

Code of conduct

The CX Code of Conduct is a summary of the policy handbook adopted by the Board of Directors within CombinedX and serves as our promise to ourselves, our customers, partners, and the market. All employees within CombinedX and its companies must undergo training in our policies.

CombinedX vision is to become the Nordic region's leading group of specialist companies in digitalization. To make this possible, we shall, among other things:

- *Offer security, development, and fair conditions to our employees*
- *Always keep our customer promises*
- *Be an environment where leading executives can develop themselves, their staff, and their company*
- *Be good corporate citizens, comply with laws, and take responsibility for shared resources*
- *Create long-term value growth for our owners*
- *Have long-term and sustainable relationships with suppliers who share our values*
- *Collaborate for a sustainable society, a sustainable workplace, and a healthier climate and environment*
- *We are not content with only reducing our own climate impact – we also want to help our customers reduce theirs*

Personal Data GDPR – Integrity and Respect

As digitalization consultants, both data and people are central to our business and must be treated with the utmost respect. We warmly welcome the GDPR and have clear rules for the handling of personal data.

Information and Insider Information – Correct and Fair Information Sharing

The right information at the right time and to the right people is central to providing fair opportunities for trading our shares. We follow the stock exchange's guidelines and the Swedish Corporate Governance Code.

IT and Information Security – Desirable Data Is Safe with Us

Digitalization and data are our DNA. We know that the data we handle can be desirable, and we have high standards for systems, environments, and processes to protect it.

Diversity and Equality – Multiple Perspectives Make Us Stronger Together

Ensuring every individual has the opportunity to reach their full potential is central to our delivery and continued growth. We know that diversity and inclusion are essential to the high quality of our deliveries and strive at every step to achieve this. Violations and harassment are seen as a direct threat to our business and are handled with great seriousness.

Honesty and Competence Against Corruption and Bribery

We trust that competence speaks for itself and strongly distance ourselves from other means of influence – whether on us, our customers, or other partners as decision-makers.

Other Ethical Guidelines – UN Principles

We advocate that the UN's principles on human rights, and the requirements we take for granted through Swedish legislation, are also imposed on our subcontractors.

Whistleblowing – When the Worst Happens

To ensure that we adhere to our principles, it is of utmost importance that we all help each other and that there are safe ways to speak up if something improper has occurred.