



Conextivity[®] Group

Code of Conduct

Conextivity is committed to **promoting a culture of open and trustful dialogue** where employees are free to express their views, ask questions and raise concerns.

Table of content

	Introduction
04	— Interview with Jonathan and Sabrina Brossard
06	— Conexivity Group’s Vision, Mission, Values
10	— Commitment to and expectations from Conexivity Group’s stakeholders
	01 – Commitment to our People
12	— Health, safety and well-being
13	— Respect
14	— Fairness and diversity
	02 – Commitment to Business Integrity
16	— Anti-corruption
17	— Working with business partners
18	— Fair competition
19	— Trade controls and sanctions regimes
20	— Financial integrity
21	— Data privacy
22	— Conflicts of interest
	03 – Commitment to protecting the Group’s assets
24	— Intellectual property
25	— Confidentiality
26	— Anti-fraud
27	— Physical and cyber security
28	— Responsible use of social media
	04 – Commitment to Sustainable Growth
30	— Innovation
31	— Environmental protection
32	— Labor and human rights
	05 – How to uphold this Code
34	— Asking questions and raising concerns
35	— Speak Up

Interview with Jonathan and Sabrina Brossard



Integrity is at the heart
of everything we do.

↳ WHAT DOES CONEXTIVITY STAND FOR?

Jonathan Brossard: As a family company, we stand for sustainable, long-term success. We are building trust in our company by delivering on our commitments.

We believe that the integrity of our people reflects on the reliability of our products and benefits our customers in the long run. Beyond business relationships, we are building partnerships for long-term growth with all our stakeholders, including our employees, our customers and the communities we serve.

↳ HOW IMPORTANT ARE VALUES TO YOU?

Sabrina Brossard: Values are instructions for action. They are a behavioral compass that must be integrated into every facet of our company. They guide the way we work, the decisions we make and the culture we build. They also help us attract customers who hold similar beliefs, helping us achieve our vision.

For my grandfather, the founder of our family business, it was already important that all employees were guided by core values in order to achieve the best results for our customers.

We put people first, knowing that human relationships are at the heart of both our history and our future. We harness the power of collective genius by promoting teamwork, knowledge-sharing and transparency, and by expanding our innovation skills to solve the technology equation at the service of our customers.

↳ WHAT IS YOUR AIM WITH THE CODE OF CONDUCT?

Jonathan Brossard: We are a growing company that is represented on all five continents. We are proud of our international workforce. The Code describes for our employees and external stakeholders what we stand for and what is important to us. The Code is like a constitution for us. It is intended to guide us in an increasingly complex environment and at the same time preserve the values that we stand for as a family business.

↳ HOW DO YOU HANDLE FAILURES?

Jonathan Brossard: Mistakes can happen. The important thing is that we learn from the mistake and continue to evolve so that it does not happen again. What we do not accept, however, are actions that run counter to our values or are non-compliant. We have zero acceptance for intended non-compliant behavior.

Any employee can approach the Executive Management Team, Sabrina or myself at any time and ask for advice and support or report any concerns. Of course, our collaborators can also use our “Speak Up” line if they have any concerns.

↳ WHAT DOES THE FUTURE HOLD FOR CONEXTIVITY?

Sabrina Brossard: We are confident that with Fischer Connectors and Wearin’, we have two strong brands that we can continue to grow together with our teams in the coming years.

The Code will help us in this because it provides us with guidelines and expresses our self-understanding. Only if we act with absolute integrity and in compliance with all laws and regulations will we be able to gain the trust of our customers. By acting in accordance with our values today and in the future, we will turn entrepreneurial spirit into longevity.

A blurred person in a white lab coat is walking away from the camera down a hallway. The hallway has a light-colored floor with an orange line. On the left wall, there is a large graphic with a dark blue background and white text. The text reads "Reimagining Connectivity, Together." The graphic has a halftone pattern on the left side and a wavy pattern on the right side.

Reimagining Connectivity, Together.

Our vision is to reimagine connectivity, helping turn ambitious ideas into solutions that shape the future.

Our mission is to help our customers solve the connectivity challenge with connected technologies and data-driven insights, as a full-service partner across the entire value chain of connectivity.

