

Code of Conduct

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1. Introduction

Devyser Diagnostics AB, and its subsidiaries, ("Devyser") is committed to increasing its value to patients, customers, employees and shareholders by providing products and services to the market. At the same time, Devyser shall uphold a high level of ethical standards.

2. Extent

This Code of Conduct (the "Code") applies to Devyser's employees globally, as well as temporary personnel, board members, consultants and others acting and/or working on its behalf. Managers are responsible for making the Code known in their teams, and for promoting and monitoring compliance with the Code, which should be done in cooperation with the Chief Human Resource Officer. The Code will be updated regularly, and training is provided to all employees and temporary personnel.

Devyser actively manages the social, ethical, environmental, and human rights aspects within our supply chain. Devyser works with its partners to raise the level of understanding of sustainable business practices outlined in Devyser's Business Partner Code of Conduct.

3. Rules, Regulations and International Standards

Devyser, and its employees, shall abide by the laws of all countries in which it operates, following international and national industry codes of practice and this Code of Conduct. In situations where neither the law nor the Code of Conduct gives guidance, Devyser applies its own standards based on its corporate values and culture. In cases of conflict between mandatory law and the principles contained in this Code, the law shall prevail. Whenever Devyser encounters an ethical issue, each employee has the responsibility to respond in a manner that reflects its values in action.

Devyser aligns itself with the Paris Agreement's climate goals, the UN's global goals for sustainable development, the UN Universal Declaration of Human Rights, the Global Compact's ten principles for sustainable business, the OECD's guidelines for multinational companies and the ILO's declaration on basic principles and rights in working life and other relevant internationally recognised agreements and principles.

Compliance with the Code of Conduct is a matter for the group management team and the CEO is ultimately responsible. Every manager is entrusted with the duty, within their sphere of authority, to inform employees and business partners about the contents of Devyser's Code of Conduct, and the imperative for adherence to it. All employees at Devyser are expected to consistently exemplify these principles.

4. Business Ethics and Anti-Corruption

Devyser operates in accordance with the fundamental principle that in all its business activities and relations with customers, business partners and authorities, sound business ethics always prevail. Devyser has established high reporting standards, where each employee involved in the recording, processing and reporting of information is expected to safeguard its validity and correctness.

Devyser's policy is to understand and comply with all laws, regulations and government that apply to its businesses, and to provide accurate, relevant information and records to government regulatory bodies that possess the legal authority to request such information.

Devyser complies fully and in good faith with the antitrust laws and regulations as well as all applicable competition rules in countries where the company operates. Devyser shall evaluate and select major suppliers and subcontractors on their ability to meet the requirements outlined in Devyser's Code of Conduct. Devyser requires that all Business Partners abide its Code of Conduct and the Business Partner Code of Conduct, which will be attached to all Business Partner Agreements.

Devyser has a zero-tolerance policy towards any form of corruption and financial irregularity. Devyser does not tolerate the offering, solicitation or acceptance of any form of bribes, regardless of form, method or purpose. No employee shall seek or accept any gift, entertainment or personal favour that might reasonably be believed to have an influence on business transactions, or which is contrary to applicable laws or customary business practice. Any demand for, or offer of, a bribe or similar must be promptly declined and reported to Devyser's CFO.

Devyser's business ethics also involves not taking political stances. Devyser's assets are not used to support political campaigns or candidates, or otherwise provide services to political endeavours.

Funds and other assets of Devyser must be used solely for the legitimate business of Devyser and never for private or personal gain. Employees may not use any funds or other assets of Devyser, either directly or indirectly, for illegal payments of any kind, including bribes or "kickbacks" of funds. All information relating to Devyser and its funds and other assets must be accurately and honestly recorded and reported. Employees may not by purpose make false or misleading statements pertaining to any information regarding Devyser, whether in its financial records or in any financial, environmental or other report to be submitted to a governmental agency. Further, employees may not make or approve any payment or use of assets on behalf of Devyser with the intention or understanding that such payment or use is for any purpose other than that described by the supporting documentation, e.g. "false invoices".

