

A woman with curly hair and glasses is looking at a laptop, while a man with glasses and a head-mounted display is working on a robotic arm. The background is a laboratory or workshop with various equipment.

Knightec  
Group

# CODE OF CONDUCT

KNIGHTEC GROUP

A person with curly hair, seen from behind, is working on a light blue aircraft fuselage. They are holding a smartphone in their right hand and a circuit board in their left hand. The aircraft is positioned in a workshop with a dark grey tiled wall and a yellow and black striped caution tape visible in the background.

→ **At Knightec Group, we put people first.**  
**We believe that great businesses are built by great people. By acting with integrity and fostering a strong speak-up culture, we create a place where people and businesses grow.**

**Together, we shape the business of tomorrow.**



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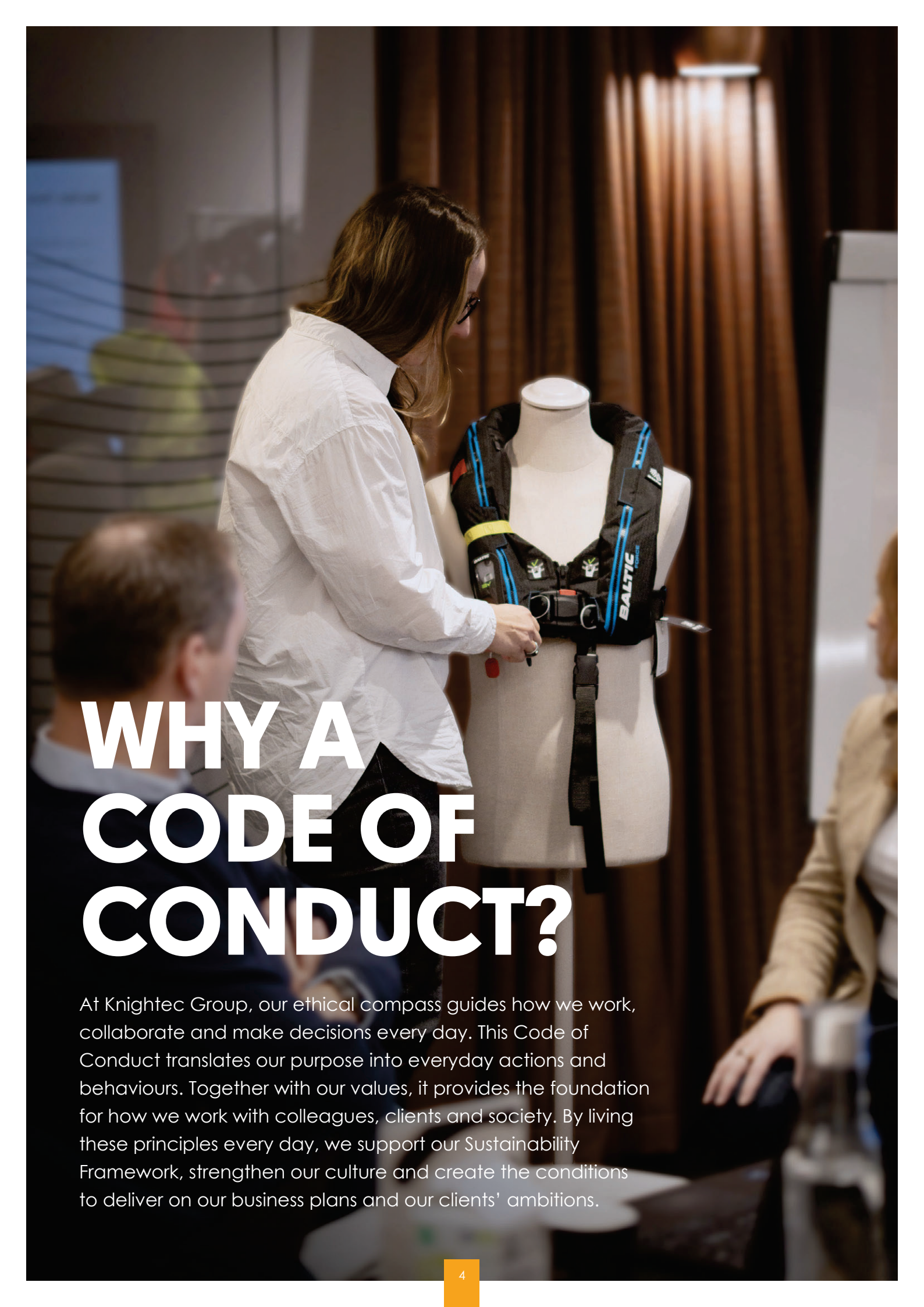
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# WHY A CODE OF CONDUCT?

At Knightec Group, our ethical compass guides how we work, collaborate and make decisions every day. This Code of Conduct translates our purpose into everyday actions and behaviours. Together with our values, it provides the foundation for how we work with colleagues, clients and society. By living these principles every day, we support our Sustainability Framework, strengthen our culture and create the conditions to deliver on our business plans and our clients' ambitions.

## What does it cover?

This Code of Conduct is based on the UN Global Compact's Ten Principles on human rights, labour standards, environment and anti-corruption, the Universal Declaration of Human Rights and the International Labour Organization's Core Conventions. We strive to align with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

And of course, it reflects Knightec Group's own values, culture and commitment to responsible business conduct.

## Who does it cover?

This Code of Conduct applies to all employees in all companies within the Knightec Group, including full and part-time employees, temporary workers, interns as well as the Board of Directors. Furthermore, it applies to all subcontractors of all Knightec Group companies (all references to "employee" herein also encompass subcontractors).

## Conflicts and order of priority

If any requirements contained in this Code of Conduct are stricter than the corresponding legal requirements or any contractual obligations or vice versa, the stricter requirements shall apply. In the event of a direct conflict between the requirements of this Code of Conduct and applicable laws, legal compliance must be ensured while striving to adhere to the principles and values of this Code of Conduct to the greatest extent possible.

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### This means:

#### As an employee, you should:

- Read, understand and comply with this Code of Conduct and participate in any required training or acknowledgement activities.
- Act ethically and with integrity and always in line with the principles of this Code of Conduct and the related policies and processes.
- Consult with your manager or HR manager if you are uncertain on how to act in certain situations and cannot find proper guidance in this document.

- Report any suspected violations of this Code of Conduct, its related policies and/or laws in line with the "Speak up" section below.

#### As a manager, you should:

- Act as a role model.
- Engage and support your team to act responsibly and ethically and in line with Knightec Group's Code of Conduct and all related policies and processes.
- Ensure that the principles of this Code of Conduct are integrated into everyday decisions, team discussions and business activities.
- Support those who seek to discuss ethical concerns or non-compliances with you.
- Ensure that no one who chooses to speak up is subject to any discriminatory practices.

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## Speak up

Everyone at Knightec Group shares responsibility for creating a transparent and open culture where concerns can be raised, discussed and addressed constructively. By listening to those who speak up, we can address any potential violations, learn lessons and improve our ways of working.

Concerns or suspected violations of this Code of Conduct, laws and regulations, or behaviours not aligned with Knightec Group's values, should be reported to your manager, HR or Legal.

Alternatively, concerns can be reported confidentially and anonymously through Knightec Group's whistleblower system, available on the [intranet](#).

We also encourage third parties – business partners, clients, suppliers, former employees and subcontractors – to raise concerns through the whistleblowing system, available at [www.knightecgroup.com](http://www.knightecgroup.com)

At Knightec Group, we do not tolerate any retaliation against anyone who has reported a serious and genuine concern through our whistleblower system.



# PEOPLE

We are people who put people first. This principle guides us in our interaction with our colleagues, clients, business partners and others. Together, we work to create an inclusive and inspiring workplace, fostering a company culture based on sound values, continuous learning, and diverse perspectives where everyone feels empowered to develop innovative and sustainable solutions.

# We respect human rights.

Knightec Group respects internationally proclaimed human rights and is committed to taking the necessary precautions to ensure that we are not complicit in human rights violations.

## Non-harassment

At Knightec Group, we have a culture of mutual respect and understanding. We do not tolerate physical and sexual harassment, bullying, racism or inappropriate comments.

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### This means:

- Treat everyone with respect.
- Never bully, insult, or threaten others.
- Be mindful of how your behaviour may be perceived by others and avoid actions that others may find intimidating, humiliating or offensive.
- If you are a manager, promptly address all forms of inappropriate behaviour.

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## Fair and attractive working conditions

At Knightec Group, we offer fair and competitive salaries, benefits and working conditions, in line with legal requirements, applicable industry standards and collective agreements.

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### This means:

- You are entitled to receive understandable information about your employment.
- If you are a manager, ensure that all new employees are informed about their employee-related rights and obligations.

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## Diversity & inclusion

To develop the best solutions for our clients, Knightec Group depends on a diverse workforce with a broad range of

experiences, backgrounds and perspectives. We are committed to creating a workplace where everyone can be themselves and feel respected and appreciated, regardless of gender, age, religion, ethnicity, cultural or social background, disability, sexual orientation, gender identity, gender expression, pregnancy and maternity, union representation, political views or other similar characteristics.