Our Values

Our values represent our company's DNA.

They are a behavioral compass that must be integrated into every facet of our company. They guide the way we work, the decisions we make and the culture we build.



Collaboration

Together, we can shape the future.

↳ **We create shared value.**

Help customers and partners thrive, knowing that our ability to help shape the future depends on their success.

↳ **We build human relationships.**

Promote teamwork, knowledge-sharing and transparency, internally and externally.

↳ **We put ourselves in our customers' shoes.**

Try to see things from others' perspectives, understanding their challenges and helping them succeed.



Longevity

We create lasting value.

↳ **We think globally.**

Do what's best for the group in terms of its globality, do not think in silos.

↳ **We look long-term.**

Consider the long-term impact of every action: both how it respects our history and how it creates lasting value that will help us shape the future.

↳ **We are responsible.**

Help our company and customers make a positive impact by doing your part to protect people, products, and the planet.



Entrepreneurial spirit

We take personal responsibility for positive change.

↳ **We take ownership.**

Take responsibility and bold action – and encourage others to do the same – and see failure as an opportunity to learn.

↳ **We embrace change.**

Be agile and optimistic, seeing change as an opportunity to turn challenges into solutions.

↳ **We assess and take calculated risks.**

Execute on promising ideas while protecting the Company's assets as you would your own.



Innovation

We turn challenges into creative solutions.

↳ **We focus on creating value.**

Be passionate about turning challenges into success, and only execute ideas that address a specific need.

↳ **We are curious.**

Explore options and ask questions, taking time to truly understand the need so you can offer a better solution.

↳ **We take action.**

When you see an opportunity for improvement or a solution to a challenge, take ownership and follow through.



Respect

We place respect at the foundation of all our interactions.

↳ **We prioritize customer success.**

Appreciate the trust our customers put in us and do everything you can to make their lives easier in return.

↳ **We encourage openness and honesty.**

Actively seek out feedback from customers and colleagues alike, listening to their ideas with an open mind.

↳ **We value and foster diversity.**

Appreciate other viewpoints and backgrounds, knowing that different perspectives lead to innovative ideas.



Excellence

We exceed customers' expectations.

↳ **We continuously improve.**

Take pride in your work and celebrate successes, while always looking for ways to improve and develop products, processes and people.

↳ **We have high standards.**

Never stop at "Good enough" – be demanding of yourself and others to deliver quality work, every time.

↳ **We invest in people.**

Seek and retain top talent, reward performance at work, and promote continuous professional development.



Commitment to and expectations from Conexivity Group's stakeholders

We take pride in conducting our business consistently with our values and with the principles presented in this Code: **we only value commercial successes that are achieved with integrity.**

WE EXPECT CONEXTIVITY EMPLOYEES TO READ, UNDERSTAND AND UPHOLD THIS CODE BY:

- ↳ Following its guidance and making sure our business and supply chain partners operate consistently with it;
- ↳ Complying with applicable laws, regulations, internal policies and procedures;
- ↳ Reporting issues promptly so they can be fixed and practices can be improved;
- ↳ Seeking advice from your supervisor or from a Conexivity executive in situations where you are not sure how to comply with this Code;
- ↳ Investing in health and safety equipment, awareness and training.

Managers and executives have a duty to uphold this Code by:

- ☑ Setting the right example with their own behaviors, actions and decisions;
- ☑ Being open to suggestions and experience sharing from their teams on how compliance with this Code's policies impacts their activities;
- ☑ Not setting business targets or generating operational pressure that would conflict with the provisions of this Code.



Whenever confronted with an integrity challenge, we do what is right, even if it means walking away from a business opportunity or not maximizing profit from a transaction.



Commitment to our People

We are committed to offering a safe, fair, attractive and stimulating workplace where employees can grow and succeed to the best of their abilities, free from discrimination and harassment.



01 Health, safety and well-being

We prioritize health and safety at work.