Employees are obligated, during and after employment with Devyser, to maintain the confidentiality of, and not to use for own benefit or the benefit of third parties, proprietary or confidential information of Devyser that employees receive or to which they are exposed during employment. Such information includes, but is not limited to, financial or operating information, personnel information, pricing, customer lists and related information, trade secrets, information about works of authorship, projects, plans and proposals, and information of third parties that Devyser is required to maintain as confidential.

5. Management of Relations with Close Associates and Business Transactions

Devyser's employees are allowed to use products and services from close associates, but prior approval from their manager is mandatory before engaging in any transactions with the services provided by close associates. It is strictly prohibited for the employee or the close associate to be directly involved in processes such as the procurement or invoice handling of, or any decisions related to these transactions. The manager has the authority to refuse a business relationship with a close associate to ensure objectivity and integrity in Devyser's operations. Devyser promotes a healthy work environment where fairness and transparency prevail and aims to prevent potential conflicts.

6. Secondary employment

Devyser prohibits the following secondary activities:

Secondary activities that may undermine or erode Devyser's trust: Devyser expects its employees to avoid engaging in any activities, that could damage the reputation or trust for Devyser. This includes actions that could be seen as conflicting with our core values or ethical standards, as Devyser is committed to upholding the highest level of trust and integrity in all our interactions and endeavors.

Anti-competitive activities: Ensuring compliance with competition laws is fundamental to our commitment to ethical business practices. It entails avoiding activities like collusion, price-fixing and other market-distorting actions. Devyser also emphasizes the importance of refraining from unfair practices, such as deceptive marketing, intellectual property infringement and dishonest conduct. If there are any violations, it should be promptly reported to the management or through our whistleblower function.

7. Act fair in Competition

Devyser shall always compete in the marketplace with respect for and in compliance with applicable laws and regulations. Units and employees shall ensure that they are familiar with applicable laws, internal rules and guidelines and shall avoid any anti-competitive behaviour, such as, entering into discussions or agreements with competitors concerning pricing, market sharing or other similar activities.

8. Human Rights and Working Principles

Devyser aims to provide a safe and healthy working environment for its employees which is subject to continuous improvement. Each task or activity should be conducted safely.

Devyser promotes diversity and equality. Equal treatment and equal opportunities must apply to everyone regardless of sex, gender identity, ethnicity, religion or other belief, disability, sexual orientation and age. Devyser does not accept any form of mental or physical punishment, threat of punishment, discrimination in employment opportunities or work, bullying at the workplace, or sexual or other harassments.

Devyser shall not use forced labour and/or child labour for any of its operations, and expects the same standing point from its business partners.

The company is committed to taking appropriate action to ensure a safe, substance-free workplace. The misuse of alcohol or illegal drugs while on company premises or

business interferes with a safe and productive work environment and is prohibited. Employees are expected to perform their work in a safe manner, free of the influences of alcohol, illegal drugs or controlled substances.

Devyser's employees have the freedom to join or establish an association of their choice, to organize and to bargain collectively and individually in accordance with local laws and regulations. No employee should face harassment or retaliation for exercising these rights.

Devyser is committed to paying fair wages and benefits according to relevant standards wherever it operates.

The company expects its employees to follow all applicable environmental laws and regulations.

9. Environment

Devyser is dedicated to minimizing its environmental footprint in connection with the life cycles of its products and services. Devyser's employees are encouraged to recycle, sort hazardous waste, and contribute to reuse. Devyser strives to reduce climate impact as far as possible from its vehicles and limit the number of business trips. Devyser follows laws and regulations and sets clear goals for how it can reduce its environmental impact as it improves its working methods. Since Devyser strives for a sustainable environment, it also imposes requirements on its suppliers, distributors and partners.

10. Follow-up and Reporting

The effectiveness of the Code is evaluated annually in conjunction with the update of the Code. All deviations from the Code shall be reported immediately to the nearest manager, the manager's manager, or the whistleblower function. Further on, this should also be debriefed regularly to the board, audit committee and the CEO.

Reports of violations of this Code may be done anonymously and confidentially. Devyser provides an independent whistleblower service which is internally administered. Reporting on whistleblower matters should be done using the following link: [To be added in November]

Signature

I confirm that I have read and understood the Code of Conduct above and that I will act accordingly.

Signature:

Place and date: