

## Purpose and main principle

Vivify Group is a group of companies that have a common vision of creating good working environments that take into account all the senses and function optimally. We also have a common value base consisting of three core values: openness, respect and commitment. These values reflect what the Vivify Group stands for, what we offer our customers, and how we collaborate internally and externally.

**The underlying principle for the Code of Conduct is that we always do the right thing, and if we are unsure, ask people who might know first. The Code of Conduct applies to everyone in the Vivify Group, including all direct and indirect subsidiaries, and we expect all Board members, Executives and Employees to live by them.**

### Always

- + Act professional and treat others with respect.
- + Be careful when writing or posting pictures in blogs and social media regarding Vivify Group, suppliers or customers.
- + Comply with applicable laws and regulations, including sanctions and export laws.
- + Act to promote a culture characterized by respect, inclusion, equality, and diversity.
- + Act in the best interest of the Vivify Group at all times.
- + Avoid conflict of interests and disclose all actual or potential conflict of interest to your line manager.
- + Follow regulations regarding insider information and the insider list.
- + Compete fairly within the framework of relevant anti-trust and competition laws.
- + Act in a socially responsible manner that is safe and protective to people, the environment and society.
- + Promote principles set out in international conventions regarding human rights and worker's rights.

### Never

- Do not conduct any form of harassment, discrimination or treatment that may be interpreted as threatening or degrading by others.
- Do not discriminate or provide differential treatment to others.
- Do not share any confidential information.
- Do not conduct any form of corruption – this includes offer, promise, request, demand, receive or accept unlawful or inappropriate gifts or other remunerations.
- Do not give or accept gifts, entertainment, or preferential treatment unless:
  - it is a non-cash gift.
  - it is consistent with customary business practice.
  - it is of insignificant value.
  - it cannot be construed as a bribe or kickback.
  - it is in accordance with Vivify's Group values.
  - it does not violate any laws.
  - Do not exploit children as a labor force.
  - Do not exploit any form of forced or compulsory labor.
  - Do not breach or circumvent any international sanctions regimes.

## Whistleblower policy

If anyone in the Vivify Group becomes aware of circumstances that violates laws, regulations, or the Code of Conduct, they are obligated to report this. We encourage employees to make good faith reports of actual or suspected breaches of our Code of Conduct, and no one who in good faith reports a violation shall suffer retaliation from Vivify Group or other employees. In most cases, an employee's immediate superior or the head of relevant local office is in the best position to

address an area of concern. If this reporting channel is deemed inappropriate, employees are encouraged to use the whistleblowing channel or contact any of the contacts below:

Selskap/rolle	Navn	Telefon	E-post
Vivify Gruppen / CEO	Eirik L Pedersen	+47 95 97 58 75	<a href="mailto:Eirik.pedersen@vivify.no">Eirik.pedersen@vivify.no</a>
Vivify Gruppen / Head of Supply	Steinar Tafjord	+47 41 93 03 08	<a href="mailto:steinar@vivify.no">steinar@vivify.no</a>
Vivify Gruppen / Økonomisjef	Eirik Andersen	+47 98 84 34 25	<a href="mailto:eirik@vivify.no">eirik@vivify.no</a>
Credo Partners / Styreleder	Victor Evensen	+47 90 14 30 38	<a href="mailto:evensen@credopartners.no">evensen@credopartners.no</a>

We expect that all employees are familiar with this Code of Conduct and actively promote its content. Please see the full version Code of Conduct and Whistleblower Policy.