WE OFFER A SAFE AND HEALTHY WORKPLACE TO ALL OUR EMPLOYEES AND TO ANYONE WORKING ON OR VISITING OUR SITES BY:

- ↳ Protecting people from physical harm or injury: we comply with all applicable health and safety regulations, in all our locations, offices or production sites;
- ↳ Taking the mental well-being of our employees seriously: we are mindful of each other's workload and psychological state;
- ↳ Continuously assessing health and safety risks arising from our activities and updating the way we mitigate these risks;
- ↳ Investing in health and safety equipment, awareness and training.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Review health and safety documentation regularly, take the trainings, and talk to the Health, Safety and Environment (HSE) representative.
- ✔ Wear your protective gear, follow all safety and emergency response protocols.
- ✔ Don't put yourself at risk by breaching any health and safety rule, even if it would make your work easier or faster.
- ✔ Comply with all health and safety inspections, internal or external.
- ✔ Report immediately any hazard, incident or near-miss you may observe on a Conexivity site.



Respect

We respect each other as human beings and remain professional in all our interactions.

WE FOSTER A WORKPLACE WHERE COMMUNICATION IS RESPECTFUL AND MINDFUL OF EACH OTHER'S SENSITIVITY BY:

- ↳ Standing firmly against mobbing, bullying or any kind of harassment on all Conexivity's workplaces and in all professional interactions;
- ↳ Prohibiting offensive, aggressive, belittling or dismissive attitudes and communications, including verbal, written, visual or physical.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Make sure you treat everyone with the same level of respect and professionalism, whether they are your colleagues, supervisors, customers, vendors, etc.
- ✔ Do not use an abusive or aggressive tone in your interactions with others.
- ✔ Do not make comments or jokes that could make others uncomfortable.
- ✔ Do not make unwanted sexual or romantic propositions to colleagues.
- ✔ Report immediately any bullying, mobbing or harassment incident you may observe or be subjected to.



01 Fairness and diversity

We believe diversity and fairness fuel innovation, creativity and excellence.

WE ENSURE OUR EMPLOYEES ALL FEEL LIKE THEY ARE OFFERED EQUAL OPPORTUNITIES FOR REWARDS AND CONTRIBUTIONS BASED SOLELY ON THEIR ABILITIES, ATTITUDES AND PERFORMANCE BY:

- ↳ Not discriminating against anyone based on race, ethnicity, gender, religion, sexual orientation, parental status, physical abilities, age, socio-economic status, political beliefs or other ideologies;
- ↳ Eliminating bias from all our processes including hiring, promotions, performance appraisal and mobility;
- ↳ Tracking and addressing inequalities in treatments not based on objective criteria;
- ↳ Offering fair and equitable compensation packages;
- ↳ Encouraging our employees to perform to the best of their abilities, irrespective of their personal background.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Make sure your hiring, promotion and disciplinary decisions are duly grounded in qualifications, behavioral and performance criteria rather than on personal preferences or relationships.
- ✔ Embrace diversity by collaborating with colleagues whose thinking and personality complement yours.



