people with dignity, listen to each other, and value the widest possible spectrum of experiences and perspectives.

Quality means that we strive to deliver products, services, and solutions that meet or exceed expectations. Quality is essential for establishing and cementing long-term customer relationships and forms an important part of our brand.

Safety means that we care about people's health and wellbeing, and that we never accept unnecessary risks.

Development means that we continually search for new and better ways to improve our business, our working methods, and our offering.

When faced with difficult decisions, we ask ourselves the following questions:

Is it legal? Does it align with our values? Could I justify the decision to my colleagues, my family, or the general public? **If the answer to any of these questions is "no" or "don't know", the issue must be discussed with a manager or other responsible function.**



2. Legal and regulatory compliance

We run our operations in accordance with applicable legislation, official requirements, and internal guidelines. Legal compliance is the bedrock on which our entire business is based.

Every employee is responsible for knowing the rules that govern their job. Individual companies and managers have a particular responsibility to ensure that their company is run in a correct manner and that employees receive the support and information that they require.

No employee should be forced to choose between complying with legal requirements and achieving business objectives. If a situation arises that creates a conflict between these two positions, the path of legal and regulatory compliance must always be the one taken.

3. Business ethics and anti-corruption

Integrity, honesty, and professionalism are our company's watchwords. Our business relationships shall be characterised by openness, respect, and trust.

Corruption, bribery, fraud, money laundering, or other forms of financial irregularity are unacceptable. We shall never offer, demand, or accept benefits that risk influencing, or being seen to influence, commercial decisions.

In cases where gifts, hospitality, and other benefits are given as part of business relationships, they must always be reasonable, transparent, and have a clear, legitimate purpose. Particular caution must be observed in situations where decisions are to be made, deals negotiated, or suppliers and partners are evaluated. If a situation risks influencing, or being perceived to influence, our judgement or objectivity, it must be avoided or discussed with our immediate manager.

We compete on the basis of quality, expertise, and service. We do not participate in illegal partnerships, price fixing, or other activities that limit competition.



4. Respect, equality, and human rights

All people have equal value and must be treated with respect.

We do not tolerate any form of discrimination, harassment, bullying, threatening behaviour, or violence. We work to create workplaces in which people feel welcome, safe, and appreciated.

We value diversity and view different experiences, backgrounds, cultures, and perspectives as strengths. We work to create equal opportunities for all and have a zero tolerance attitude to people being treated differently on the basis of gender, ethnicity, religion, age, disability, sexual orientation, or other personal circumstances. We shall make decisions on the basis of expertise, performance, and the needs of the business.

We respect internationally recognised human rights and support the fundamental principles of freedom of association, fair working conditions, and equal opportunities.

We expect that everyone representing the Group behaves professionally and respectfully to colleagues, customers, suppliers, and others we meet in the course of our work. Professional and respectful behaviour is critical to establishing good relationships and a good working climate.



5. Working environment, health and safety

A safe and healthy working environment is of fundamental importance to our business.

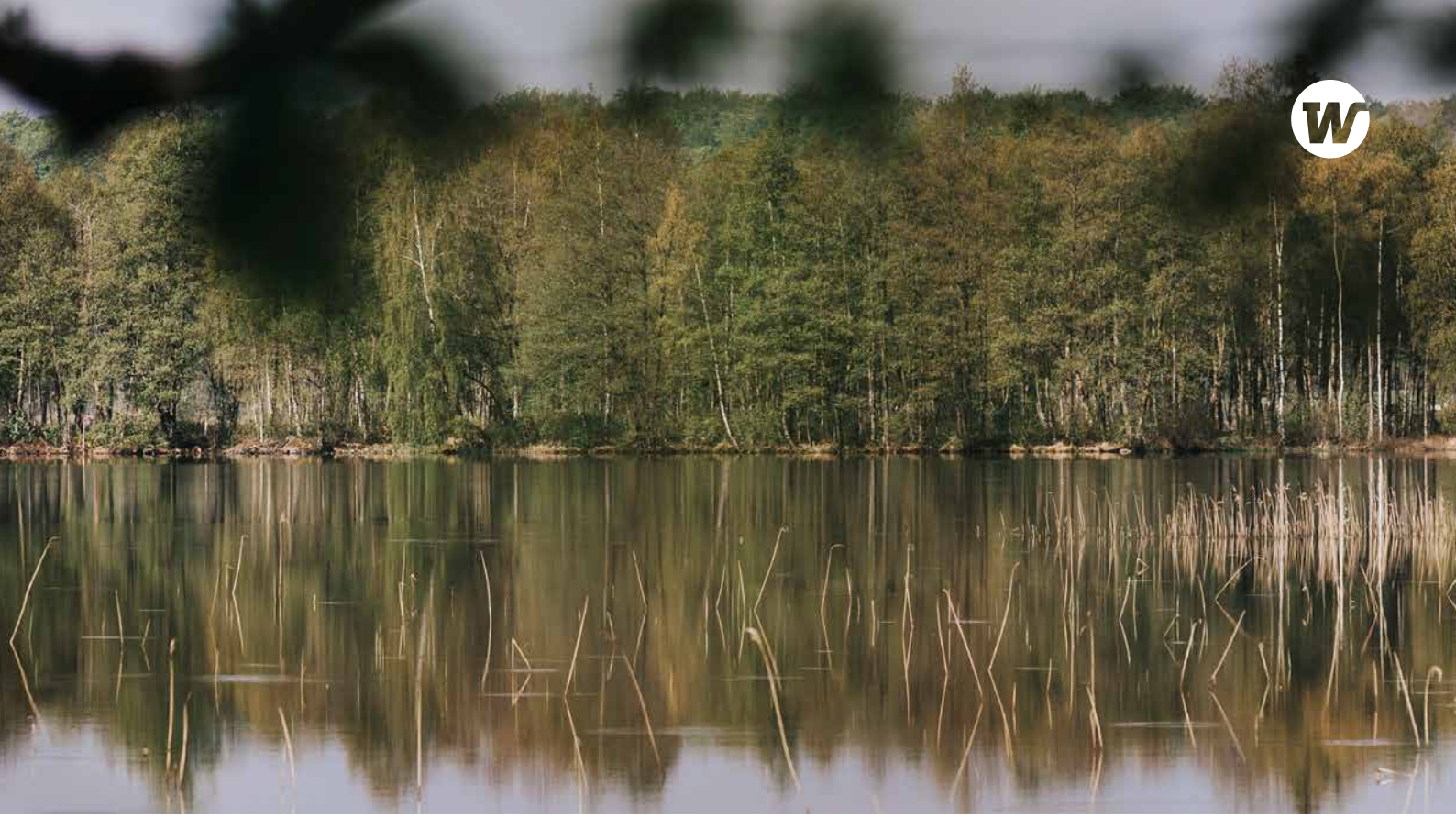
Our businesses are different. Some employees work in production, others in offices, travelling, or at customer premises. Regardless of the workplace, we have a shared responsibility to create a safe and secure working environment.

