

Code of Conduct

Document type: Policy Approved by: Board Version: 1.1
Owner: Head of HR Date of approval: 7 Oct-22 Valid from: 7 Oct-22

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1. Background and purpose

The Code of Conduct (“the **Code**”) is a governing document for everyone that acts within the Charge Amps’ group as an employee, consultant, member of management or member of the board. The Code of Conduct has been adopted to clarify the values and principles that govern our ways of acting towards each other and towards external stakeholders such as customers, business partners, investors, and other relevant stakeholders such as public authorities. It serves as a starting point for all the Group’s relevant policies and rules.

The Code of Conduct applies to all entities within the group and in all geographical locations where Charge Amps is carrying out its business. The Code is complemented by Charge Amps’ Code of Conduct for Business partners that applies for all relevant business partners.

Managers have a critical responsibility to be role models in demonstrating the desired behaviours as outlined in the Code of Conduct and to proactively enforce the Code of Conduct on a day-to-day basis.

2. Code of Conduct Statement

2.1 Charge Amps’ values

Charge Amps puts great emphasis on ensuring our competitive advantage by maintaining a culture that has an entrepreneurial spirit, family feeling as well as a clear focus on our customers and solutions which is strongly connected to our guiding company values which lays the foundation of our Code of Conduct.

Everyone who is acting within the Charge Amps group should act and carry out their work in accordance with our guiding company values:

- Quality – A cornerstone in our brand and in everything we do.
- Innovation – Innovate to gain competitiveness and differentiate vs competition.
- Collaboration – Internally as well as externally – we are one Charge Amps Team.
- Agility – Proactive and open for change, quick and responsive - Double speed.
- Grit – Perseverance, passion, courage, and a growth mindset.

In addition to our values, we base our Code of Conduct on the UN Global Compact’s ten principles within human rights, labor, environment and anti-corruption.

2.2 Compliance with regulations and policies

Everyone who is acting within the Charge Amps group should act and carry out their work in accordance with applicable regulatory requirements as well as policies and other steering and guiding documents. Everyone who is acting within the Charge Amps group

has a responsibility to be aware of which regulations and policies as well as guiding and steering documents that apply to their work and comply with them.

To comply with policies and other guiding and steering documents contribute to a safe and sound business and ensures that procedures are conducted in a sufficient way. If noticed that our business, operations, or procedures are not carried out in compliance with regulatory requirements or policies and steering and guiding documents, this should be brought to the management's attention.

2.3 Anti-Corruption and ethics

Anti-corruption and ethics are of great importance for our daily tasks and long-term business. Good business ethics are fundamental to all Charge Amps' practice areas and should always be in the mindset of all our employees as well as everyone else who is acting within the Charge Amps group. This ensures that we carry out our business in a manner that we can stand for at all times.

2.3.1. Conflict of interest

Each employee shall avoid actions and situations that might lead to conflicts of interest or that might otherwise give reason to question the impartiality of Charge Amps.

Nobody may, without first receiving the written consent of HR, run any business activity competing with Charge Amps in addition to his/her work for us, or have any financial interest that is not insignificant, or any material influence in another company that has such activities.

Personal interests such as private economic interests, relationships or friendships, or other considerations that are not relevant to Charge Amps' business activities must not influence our employees' decisions. Employees may never on behalf of Charge Amps handle an agreement concerning themselves, with a relative, or with a company/organization in which the employee has a significant financial interest.

Employees shall notify any situation or transaction that has arisen or is likely to arise that might be expected to represent a conflict of interest, to their immediate manager.

2.3.2. Representations and gifts

Representation and gifts are a natural part of business, but precaution should always be taken to ensure that representation and gifting is made in a way that is ethical, relevant, and modest.

Benefits or gifts can only be accepted if they are of lesser value, are offered openly, and are in line with normal business practice.

All external representation shall have a clear and immediate connection to and benefit Charge Amps business and must take place with openness, good judgement, and moderation, with the reasonableness in each case in mind.

Employees must not participate in or arrange entertainment, pleasure travel or other events together with representatives of customers, suppliers, authorities or organizations with whom Charge Amps has or might enter into a business relationship with, without the prior approval of the immediate manager.

2.4 Labour standards and Human rights

The wellbeing of our employees as well as all other who is acting within the Charge Amps' group and/or other people that in other way are affected by our business are of greatest importance to the company. All our business relations and activities shall be based on human rights, and diversity is part of our business. No employee shall in any way cause or contribute to violations against human rights.

2.4.1. Discrimination, bullying and harassment

Charge Amps has zero tolerance towards discrimination, bullying or harassment of any kind. In the event of alleged discrimination, bullying or harassment, employees are strongly encouraged to intervene and report the behaviour. For further information on this matter, see our **HR-policy** chapter **2.4 Equality, Diversity & Inclusion**.

2.5 Work Environment, Health, and Safety

We believe that a healthy employee will perform better at work and therefore health and wellbeing are important elements at Charge Amps. Health and safety issues are treated with openness and care and include physical as well as mental illness. For further information regarding management of work environment, health, and safety, see our **HR-policy** chapter **2.5 Work Environment, Health & Safety**.

2.6 Environmental Sustainability

The development of electric vehicles is nothing less than a revolution, and Charge Amps is an ambitious part of that. This revolution will provide the world with more sustainable growth. We are contributing to the transition from a fossil energy world to a sustainable future by creating the most user-friendly, supplier-friendly, intelligent, and aesthetic charging solutions. Being a company supporting the electric vehicles business, we need to keep a high suitability profile which should reflect our business and our decisions at all times. Our policies and statements regarding suitability is concluded in our Sustainability policy.

3. Compliance with the Code of Conduct

It is the personal responsibility of every employee, consultant, manager, executive officer and member of the board of directors to understand and comply with the Code of Conduct. Managers should ensure that their subordinates fully understand and comply with the standards and requirements stipulated in the Code of Conduct. Everyone who is

acting within the Charge Amps group should upon entry into employment or assignment sign a copy of this Code to prove they have understood the full meaning of the Code.

3.1 Violations of the code / Whistleblowing

Should anyone at the company have concerns regarding non-compliance or irregularities in the business they should firstly raise their concerns with their manager. The concerns should be raised within a reasonable timeframe and without undue delay, verbally or in writing and should include full details and, if possible, supporting evidence.

Charge Amps has created a whistleblowing channel for this purpose, which you can find on: <https://chargeamps.whistlelink.com/>. The site can also be accessed through Charge Amps' home page.

The tool ensures anonymity and can be used by everyone – for example by employees, partners, and the public.

Read more at <https://chargeamps.whistlelink.com/>

The whistle-blower may request anonymity and is protected by law from retaliation.

4. Roles and responsibilities

The Board of Directors is the owner of this policy. Head of HR is responsible for maintenance and updates.

5. Exceptions

There are no exceptions to this Code of Conduct. Any need for exceptions to this Code of Conduct must be clearly defined and documented. All exceptions shall be approved by the Board of Directors.

6. Monitoring of compliance

Group policies are annually approved by the Board of Directors, following a review by Head of HR for content and correctness.