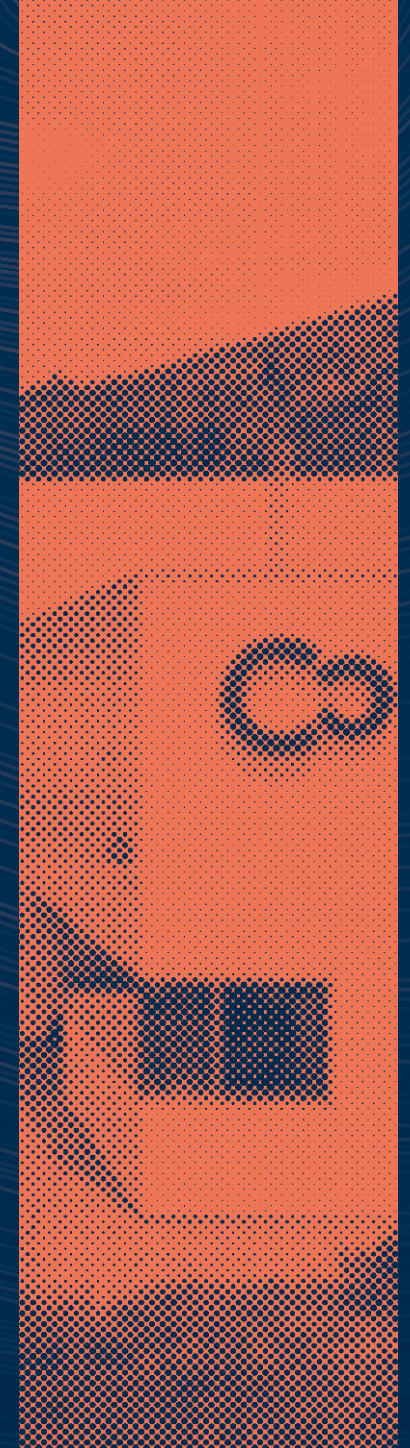


Commitment to Business Integrity

We expect our people to know and comply with the applicable laws in all their actions on behalf of Conexivity.

Breaking the law is never tolerated, even if the intent or effect is to generate profit for the Company.

Acting with integrity means doing what is right by complying with both the spirit and letter of all applicable rules, internal or external.



02 Anti-corruption

We conduct our business fairly by rejecting all forms of corruption.

WE PROTECT OUR DECISION-MAKING PROCESS FROM POTENTIAL OR PERCEIVED UNDUE INFLUENCE:

- ↳ We never offer or accept any form of bribe in the conduct of our activities, for instance to secure a commercial transaction or build a relationship.
- ↳ We avoid situations in which our personal relationships or investments may prevent us from acting in the best interest of the Company.
- ↳ We keep the giving and receiving of gifts, entertainment and hospitality within the bounds of reasonable business relationship building. Gifts, entertainment and hospitality in excess of CHF/USD/EUR 50 require additional internal approval.
- ↳ We are particularly careful in all our interactions with "Government Officials" as such interactions are subject to even more restrictive rules and scrutiny.
- ↳ Our contributions to charitable organizations should never be used to influence a commercial transaction or political decision.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Never attempt to influence or reward a potential customer's business decision by offering anything of value to the decision-maker, such as cash, vouchers, jewelry, a private trip or expensive meals before or after the decision is made.
- ✔ Always resist extortion attempts by rejecting and reporting any request for personal advantage in exchange for favorable business terms.

02

Working with business partners

We are accountable for what our partners do on our behalf.

WE STRIVE TO AVOID THE PERCEPTION OF IMPROPRIETY IN OUR BUSINESS, BY CHOOSING CAREFULLY WHO WE DO BUSINESS WITH:

- ↳ We hold our business partners to the same integrity standards and expect them to operate in compliance with the provisions of this Code.
- ↳ We work with reputable and law-abiding partners.
- ↳ We never pressure our partners to break applicable law or act against their integrity standards.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Make sure you know your business partners' reputation and hold them to Conexivity's high integrity standards.
- ✔ Never engage a third party or intermediary to do something illegal or improper on behalf of Conexivity.



Fair competition

We believe free and fair competition allows us to deliver the best solutions to our customers.

WE PROUDLY COMPETE ON THE MERITS OF OUR PRODUCTS AND SERVICES:

- ↳ We comply with all applicable anti-trust laws, everywhere we operate.
- ↳ We never attempt to limit competition on price, availability or features of our products or services by discussing, sharing information or acting in concert with our competitors.
- ↳ We limit our interactions with our competitors to acceptable practices such as participation in industry-wide associations or initiatives.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Never discuss "commercially sensitive" information with competitors, such as Conexivity's prices, cost structures, production volumes, market share, sales strategies, etc.
- ✔ Object to and immediately remove yourself from any group discussion in which such "commercially sensitive" information is being shared.
- ✔ Keep all information related to competitive tenders strictly confidential and never attempt to obtain information contained in a competitor's confidential bid.

Trade controls and sanctions regimes

We comply with regulations applicable to our cross-border activities in sensitive industries.

WE MAKE SURE OUR ACTIVITIES DO NOT INFRINGE ON ANY TRADE CONTROLS, REGULATIONS OR SANCTIONS REGIMES:

- ↳ We do not engage with persons or companies placed by governments on sanctions lists.
- ↳ We comply with regulations governing the distribution, import, export and use of our products.
- ↳ We follow closely any change in such regulations and in applicable sanctions regimes to avoid any potential non-compliance.
- ↳ We screen our business partners to ensure they do not appear on sanctions lists and continuously monitor any restrictions that may apply to their activities.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Get familiar with sanctions regimes or trade restrictions that may impact your activities.
- ✔ Do not engage in a business transaction in a sanctioned country without obtaining prior formal approval by Operating Management.
- ✔ Report to the Compliance Advisor or Legal any doubt you may have on trade restrictions or sanctions regime applicable to a business partner or transaction.

