

Code of Conduct

Approved by the Board of Directors

This is a summary version of Probi's internal policy. This document only presents the main objectives of the policy.

The **Probi Code of Conduct** outlines the principles and standards of behavior expected of all employees and directors within Probi AB and its subsidiaries. Key areas covered include:

1. Business Ethics and Integrity:

- Probi commits to operating responsibly, adhering to laws, regulations, and ethical standards.
- Corruption, bribery, and anti-competitive practices are strictly prohibited.
- All employees must avoid conflicts of interest and base decisions on the best interests of Probi, not personal gain.

2. Human Rights and Fair Employment:

- Probi supports internationally recognized human rights and ensures no forced, child, or unpaid labor.
- Equal opportunity and non-discrimination policies are in place, promoting a diverse and inclusive workplace.
- The company ensures fair wages, safe working conditions, and freedom of association for all employees.

3. Climate and Environment:

- Probi integrates sustainability into its operations, striving to minimize environmental harm by reducing emissions, waste, and pollution.
- Products are designed with environmental considerations, including production, use, and disposal.

4. Data Integrity:

- Probi protects personal data in compliance with data protection laws, including GDPR, to ensure privacy and confidentiality.

5. Reporting Misconduct:

- Employees are required to report any suspected violations of laws or internal policies through Probi's whistleblowing channel or to trusted management figures.
- Reports of misconduct are protected from retaliation, and employees can raise concerns confidentially.

This code serves as a framework for maintaining ethical business practices, ensuring human rights, protecting the environment, and fostering a safe and compliant workplace.