---

### This means:

- Contribute to an inclusive work environment.
- Be open-minded, encourage new ideas, and actively listen and learn from others.
- Pay attention to unconscious biases.
- If you are a manager, strive to ensure a diverse team with an inclusive team spirit.

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## Non-discrimination

At Knightec Group, we have zero tolerance for discrimination. We are committed to treating everyone equally, fairly and with respect, regardless of gender, age, religion, ethnicity, cultural or social background, disability, sexual orientation, gender identity, gender expression, pregnancy and maternity, union representation, political views or other similar characteristics. This applies to all company-related activities, including recruitment, career and development planning, compensation, benefits, promotions and social activities.

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### This means:

- Never engage in or support any discriminatory practices.
- Pay attention to unconscious biases.
- If you are a manager, ensure that you evaluate internal and external candidates based on talent, skills and experience, and provide fair and equal compensation, benefits and working conditions.

## Safe, healthy and inspiring workplaces

Knightec Group is committed to continuously enhancing workplace safety, promoting the health and wellbeing of our employees, and fostering an inspiring workplace where people can grow, collaborate and perform at their best. We also take the necessary precautions to ensure that our clients offer adequate health and safety standards for our personnel working at their sites.

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### This means:

- Adhere to all safety requirements at Knightec Group and client sites, including the use of protective equipment, where relevant.
- Take responsibility for your own health and work-life balance.
- Never work under the influence of drugs or alcohol.
- Report any unsafe or unhealthy conditions to your manager, HR manager or union representative and suggest improvements.
- Contribute to an inspiring workplace by sharing knowledge, setting a positive example, and creating value for clients and colleagues.
- If you are a manager, ensure that all requirements are met and take precautions to safeguard the health and safety of your team.
- Take an active role in creating an inspiring workplace by contributing to a positive culture, supporting colleagues and sharing knowledge and experience.

**By promoting wellbeing, protecting human rights, and treating everyone fairly, we create an environment where people can thrive and do their best.**

## Freedom of association

At Knightec Group, we respect the rights of all employees to form and join a trade union as well as the right to collective bargaining. Under no circumstances may trade union representatives be subject to any form of retaliation or discriminatory practices.

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### This means:

- You are free to decide whether or not to join a trade union.
- Under no circumstances should you be subject to any discriminatory practices due to your union engagements.
- If you are a manager, ensure that no one on your team is discriminated against due to union engagements.

## Child labour and modern slavery

At Knightec Group, we have zero tolerance for child labour and all forms of modern slavery including – but not limited to – forced labour, debt bondage and trafficking. No one in our organisation or working at our sites shall be the victim of, or engage in, any form of exploitation or abuse including – but not limited to – restriction of movement, recruitment fees, withholding of wages, confiscation of identity or immigration documents, or abusive working conditions.

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### This means:

- Never engage in activities where people may be exploited, irrespective of whether such activities are permitted by local law.
- If you are a manager, never hire a minor under the age of 16 and ensure that no one under the age of 18 performs hazardous work, irrespective of whether or not it is permitted by local law.

**We act with integrity, take responsibility for our actions and their impact, and strive to create positive change for people and planet.**