02 Financial integrity

We make sure our financial records accurately reflect the reality of our business and comply with all applicable tax and financial reporting rules.

WE KEEP OUR ACCOUNTING BOOKS AND RECORDS DILIGENTLY BY MAKING SURE THEY ARE COMPLETED TIMELY AND ACCURATELY BY:

- ↳ Implementing and maintaining robust internal controls to monitor the proper allocation of our financial resources;
- ↳ Keeping ourselves informed and up to date with the latest developments in law regulations, tax regulations and financial reporting standards in order to ensure maximum compliance with their requirements;
- ↳ Sharing information transparently with our Financial Auditors, enabling them to properly exercise their mandate.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Communicate openly with the Finance Department, including by reporting errors, inconsistencies or improprieties you may have identified.
- ✔ Do not try to hide or obscure the real nature of a financial transaction by booking it under the wrong category or accounting period.

02 Data privacy

We care about personal data entrusted with us and comply with laws and regulations applicable to its protection.

WE RESPECT AND PROTECT THE PRIVACY OF OUR EMPLOYEES, CUSTOMERS, AND BUSINESS PARTNERS BY:

- ↳ Processing all personal data in accordance with the applicable data protection laws and regulations, such as Switzerland's Federal Act on Data Protection;
- ↳ Identifying personal data and processing it fairly, lawfully, for specific and legitimate purposes;
- ↳ Taking all the necessary precautions to avoid any loss, misappropriation or unauthorized disclosure of personal data;
- ↳ Carefully selecting business partners we share personal data with.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Request clarification from Legal should you have any doubt on how to manage data you are working with.
- ✔ Report to Legal any leakage or loss of personal data as soon as you become aware of it.

02 Conflicts of interest

Conextivity relies on its people to act in the best interests of the Company and its customers.

WE KEEP OUR DECISION-MAKING PROCESS OBJECTIVE AND TRANSPARENT:

- ↳ We seek to serve the best interests of the Company and its customers.
- ↳ We make sure our decisions are free of any contradictory influence from personal relationships or investments.
- ↳ We actively avoid creating the perception of conflicts of interest or favoritism.
- ↳ We openly disclose any relationship or business ownership, direct or indirect that could be perceived as influencing our decision making on behalf of Conextivity.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

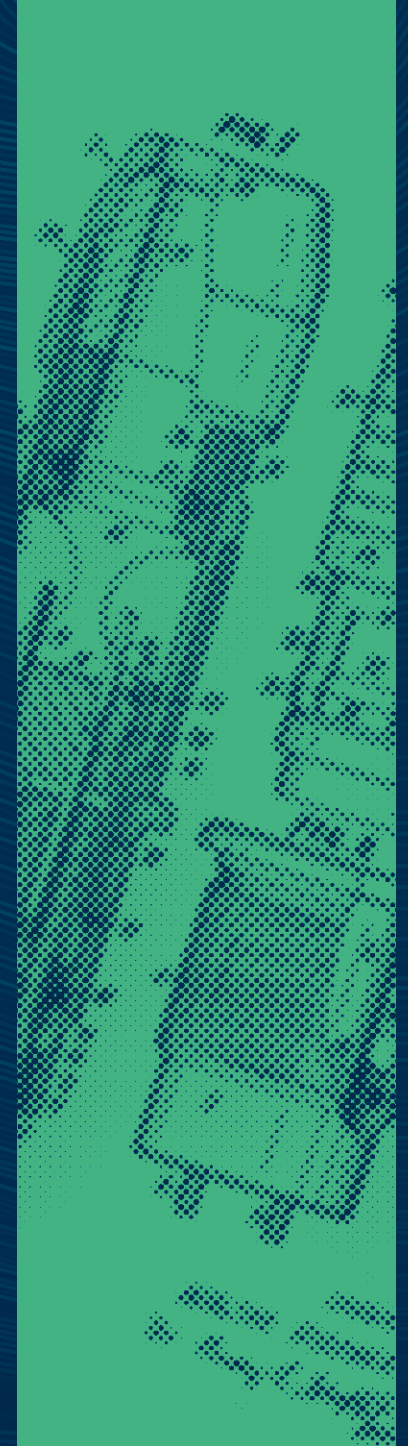
- ✔ Remove yourself from any decision when you could be perceived as conflicted due to a personal relationship or investment.
- ✔ Report any change in your personal situation or financial interests that may appear as a potential conflict of interest.





