



## **Business Ethics Policy**

This policy outlines the principles of business integrity commitment, expected from all personnel, and 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 act in accordance with all applicable laws and regulations, including all applicable national, federal, state, provincial and local laws and 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'.

Lars Conradi Andersen  
Chief Executive Officer

Date: 15.03.2024