We work systematically to prevent accidents, work-related injuries, and ill health. Safety work is a natural part of day-to-day operations and builds on the idea that everyone is responsible for the safety of both themselves and others.

Safety is not only about machinery, protective equipment, and health and safety risks. It's also about creating workplaces in which people feel secure, respected, and included.

We expect all employees to adhere to safety regulations, report risks and near misses, and actively contribute to a culture where highlighting things that could result in injury or ill health is second nature.

Safety is a fundamental aspect of our entire business. Alcohol, drugs, or other substances that impair judgement or the ability to work have no place at the job site. We never compromise on safety.



6. Environment and sustainability

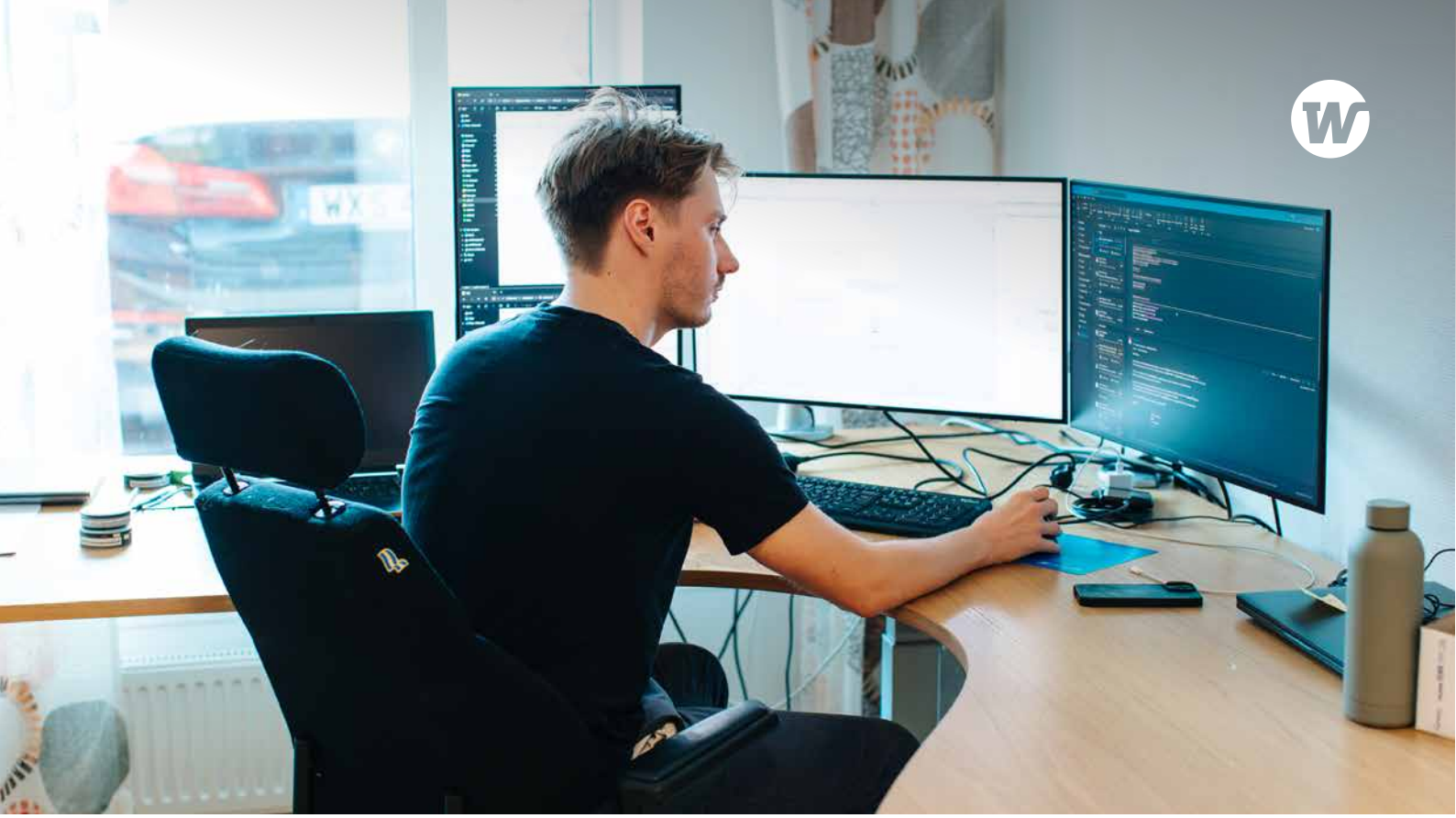
We are a major corporation with businesses that have an impact on the lives of people, the environment, and society as a whole. Being an entity of this size means that we have a responsibility to operate in a long-term, sustainable way and continually develop our working methods, products, and services.

For us, sustainability is about creating long-term value for customers, employees, shareholders, and society whilst also taking responsibility for the resources we use and the impact our business has.

We actively work to reduce our environmental and climate impact, use resources efficiently, prevent pollution, and develop solutions that contribute to achieving a more sustainable future. Innovation, technical development, and continual improvement are important tools in this endeavour.

We take decisions with environmental, social, and financial consequences in mind, always whilst complying with applicable legislation.

Each and every employee plays an important part in identifying opportunities for improvement, managing resources, and contributing to ensuring that sustainability work is developed over time.



7. Information security and IT use

Information is one of the Group's most important assets. Our customers, suppliers, and employees must be confident that their data is processed securely and responsibly. The company's assets, resources, and data must be used responsibly and only for legitimate business purposes.

We must protect company secrets, technical expertise, drawings, personal data, and other confidential information from unauthorised access, loss, or misuse.

We must also respect and protect intellectual property rights, brands, innovations, software, designs, and other knowledge belonging to the Group, our customers, and our partners.

Digital systems, networks, and equipment must be used responsibly and in accordance with applicable guidelines. When using AI tools and other digital services, particular consideration must be given to information security, confidentiality, and the protection of company information.

Suspected security incidents must be reported immediately.



8. Quality, customers, and business relationships

Quality is a fundamental part of our business and essential to preserving customer trust.

No matter whether we manufacture products, develop solutions, provide services, or represent any of the Group's companies, we must always strive to satisfy agreed requirements and expectations.

We must be a reliable and attentive partner that keeps its promises and acts professionally in all interactions with customers, suppliers, and partners. We build long-term relationships through quality, expertise, service, and responsibility. Trust is something that is created over time by us delivering on what we promise and acting in a way that strengthens our companies and brands.

We also expect our partners to conduct their business in a responsible way, comply with applicable legislation, and respect fundamental principles relating to working conditions, human rights, the environment, and business ethics.

9. Conflicts of interest and business hospitality

We shall always act in the best interests of the company.

A conflict of interest may arise where there is a risk that personal, financial, or other private interests influence our judgement or decision making.

Although it is not always possible to avoid such situations, they must be managed openly and transparently. If you are in any doubt about what to do, escalate the issue to your immediate manager.



2026-10 | Layout: IndustriReklam AB

10. Whistleblowing and reporting of non-conformances

An open culture is essential if we are to develop and act responsibly.

We encourage employees and other affected stakeholders to report suspected breaches of laws, regulations, or this Code of Conduct. This may take the form of corruption, fraud, security breaches, discrimination, or other serious instances of misconduct.

Individuals reporting suspicions of such activity in good faith must feel able to do so without fear of reprisal. The company has a zero tolerance approach to reprisal against an individual reporting an instance of misconduct.

Suspected breaches may be reported via standard managerial pathways, to the function within the company that has responsibility for the particular area, or by means of a whistleblowing channel (where one has been established). All reports shall be treated seriously, objectively, and with respect for all affected parties.

11. Responsibility and compliance

This Code of Conduct forms a common basis for the entire Weland Group and applies to all Group company employees.

Every employee is responsible for familiarising themselves with the Code and abiding by the rules set out therein. Managers have a particular responsibility to set a good example and contribute to ensuring that there is compliance with the Code of Conduct in the business.

Our companies may supplement the Code with their own local policies, guidelines, and procedures based on the needs of the company. However, the principles described in this Code of Conduct apply to everyone who works within the Group.

Together, we create a group of companies that is characterised by the values described in this Code of Conduct.

Jonas Welandson
Group CEO