Commitment to protecting the Group's assets

We act as responsible guardians of Conextivity's physical and intellectual assets.



Intellectual property

Protecting Conexivity's intellectual property, including patents and trademarks, is crucial to our collective success as it enables the Company to innovate technologically and commercially.

WE TAKE EVERY PRECAUTION TO PROTECT CONEXTIVITY'S INTELLECTUAL PROPERTY AND TO AVOID INFRINGING OTHERS':

- ↳ We defend our intellectual property by making sure the use of our protected technologies and corporate image is duly authorized and fairly remunerated.
- ↳ We respect the intellectual property of our business partners and competitors by not making any use of their technical or commercial data without their formal authorization.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Whenever your work requires the sharing of Conexivity's intellectual property or the use of someone else's intellectual property, make sure such sharing or use is covered by an agreement approved by Legal.
- ✔ Report to Legal any unauthorized or suspicious use of Conexivity's intellectual property.

Confidentiality

We treat information related to Conexivity's business and operations with appropriate care.

WE ARE AWARE OF THE SENSITIVITY OF THE INFORMATION WE PROCESS AND WE PROTECT IT BY ALL APPROPRIATE MEANS:

- ↳ Any information related to Conexivity's activities, strategy, products, research or employees should be treated as confidential by default.
- ↳ We share such information responsibly within the Company and with relevant partners.
- ↳ We make sure particularly sensitive information is adequately marked and stored as such.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Take reasonable precautions to avoid the loss or leakage of Company information by following proper storing and sharing protocols.
- ✔ Don't openly discuss confidential information in places where your conversation can be heard (such as a restaurant or public transport).
- ✔ Make sure the sharing of confidential information with business partners is covered by a formal agreement approved by Legal.



Anti-fraud

We protect the Company against dishonest behavior, deception and manipulation.

WE APPLY PROPER AND PROPORTIONATE CARE TO INFORMATION MANAGEMENT:

- ↳ We try our best to detect and prevent attempts to take advantage of the Company through misrepresentation or dissimulation.
- ↳ We negotiate fairly and candidly with our business partners and expect the same in return.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✓ Follow processes designed to protect the Company from fraudulent activities, such as the Employee Expense policy.
- ✓ Don't circumvent internal rules or make false statements to gain an undue benefit.

Physical and cyber security

We protect the Company's premises and information systems from intrusion, damage and theft.

WE ARE WATCHFUL FOR DISHONEST BEHAVIORS AND FRAUDULENT PRACTICES:

- ↳ We take all necessary precautions to reduce external threats from individuals or organizations attempting to access our Company sites or IT systems.
- ↳ We invest in training, hardware and software to ensure we all remain prepared to adequately respond to external threats and manipulation attempts.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Apply proper care when using Company resources: don't leave your computer open and accessible to external people, never share passwords, never use someone else's credentials to access our systems.
- ✔ Be skeptical whenever you are asked to share critical information or provide new access rights to someone else. Report any suspicious attempt to access Conextivity's premises or systems.

Responsible use of social media

We make sure our Company's presence on social media is consistent with its communication strategy.

WE ARE MINDFUL OF THE IMPACT OF OUR SOCIAL MEDIA ACTIVITY ON CONEXTIVITY'S REPUTATION:

- ↳ Any communication on behalf of, or related to, Conexivity on social media should be kept strictly professional in its tone and content.
- ↳ We are always careful not to generate any negative publicity or damage to the Company's image through our use of social media.

