

		Document Type:	Document Number:
Document Title: Code of Conduct		Rev. 3.0	Page: 1 av 3
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Code of Conduct

Content

1.	Background and purpose	2
2.	Compliance	2
3.	Human and Labor Rights	3
4.	Environment	3
5.	Anti-corruption and anti-bribery	3
6.	Reporting breaches on the Code of Conduct	3

	Document Type:	Document Number:
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1. Background and purpose

Sivers Semiconductors is a value-driven company, and the goal is for all employees to be able to make decisions and take measures based on our common values. Our values thus act as a compass for our employees and guide all of us in our daily work.

Our code of conduct gives us a framework for our actions and is based on our values and voluntary initiatives that we have adopted, e.g. World Economic Forums Partnering Against Corruption Initiative (PACI) and the UN Global Compact. In these initiatives set out principles of human rights, working methods, the environment and corruption.

Honesty

- We are honest with ourselves and our stakeholders
- We do business in a correct and responsible manner

Respect

- We value diversity and treat others with respect
- We cooperate, value the opinions of others and stand by our decisions
- We use all resources with care

Trust

- We trust each other, say what we mean and do what we say
- We dare to be straightforward and clear
- We stand behind our commitments and strive for a high standard of quality, ethics and sustainability

Forward spirit

- We take initiative, work proactively and with energy
- We have the courage to try new ideas and ways of working
- We drive development together with our stakeholders

This Code of Conduct applies to everyone at Sivers Semiconductors – all employees, managers, executive officers, and members of the board of directors. It is their responsibility to ensure the Code of Conduct is followed and that any breaches are properly communicated and reported. Any need to update the Code of Conduct must be clearly defined, documented and approved by the Board of Directors.

2. Compliance

All employees, officers and Board members in Sivers Semiconductors shall comply in all their business activities with all applicable laws, rules and regulations. In situations where local or national law does not provide adequate guidance, Sivers applies its own policies and procedures.

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3. Human and Labor Rights

It is in the company's interest to maintain a high standard of our working environment and to minimize the impact on the external environment, while at the same time maintaining our operations and maintaining them in good financial shape. A good work environment is in line with the company's interest because it means that our most important resource, the staff, thrives and works well in their work.

- All Sivers Semiconductors activities must be conducted with respect for human rights, employee health and safety, and the well-being of local communities in which the company operates. We shall respect all internationally recognized human and labor rights regulations and standards.
- We shall avoid any breaches on the human and labor rights among employees, such as child and forced labor and any forms of discrimination and shall address the impacts in which Sivers is involved based on clear procedures.
- We strive to have a diverse and inclusive workforce, where employees are engaged and proud to work at Sivers and feel free to join labour associations.

4. Environment

Sivers Semiconductors must be a company that works for a better environment by constantly evaluating what we do based on its environmental impact. Therefore, the Supplier shall meet all Siver's requirements, to use Environmentally friendly manufacturing methods, wherever possible.

- We shall continuously improve the environmental performance of our products and contribute to the sustainable development of society.
- We shall work to continuously reduce the negative impact of our own operations and take a precautionary approach to address environmental challenges.

5. Anti-corruption and anti-bribery

Sivers Semiconductors operates in an industry that lives on long-term relationships and trust, a trust that will permeate all stages of our business. Suspicions of irregularities, regardless of size, can undermine the great trust the organization enjoys. It is therefore a strategically important issue for the entire organization that we have clear systems and guidelines that can prevent, and counter all forms of corruption and fraud.

- We do not tolerate any forms of corruption, bribery, abuse and bias, therefore, Siver's employees shall always follow ethical behavior standards when performing work-related activities.

6. Reporting breaches of the Code of Conduct

Employees and other relevant partners involved with Sivers Semiconductors shall report suspected violations of laws or this Code of Conduct to the closest manager, without fear of retaliation. The investigation process should follow clear guidelines and standards. All reports are handled confidentially and carefully.