## **Continuous learning and career opportunities**

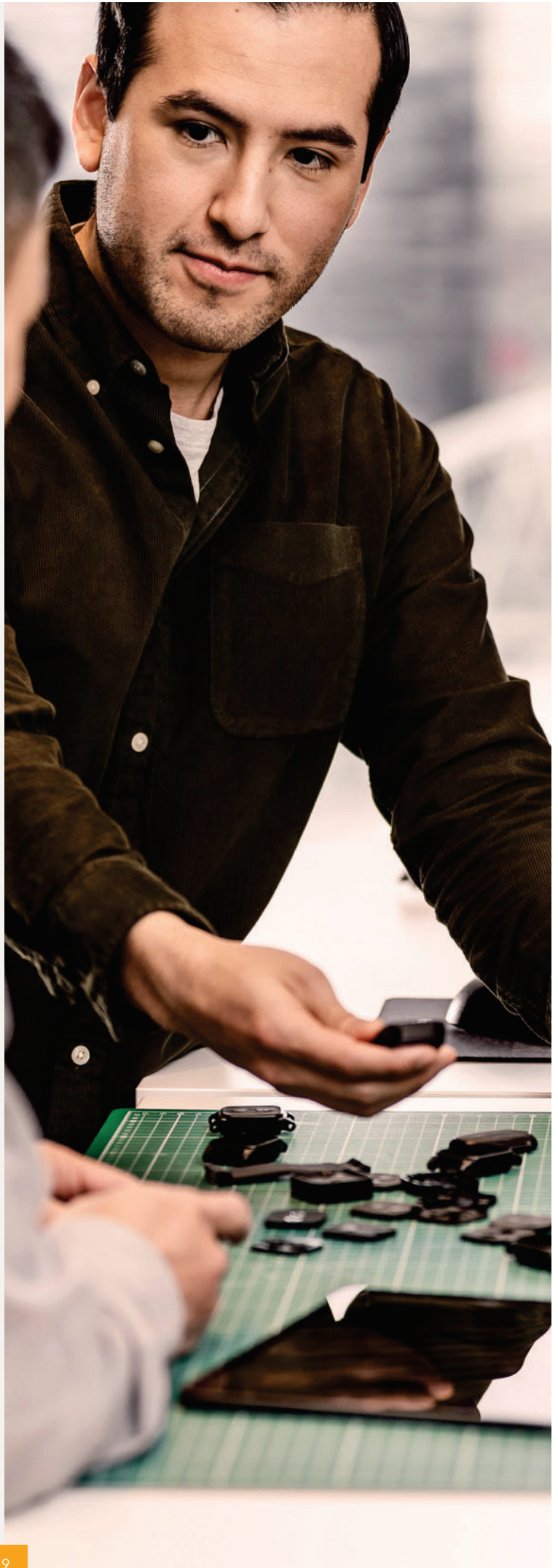
To ensure that we are empowered to develop the best solutions for our clients and their end users, we embrace a culture of continuous learning. While understanding the bigger picture is important for us as consultants, we also need the specialist expertise required to deliver value in different client assignments.

Regular career and development conversations, combined with individual development plans that include clear goals, actions and follow-up activities, are essential to fostering continuous learning and personal growth.

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### **This means:**

- You are entitled to regular career and development conversations, as well as an individual development plan with clear goals and development activities.
  - Take responsibility for your own learning and professional development.
  - Complete all mandatory company and client training.
  - If you are a manager, ensure that your team members have clear career and development plans, complete all mandatory training, and have access to relevant learning and development opportunities for their specific roles.
- 





# PLANET

At Knightec Group, we believe in moving Forward Together - employees, clients and partners. While Knightec Group's greatest contribution to a healthier planet is through our client assignments, we must also take the necessary actions to reduce our own footprint.

## We are mindful of our footprint.

At Knightec Group, we recognise the impacts of climate change and support the transition towards a more sustainable and circular economy.

### Reducing our footprint

At Knightec Group, we are committed to minimising our negative climate and environmental impact. We strive to reduce emissions in line with the Paris Agreement, supporting clients in managing climate risks, and integrating climate considerations into our strategies, designs, and advisory services.

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#### This means:

- Avoid unnecessary travel and strive to reduce emissions linked to commuting and business travel. Ensure that business travel is in line with internal policies and guidelines.
  - Strive to minimise your energy, resource and water consumption and avoid hazardous chemicals.
  - Be mindful of the high energy consumption of digital technologies and strive to limit your digital footprint.
  - Prioritise products and services with credible and third-party assessed eco-labels.
  - If you are a manager, ensure that your team feels empowered to reduce emissions and other negative environmental impacts in our own operations and value chain.
- 

## We believe in an innovative and sustainable future, where new technology drives real impact.

### Towards circular business operations

At Knightec Group, we view circularity as an opportunity to create smarter solutions and reduce environmental impact. We support our clients in minimising resource consumption and waste, promote sustainable life cycles, and apply resource-efficient and circular practices in our own operations.

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#### This means:

- Use what we already have. Repair, refurbish and reuse existing IT devices (i.e. computers, mobile phones and other IT equipment), furniture as well as other products, instead of buying new ones, whenever possible.
  - Consider refurbished or pre-owned alternatives whenever possible.
  - Prioritise energy-efficient, durable products that can be repaired, refurbished, upgraded and recycled.
  - Avoid single-use products if other options are available.
  - Ensure reuse or recycling of company property and equipment when it's no longer in use or reaches end of life.
  - Strive to minimise waste and use our recycling facilities.
  - If you are a manager, ensure that your team has the possibility to, and feels empowered to, shift towards more circular business operations. Always ensure that old IT devices are logged out and returned to the IT department to enable reuse or recycling with credible partners.
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A close-up, profile view of a man with a beard and short hair, wearing a white lab coat and white gloves. He is looking intently at a rack of test tubes. The rack is white and holds several test tubes with purple caps. Some of the tubes contain a dark liquid. The background is a blurred laboratory setting with various pieces of equipment.

# PRINCIPLES

At Knightec Group, we uphold high standards of business ethics for ourselves and our business partners. These principles guide how we build trust, create value and conduct business every day.

# **We are committed to responsible business conduct.**

At Knightec Group, we are committed to conducting our business in a responsible manner and always in line with applicable laws and regulations.

## **Anti-corruption**

At Knightec Group, we operate with transparency, trust and integrity and are committed to complying with anti-corruption laws and regulations in the markets where we have business activities. We have a zero-tolerance approach to all forms of corrupt behaviour. Fraud, corruption or bribery are strictly forbidden in our organisation, at both a corporate and personal level.

Under no circumstances do we offer rewards or benefits to clients, potential clients, governments, authorities, or their representatives with the intent of gaining an advantage or influencing business decisions. Gifts and hospitality from Knightec Group shall be moderate and in line with legislation in all countries of operation.

We reject all forms of payments, gifts, benefits, hospitality (including events, trips, and other travelling arrangements) or other favours from clients, suppliers or other third parties that could, or may be intended to, compromise the objectivity of our business decisions.

Full transparency and correct recording of all transactions and expenses are key to demonstrating compliance with these requirements.

If you are in any doubt as to whether you should accept a gift or participate in an event, you must seek advice either from your manager or your HR manager. Always report any suspected activities to your manager and the Legal team.

# **We build trust by securing and conducting business responsibly, ethically and lawfully.**

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## **This means:**

- Never offer, give, request, promise, accept, demand or collect any payments, loans, gifts, hospitality, entertainments or other favours or benefits, that could compromise the objectivity of business decisions.
  - Remember that corruption risks are also associated with non-monetary benefits.
  - Ensure that gifts and hospitality are moderate and reasonable.
  - Exercise sound judgment, and keep in mind that your actions, even if unintentional, may be perceived as improper by others.
  - Ensure accurate and fair recording of all transactions and expenses in books and records. Never create incomplete, false or misleading entries.
  - If you are a manager, ensure that your team is highly familiar with, and follows, any and all internal requirements and instructions linked to anti-corruption.
- 



## Fair competition

At Knightec Group, we are firm believers in free and fair competition. We compete in a fair manner, with integrity and are committed to ensuring compliance with applicable competition laws and regulations in all countries of operation. All forms of anti-competitive practices are strictly forbidden within our organisation. Non-compliance may result in significant fines and reputational risks.

Under no circumstances do we provide, receive or exchange any commercially sensitive information with competitors, whether in person, electronically, or in connection with industry meetings or interactions in professional associations.

Commercially sensitive information includes, for example, information relating to bids and pricing, clients, suppliers, sales territories, business terms, business-sensitive information (including costs, profits and margins), and sales and marketing strategies.

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### This means:

- Use only legitimate methods to gather information about competitors.
  - Never share, receive, or exchange commercially sensitive information with competitors.
  - Never propose or take part in any cooperation with competitors that includes agreements on pricing, bidding, business terms, or the allocation of markets or clients.
  - Actively disassociate yourself from situations involving improper agreements, understandings, or sharing of competitor information.
  - Note that informal information exchange, even with former colleagues or friends working for competitors, is prohibited.
  - Always report any suspected activities to your manager and the Legal team.
  - If you are a manager, ensure that your team understands what types of actions could be deemed unlawful or otherwise inappropriate.
- 

## Trade compliance

At Knightec Group, we have operations, clients and business partners in several countries. We are committed to complying with all applicable export and import controls or sanctions that regulate the movement of goods, technology, software and technical information across borders. Under no circumstances shall we, directly or indirectly, provide prohibited goods, services or payments to countries, organisations or individuals subject to sanctions.

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### This means:

- Know and follow the export and import controls, restrictions and sanctions that apply in the countries where you have business activities.
  - Be aware of sanction risks in relation to clients and suppliers, including their representatives.
  - Contact the Legal team if you have questions or if there is a risk of a violation.
  - If you are a manager, investigate if there are any risks linked to your business activities and share any identified risks with your team.
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**We always act in the best interests of our clients, colleagues, and Knightec Group. Avoid situations where personal interests could influence.**

## Anti-money laundering

At Knightec Group, we are committed to complying with all applicable anti-money laundering laws. Under no circumstances do we accept or support money laundering.