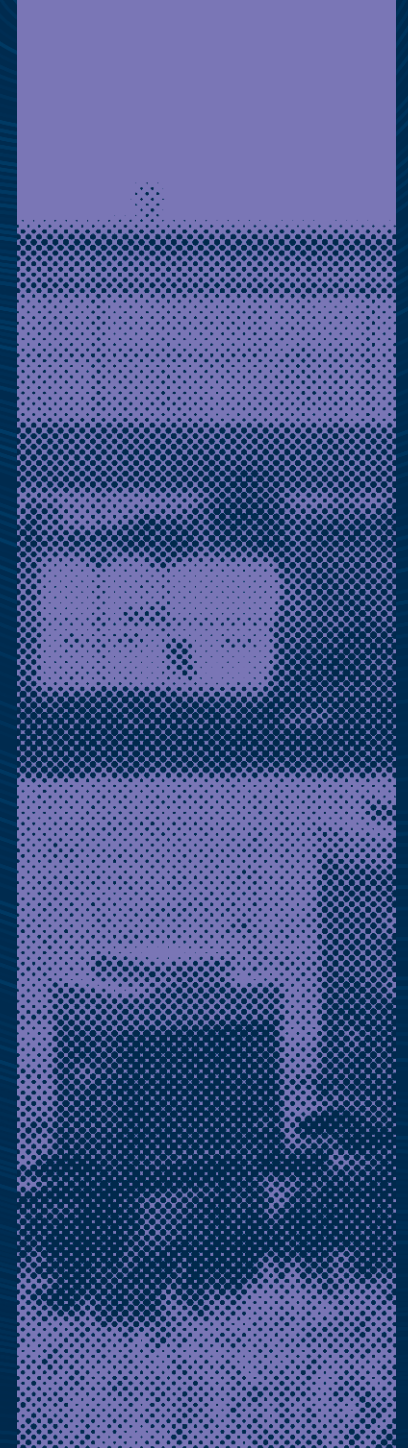
YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✓ Whenever posting on behalf of, or reacting to social media posts by Conexivity, make sure your post is aligned with the Company's communication strategy.
- ✓ Clearly separate your personal social media activity from your role as a Conexivity employee.
- ✓ Never attack an individual, an organization, express political or controversial opinions on social media as a Conexivity employee.
- ✓ Never conduct business discussions or exchanges of information through social media, even using "private" channels.



Commitment to Sustainable Growth

We are constantly innovating to create new products and new ways of working that are both more performant and more sustainable.



04 Innovation

Innovation is at the heart of Conexivity's success.

WE INNOVATE IN OUR PRODUCTS AND IN OUR PROCESSES AS PART OF OUR CONTINUOUS IMPROVEMENT MINDSET:

- ↳ We strive to stay at the forefront of technology, embedding the most recent developments in our products.
- ↳ We look to both our pioneering roots and the needs of our customers to co-create innovative, customer-driven solutions.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ☑ Be ambitious: set high expectations of quality for your work and our products.
- ☑ Work closely with our customers to understand their needs and make sure we provide the most advanced and performant solutions.
- ☑ Welcome changes and continuous improvement in your activities.



Environmental protection

We actively work at minimizing and mitigating the adverse impact of our activities on the environment.

WE EMBED ENVIRONMENT PROTECTION IN OUR PROCESSES AND BUSINESS DECISIONS:

- ↳ We continuously identify areas of improvement and implement new solutions in our operations.
- ↳ We optimize the footprint of our products themselves, by making them more energy efficient and recyclable.
- ↳ We implement solutions to reduce greenhouse gas emissions, water consumption and industrial waste generation.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

- ✔ Make sure you are aware of and comply with environmental standards, related internal policies and procedures applicable to your activities.
- ✔ Identify, suggest and implement ways to improve Conextivity's environmental footprint in our operations (manufacturing, packaging, logistics, travel, administrative support, etc.)
- ✔ Promote positive environmental practices across Conextivity's supply chain.



Labor and human rights

We respect the dignity and fundamental rights of all workers engaged in our operations and supply chain.

WE ACT AS A RESPONSIBLE EMPLOYER AND SUPPLY CHAIN PARTNER:

- ↳ We uphold social rights for our workers, such as fair wages, fair working conditions, reasonable working hours and minimum age requirements.
- ↳ We stand firm against all forms of forced labor, child labor, human trafficking or exploitation of vulnerable populations.
- ↳ We expect our business partners to operate consistently with these principles.

