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Code of Conduct for suppliers

Wihlborgs advocates for long-term sustainable growth in the Öresund region and, in collaboration with our suppliers and other important stakeholders, we strive to contribute to the region's development. We want to conduct our operations responsibly and prioritise working with suppliers who share our values and who want to conduct transactions with us that are sustainable over the long term.

The Code of Conduct applies to all suppliers who supply Wihlborgs with products, personnel or services. Suppliers also have a responsibility to ensure that the subcontractors they hire understand and comply with the Code of Conduct.

Wihlborgs has signed on to the UN's Global Compact initiative and have committed to following the ten principles regarding human rights, labour law, the environment and anti-corruption. We also support the (human) rights established in the UN Guiding Principles on Business and Human Rights as well as the ILO Declaration on Fundamental Principles and Rights at Work. We are also committed to the OECD Guidelines for Multinational Enterprises. The same expectations apply to our partners in terms of sharing and acting in line with these principles.

Responsible business, business ethics and anti-corruption

Wihlborgs expects operations at its suppliers to be characterised by sound business ethics, impartiality, free competition and respect for contracted agreements and leases. Suppliers are to follow applicable laws, ordinances, regulations and relevant standards. Price-fixing agreements, forming cartels and other forms of misuse of market position are not permitted. Our assumption is that suppliers actively combat money laundering and are knowledgeable about their business partners.

Official entertainment and customer events must always be characterised by openness, moderation and a clear connection to operations. Wihlborgs employees are not permitted to accept gifts, trips or other remuneration from suppliers that could, or could be perceived to, influence the objectivity of a business situation.

All permits, licenses and registrations required to conduct operations need to be up-to-date and submitted to us as requested when signing a contract.

Human rights and working conditions

We work collectively to create a sound and safe business climate, where internationally recognised human rights and conventions concerning labour are respected in our own operations as well as the value chain. Preference is giving to suppliers with collective bargaining agreements. Wihlborgs expects all suppliers to ensure that all employees, and anyone who works on behalf of the supplier under employment-like conditions, has working conditions in line with relevant collective agreements.

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All employees are to have written employment contracts translated into a language they understand. They have the right to statutory weekly rest periods and leave, including sick leave and parental leave. Working hours, including overtime, are not permitted to exceed the limits given by applicable legislation, agreements or contracts. Salaries are paid regularly, directly to employees, on time and in full. Deductions from salaries are not to be used as a disciplinary measure.

Suppliers are expected to promote diversity and equality in operations. No discrimination is permitted under either EU or national law. In addition, human trafficking and child labour or forced or compulsory labour is not permitted. The minimum age for employment is the age for completing compulsory schooling. Exceptions can be made for holiday jobs and short-term employment. The minimum age is always 15 years (Sweden) and 13 years (Denmark).

Suppliers are to respect employees' freedom of association and the right to collective negotiations and agreements. Employee representatives must be able to perform their assignments.

Occupational health and safety

Suppliers are responsible for ensuring that their workplaces are safe and meet national laws and agreements. Wihlborgs expects suppliers to engage in systematic and preventative efforts to continuously improve occupational health and safety.

Everyone who works for a supplier is to receive relevant information and training regarding work environment risks in a language that they understand. Suppliers must provide appropriate protective equipment and ensure that no alcohol or drugs are consumed during working hours.

Near-accidents and accidents that occur while performing work on behalf of Wihlborgs must be reported immediately to the relevant Wihlborgs contact.

Everyone working for our suppliers, irrespective of their form of employment or contract type, must be covered by accident insurance.

Environmental and climate impact

Wihlborgs works deliberately to limit its environmental and climate impact across the entire value chain and expects its suppliers to support Wihlborgs in prioritising this work.

Suppliers must work systematically and preventatively, with robust controls and appropriate procedures to limit the environmental and climate impact of operations. This also includes setting requirements regarding suppliers' own environmental and climate agenda.

Suppliers are to apply the "Precautionary Principle" as a foundation for preventing or mitigating damage to the environment and health. The products and materials used at Wihlborgs' properties must have a minimal impact on the environment, which suppliers must demonstrate using relevant data and certificates.

Suppliers' environmental agendas must be based on a lifecycle perspective. This includes an ambition to reduce the amount of waste from operations, and to reuse and recycle, to thereby reduce the amount of waste sent to landfill or incineration.

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Information and communication

Confidential information about Wihlborgs' operations or customers' operations may not be shared with unauthorised individuals. Personal data is processed with due care in accordance with applicable legislation (General Data Protection Regulation). All external communication from the supplier pertaining to Wihlborgs' operations or brand is to be confirmed with Wihlborgs in advance.

Collaboration and follow-up

We carry out regular evaluations of our suppliers to ensure compliance with the requirements in this Code of Conduct. This can include, for example, demonstrating compliance through relevant certificates, documents and data. If any portion of this self-evaluation is not approved, we prefer measures to be taken before a contract is signed.

In addition to the above, Wihlborgs can initiate a separate review, including spot checks at suppliers, to investigate compliance with the Code of Conduct. Suppliers are expected to actively participate in the review and provide all of the relevant material requested.

If a supplier does not meet their obligations according to the Code of Conduct or demonstrates, on multiple occasions, no interest in improving, Wihlborgs may terminate the partnership.

Wihlborgs is dedicated to a relevant interpretation and application of the Code of Conduct in the supplier's operations and we are happy to share good examples and to take suppliers' ideas and suggestions on board. We strive for an open and honest dialogue and prefer to receive any information about breaches of the Code of Conduct that suppliers detect in their operations or in the value chain as soon as possible.

We also want feedback from suppliers if they think that Wihlborgs has failed to comply with the principles in the Code of Conduct in some way.

Ideally, suppliers in these cases should contact the responsible procurer at Wihlborgs, the Procurement Director or the CEO. If, for any reason, it would not be possible or appropriate to report to any of these individuals, Wihlborgs also has an independent whistle-blower service to anonymously report suspected breaches of the Code of Conduct. The whistle-blower service is administered by an external party and is accessible via Wihlborgs' website as a last resort, meaning when it is not possible to contact any of the responsible individuals at Wihlborgs directly.

If we identify that our supply chain has caused or contributed to negative impacts on human rights, we are to take actions to remediate them. This includes ensuring fair and effective processes for handling complaints. This is performed by investigating the reported cases and taking appropriate action.