

Code of Conduct – Climeon AB

Introduction

We exist to make the world better through brilliant innovations. We challenge established truths to make our customers more successful. We do this by empowering extraordinary talents with different backgrounds to find solutions through innovative approaches.

Our core values are:

- Make the world a better place
- Challenge established truths
- Brilliant solutions creating strong customer value
- Extraordinary, engaged and empowered talents
- Personal and professional Integrity

To deliver on these promises, we set high standards for ourselves. We expect the same from our partners. However, we are all humans, and we can fail. Therefore, we keep our eyes open and look for potential failures in living up to our standards. Should we ever detect such a failure, we commit to understand why, correct root causes and secure that the same failure is not repeated.

Thomas Öström

CEO

Confidentiality

We are committed to maintaining the highest degree of integrity in all our dealings with potential, current and past clients, both in terms of normal commercial confidentiality, and the protection of all personal or confidential information received in the course of providing the business services concerned. We extend the same standards to all our employees, partners, suppliers and associates.

Ethics

We always conduct our own business honestly and honorably, and expect our clients and suppliers to do the same. We should always take proper account of ethical considerations in dealing with our employees, partners, suppliers and associates. We will never accept the use of any forms of bribes, fraud or similar.

Duty of care

We will always conform to relevant law, and we believe that all businesses and organizations, including this company, should avoid causing any adverse effect on the human rights of people in the organizations we deal with, the local and wider environments, and the well-being of society at large.

Environment

We demand from ourselves, our partners, suppliers and our employees to be leading examples for acting environmentally friendly. We do recognize that sometimes compromises have to be made, however such decisions should always be very deliberate and comply with what is long term best for the environment.

Quality assurance

We maintain the quality of what we do through constant ongoing review with our employees, partners, suppliers and associates.

Professional conduct

We conduct all of our activities professionally and with integrity. We take great care to be fair and objective in our judgment and any recommendations that we give, so that issues are never influenced by anything other than the best and proper interests of our clients.

Equality and discrimination

We always strive to be fair and objective in our advice and actions. We are never influenced in our decisions, actions or recommendations by things such as gender, race, faith, color, sexual orientation, personal disability or similar.

Reporting

If any employee, partner, supplier or associate feels or has indications that the intention of this code of conduct is not followed, they are expected to report this directly to the CEO, CFO or Chairman of Climeon.