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### This means:

- Know your client, understand the terms of all transactions and pay attention to signs of money laundering, such as complex or unusual group structures and investments, payments from suspicious accounts, conversion to and from virtual assets, third-party payments, or general reluctance to provide information.
  - Promptly report any potentially suspicious transactions or behaviours to your manager and the Legal team.
  - If you work in finance, be aware of and adhere to the routines, processes and additional requirements that apply to you in your role.
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## Political activities

Knightec Group observes neutrality with regard to political parties and candidates for public office. It is not permitted to use the name or assets of Knightec Group companies to promote, or make contributions of any kind to, political parties, organisations, candidates or holders of any public positions, except for industry organisations.

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### This means:

- You are free to engage in public affairs and political activities in your own time and using your own resources, provided that such activities do not involve, represent, or appear to represent Knightec Group.
  - Never make contributions to political parties or other political activities using company funds or under the company's name.
  - If you are a manager, ensure that all contributions to organisations are made in line with internal guidelines and instructions.
- 

## Conflicts of interest

At Knightec Group, we always make decisions in the best interests of our business and clients. Under no circumstances do we allow personal or financial interests to affect, or be perceived to affect, any business decisions we make on Knightec Group's behalf. We avoid situations where personal, family, financial or other interests could conflict, or be perceived to conflict, with those of Knightec Group, our clients or other business partners.

During working hours, we focus our efforts on Knightec Group's business activities and our client assignments. Engagements for organisations or companies outside Knightec Group are permitted provided such engagements do not, in any way, conflict with Knightec Group's interests or negatively impact the quality or efficiency of our business activities or client assignments.

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### This means:

- Avoid all transactions with decision-makers working for competitors, clients or suppliers with whom you have a personal relationship.
  - Refrain from interviewing, hiring or being the manager of family members or other closely related parties.
  - Engagements for organisations or companies outside Knightec Group require prior written approval by the Business Unit Manager. Such approval shall be recorded with HR.
  - Be prudent in connection with making significant financial investments in competitors, clients and other business partners.
  - Knightec Group's property and resources shall be solely used for Knightec Group's business objectives.
  - If a conflict of interest nonetheless arises, this should be immediately reported to your manager.
  - If you are a manager, be aware of the external engagements of team members, if any.
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## Information security

At Knightec Group, we are responsible for protecting our confidential information, as well as confidential information entrusted to us by others. Information security is everyone's responsibility and our individual choices play a crucial role in safeguarding and protecting the information assets of Knightec Group, our clients and our business partners.

When we work at client sites, the equivalent or sometimes even more stringent information security requirements and practices apply and must be adhered to.

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### This means:

- Safeguard your passwords and accounts and store confidential information exclusively in Knightec Group's restricted physical and digital environments.
  - Protect the confidential information of Knightec Group, our clients and third parties. Never disclose any confidential information to a third party unless expressly authorised to do so and subject to a non-disclosure agreement being in place.
  - Do not discuss confidential matters in public places or leave confidential material unattended, even at the office.
  - Remember that you are bound by confidentiality obligations through your employment or subcontractor agreement and that your confidentiality obligations extend beyond your employment and assignments.
  - If you work at a client site, be aware of and comply with client-specific information security requirements.
  - If you become aware of or suspect any information security breach, immediately report this to your manager and the IT department.
  - If you are a manager, ensure that your team abides by the information security requirements of Knightec Group and our clients.
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**By handling information and data responsibly, we protect our people, our clients, and Knightec Group.**

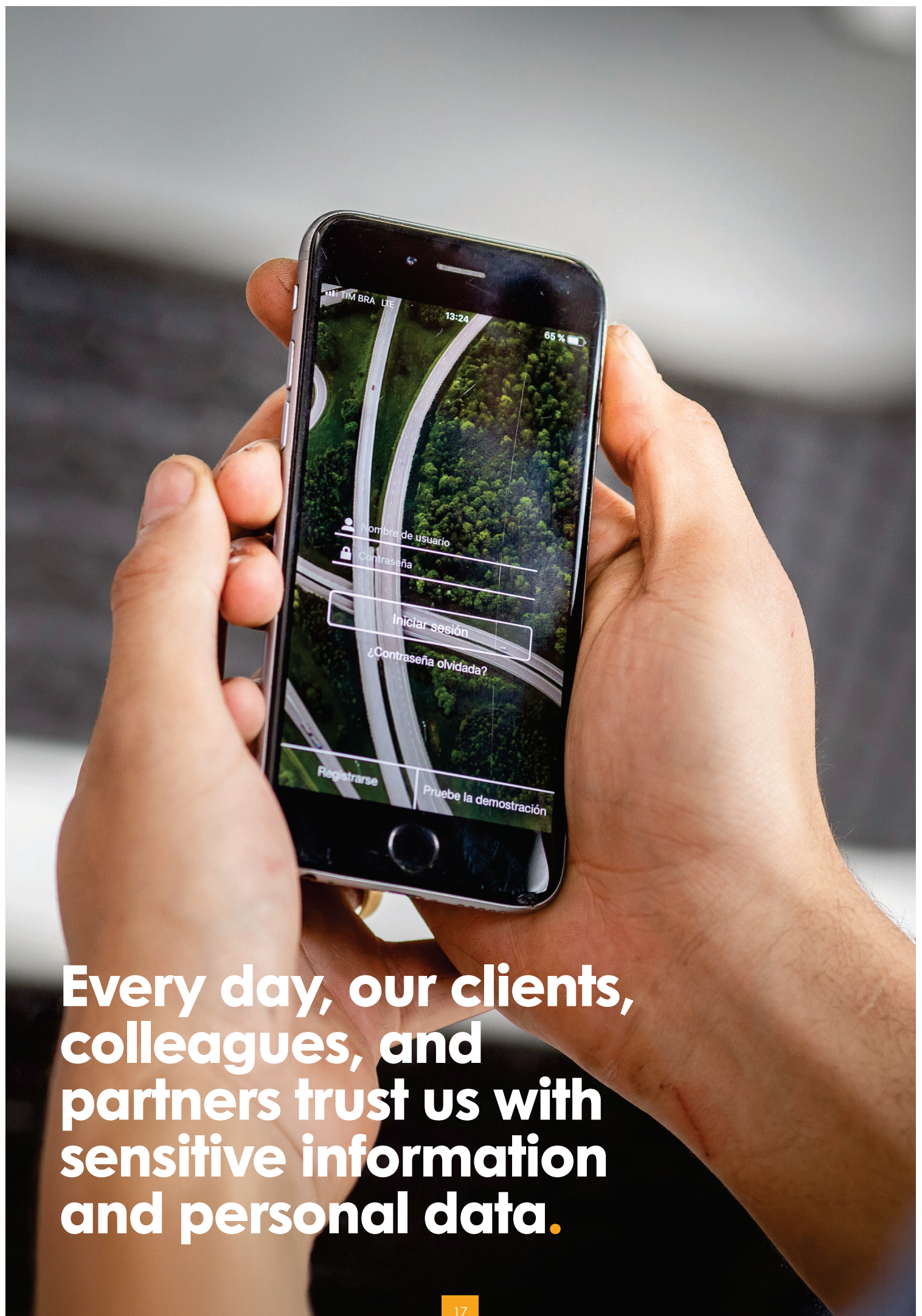
## Data privacy

At Knightec Group, we respect the personal integrity of all individuals and handle personal data with the utmost care. We are committed to ensuring that the collection, processing and use of personal data is made in accordance with all applicable data privacy laws.

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### This means:

- Only collect and process personal data that is needed and use it solely for the purpose it was collected for, and not for anything else.
  - Only give access to personal data to those who need it, on a strictly need-to-know basis.
  - Process and store personal data in designated systems to ensure adequate security controls and legal compliance. Delete data when it is no longer needed.
  - Ensure that business partners with access to personal data are contractually obligated to protect it in line with applicable data privacy laws.
  - Complete relevant data privacy trainings and familiarise yourself with the Privacy site in Knightec Group Management System.
  - Promptly report any incidents to [privacy@knightecgroup.com](mailto:privacy@knightecgroup.com)
  - If you are a manager, ensure your team undergoes relevant training and understands the internal requirements relating to personal data processing.
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**Every day, our clients,  
colleagues, and  
partners trust us with  
sensitive information  
and personal data.**



## Responsible use of assets and intellectual property

At Knightec Group, we safeguard our own assets as well as those of our clients and business partners. We use them responsibly and take all necessary steps to prevent losses and to protect them from damage, theft and unauthorised access or disclosure. IPRs are used and disclosed only as expressly permitted and always in full compliance with applicable use rights and license terms. Infringement of IPRs could involve significant liabilities and severely damage Knightec Group's business and reputation.

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### This means:

- Use Knightec Group's assets and those of our clients for business purposes only. Under no circumstances may they be used for any unlawful or unethical purposes.
  - Remember that all inventions, discoveries, tools, software, notes, reports and other material that you produce as part of your work, including any related IPRs, belong to Knightec Group or our clients.
  - All use of copyrighted materials (e.g. software, reports, presentations and images) as well as other IPRs must be used in strict compliance with applicable use rights and license terms.
  - Contact the Legal team if you need guidance on use rights and license terms or in the event of public or third-party disclosure requests.
  - If you are a manager, ensure that your team understands and abides by all requirements linked to usage of Knightec Group's assets and those of third parties, including IPRs.
- 

## Responsible use of AI and other technologies

Knightec Group is a key player in the digital transformation of our society. While we acknowledge the extraordinary potential in artificial intelligence (AI) and other digital technologies, we are mindful of the ethical, sustainability and legal risks inherent in their deployment, specifically considering the fast development within AI.

We adopt a precautionary approach and assess and manage ethical and sustainability risks associated with the development and usage of AI and other technologies.

We encourage responsible use of AI and emerging technologies to improve quality, productivity and innovation while actively managing legal, ethical and sustainability risks.

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### **This means:**

- Use AI and other technologies responsibly and thoughtfully, balancing innovation with legal, ethical and sustainability considerations.
- Remember that information and materials shared in AI tools is generally not covered by confidentiality requirements and could be employed for AI training purposes.
- Report any perceived legal or ethical risks linked to the usage of AI and related technologies to your manager and the IT team.
- If you are a manager, ensure that you are aware of the AI tools used within your team and promote responsible and ethical usage.

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*Before using AI tools in your work, consult your manager or the IT department to ensure that the application is approved to use within Knightec Group.*

## **Transparent and responsible communication**

All financial and non-financial information as well as marketing and communication activities relating to Knightec Group and its business must be accurate and trustworthy and in compliance with applicable laws and regulations. Under no circumstances do we make false or misleading statements about our company, services or performance.

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### **This means:**

- Communicate respectfully and honestly and always in compliance with laws and internal requirements.

- Never share any Knightec Group or third-party confidential information on social media.
- Always obtain prior approval before engaging in communication activities involving clients. Approval may be given verbally or in writing.
- Avoid communication that may be harmful for Knightec Group, our clients or others.
- Use Knightec Group's brand and assets thoughtfully in your communication efforts.
- Do not share financial information with external parties unless it has already been publicly disclosed by Knightec Group or its owners, for example through annual reports.
- If you are a manager, ensure that your team communicates responsibly.

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## **Reporting and accurate records**

Knightec Group is committed to complying with applicable tax laws and regulations in all countries of operation. In the event tax laws do not provide clear guidance, prudence and transparency shall be the guiding principles.

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### **This means:**

- Ensure that submitted or approved expenses accurately reflect the transaction and comply with company policies and procedures.
- Never use facts or enter information that you know are incorrect.
- If you identify an error in a financial record or suspect fraud, report it immediately to the Finance/Legal team.
- If you are a manager, ensure that all approved expenses and invoices are accurate and correct.

## Evaluate our business partners

At Knightec Group, we are committed to working with business partners that share our values and support us in reaching our targets. We select clients, subcontractors, suppliers and other business partners carefully, seeking long-term relationships built on trust, shared values and responsible business practices.

Applying a risk-based approach, we strive to assess, prevent, mitigate, remedy and account for actual and potential negative impacts in our value chain in relation to climate, environment, human rights and business ethics.

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### This means:

- Conduct risk assessments of client assignments in high-risk sectors and countries and escalate any client assignments where there is a risk that Knightec Group could be considered as contributing to, or being linked to, client activities that have a significant negative impact on the climate or environment or human rights to your manager, or the Legal team.
  - Follow up contractual obligations and conduct risk assessments of sub-contractors in line with the requirements of this Code of Conduct, and of other suppliers in line with internal purchasing policies.
  - Promptly report any material risks linked to our client assignments or supply chain to your manager, or the Legal team.
  - If you are a manager, ensure that your team is informed and adheres to internal sales and purchasing requirements.
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## Living our Code

Living our Code is a shared responsibility. Every employee is expected to understand and apply these principles in their daily work, while leaders are expected to lead by example and promote a culture of integrity and respect.

The Code is embedded in onboarding, training, policies, business processes, leadership dialogues and our speak-up culture.

By living these principles every day, we create long-term success for our clients, our people and Knightec Group.

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### This means:

- Read, understand and act in accordance with this Code of Conduct.
  - Complete any required onboarding, training and awareness activities related to this Code.
  - Speak up if you experience or become aware of behaviour that is not aligned with this Code.
  - If you are a manager, lead by example and ensure that the principles of this Code are integrated into everyday decisions, discussions and ways of working.
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## Questions?

If you have any questions regarding any matter covered by this Code of Conduct, you should contact your manager. You are also always welcome to reach out to Knightec Group Legal.



Approved by:  
**The Board of Directors of Knightec Group AB**  
8 July 2026



Knightec  
Group