



## **Business Ethics Policy**

This policy presents behavioural issues expected from all personnel, being fundamental for long-term and continuous success of our business.

A REM employee must not, directly or indirectly, offer or accept any illegal or inappropriate monetary offerings, gifts or favours to/from private or public officials as a mean of securing business opportunities, contracts or personal advantages.

It is the REM policy to:

- Always fulfil applicable laws and governmental regulations
- Not accept or give away improper gifts, bonuses, commissions, or any other form of facilitation payments
- Prevent money laundering and contribute to the development of the sound global financial system
- Take disciplinary action up to and including termination for anyone violating this policy.

We promote transparency, believing that this is vital to ensure good governance and contribute to effective markets and sustainable development.

It is each individual's responsibility to act in accordance with this policy and show the necessary attention in the relations with customers and suppliers. Any gifts received shall be registered in a common register.

A handwritten signature in black ink, appearing to read 'Lars Conradi Andersen', written over a horizontal line.

Lars Conradi Andersen  
Chief Executive Officer

Date: 01.03.2023