YOUR RESPONSIBILITIES AS A CONEXTIVITY EMPLOYEE

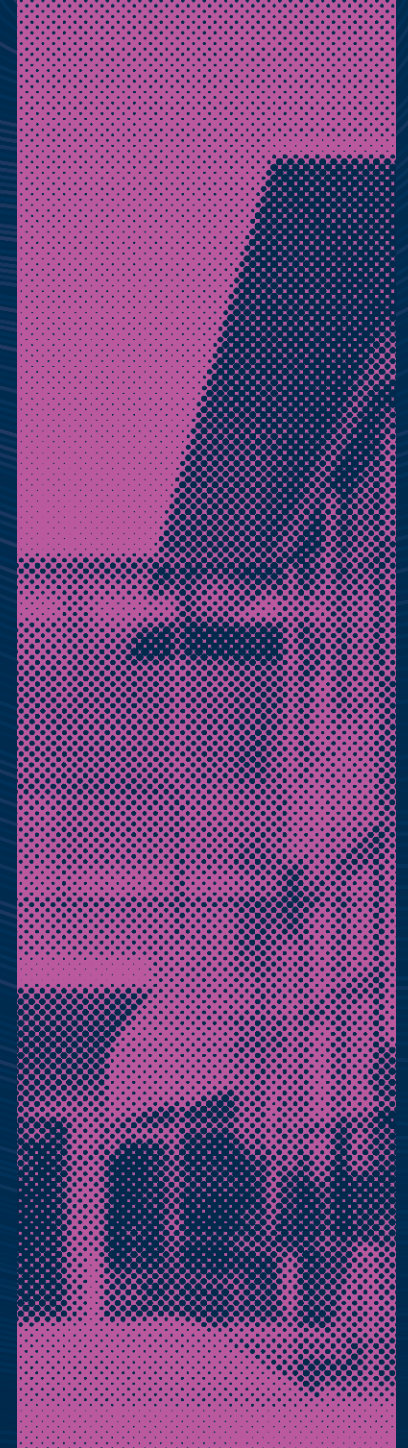
- ☑ Make sure people working for Conexivity directly or contributing to our supply chain are not subjected to any forced or inappropriate labor requirement.
- ☑ Report any human rights or forced labor violation you may have identified or witnessed.



How to uphold this Code

Upholding a code of conduct does not just mean complying with its provisions. It also means asking questions when facing an ambiguous situation and speaking up when witnessing a breach.

Conextivity is committed to promoting a culture of open and trustful dialogue where employees are free to express their views, ask questions and raise concerns.



Asking questions and raising concerns

We invite our employees to be candid and ask any question they might have in relation to this Code and Conexivity's activities.

EMPLOYEES CAN RAISE QUESTIONS AT ANY TIME BY CONTACTING THEIR LINE MANAGER, HUMAN RESOURCES, FINANCE, LEGAL OR THE COMPLIANCE ADVISOR. OF COURSE, ANYONE CAN ALSO CONTACT THE SENIOR MANAGEMENT TEAM, THE CEO OR THE BOARD OF DIRECTORS.

- ↳ We encourage all employees and external stakeholders to "Speak Up" when they observe a violation of our Code of Conduct.
- ↳ We set up processes and systems to collect concerns and ensure they are handled confidentially and with the appropriate level of care.
- ↳ Concerns or complaints should be brought to the attention of management and relevant support functions using any available communication channel.
- ↳ Should anyone not feel comfortable raising an issue openly, they can use the Conexivity "Speak Up" line which allows for anonymous reporting if necessary.

REGARDLESS OF THE CHANNEL USED TO REPORT A CONCERN, WE ARE COMMITTED TO:

- ✔ Taking the concern seriously and managing it with the appropriate level of confidentiality;
- ✔ Protecting whistleblowers against any form of retaliation for speaking up in good faith.



Speak Up

How to report

Available internally and externally 24 hours a day, the Speak Up Line is operated by a third party through a web-based portal and call center, ensuring the highest level of confidentiality.





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