



Permobil Code of Conduct

APPROVED BY BOARD OF DIRECTORS

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1. Core Values

User First

Our main focus will always be on the users of our products and services - helping them live their lives to the fullest by providing the best solutions for their needs. We create solutions for individuals - and all the different lives and needs and preferences they come with. We aim to provide a user experience that can't be matched elsewhere.

Leading

As an industry leader, we always put innovation at the forefront. This means providing technically advanced solutions with the highest quality in each market segment. It also means driving innovations forward by working with insights based on clinical data - we call it evidence-based innovation. We always strive for excellence and we get things done.

Trusted

It's crucial that our users are confident that our products are functional, durable and reliable. But that trust goes further than our users - our customers and partners also need to be assured that we care for them, share knowledge and keep our promises. We uphold the highest standards of business ethics and integrity.

Passionate

We may be a large group, but we all share the same dedication to meet our users' needs and improve their quality of life. We know our products and services make a big difference. As a group, we are all part of a friendly and cooperative culture where we care about each other. We feel proud about our company and the work we do.

2. Employees

Diversity and anti-discrimination – We are a variety of people with diverse backgrounds. We intentionally foster equality and inclusion of people from all geographies and cultures, regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age or disability. Embracing our diversity makes us a stronger organization and helps us provide mobility solutions for people across the globe. Disabilities know no boundaries.

We are driven by dignity and respect and therefore treat everyone as equals. Operating with integrity every day is how we work. Condescending remarks of others is not tolerated and discrimination in any form is unacceptable. We are reliable and responsive and so are our products.

Safe work environment – Permobil is committed to provide a healthy and safe work environment for our employees and to take appropriate actions to prevent workplace accidents or illnesses. Employees are able to report complaints about their working conditions without risking any negative consequences.

Prohibition of child labour – Permobil does not tolerate forced, compulsory or involuntary labour in any form. Child labour is prohibited. Permobil follows the International Labour Organisation's (ILO)

framework for minimum age for admission to employment or work. Labour is freely given and employees are free to leave in accordance with established rules.

Freedom of association – Permobil respects the employees’ freedom of association.

Participant work environment – We promote teamwork among groups and discourage “we vs. they” thinking. We create a participant environment that encourages everyone to contribute with ideas and to develop creative solutions; empower your employees to accomplish challenging goals. We show trust in their ability to make good decisions and take actions accordingly.

Competence development, collaboration etc. – We always follow through on commitments and ask for help when necessary. We share information, mentor others, and collaborate openly. This ensures our future and helps strengthen our bonds and trust for each other. Always remember to have fun and enjoy your work since laughter fortifies relationships.

3. Customers

Put the User first – We genuinely care about our users and intentionally build relationships with them. Doing so helps us understand them better and how we can support them and others who might be in similar situations.

Trustworthy – We are trusted by the people who use our products to help them improve their independence and quality of life. We are trusted by them and our commercial customers to deliver the highest caliber service and products. We consider ourselves passionate about our mission. We never lose sight of what we do, we do for our users. When users have a problem we stay with them until the problem is solved.

4. Products and confidentiality

We are curious and on a continuous learning path. We strive to be better than yesterday. Permobil began as the result of one person’s desire for a powered wheelchair and a doctor willing to take on the challenge.

Leading in technology and innovation – We take on the responsibility to always be in the forefront of technology and innovation. We try out new ideas before judging them and make every effort to understand competing points of view. We dare to make decisions and have an atmosphere where we feel we have the confidence to implement what we believe in. In order to be around forever we need to change and adapt with the mindset that we control our own future. We believe in ourselves and that anything is possible. If there’s a will, there’s a way. It is healthy to challenge the status quo and see things from different perspectives when solving problems.

Quality and safety – Our Quality policy is to be committed to ensure that all our products and services meet the highest levels of quality and safety. Driven by customer satisfaction and continuous improvement, we will consistently deliver reliable and safe products in a timely fashion utilizing appropriate processes, dedication and teamwork.

No matter your role in the organization, you have a direct impact on our users. Perform your work as if someone in your family was to receive the product being made. We are proud of our accomplishments but remain humble for the future, recognizing that the current state easily can change. In all circumstances, remain grateful. Gratitude improves our ability to connect to others.

Strive for excellence – We have an uncompromising determination to achieve excellence in everything we do. Choose not to be good, or better. Choose to be best. No one is perfect, but we still try. Don't be afraid to fail. Failure provides opportunity for great development. Demonstrate confidence, excitement and energy when approaching difficult tasks. Maintain focus on the ultimate goal and overcome obstacles to success.

Protect confidential information – To breach a confidence or to use confidential information improperly or carelessly would be unthinkable. All intellectual property and confidential information owned, developed or obtained by Permobil through research, development or other activities; such as patents, design, copyright, trademarks, know-how, data and technical knowledge are vital for Permobil. Therefore, we carefully safeguard our rights and every Permobil employee fully cooperates in the protection, maintenance and defense of Permobil's intellectual property and confidential information.

Competence development, collaboration etc. – We always follow through on commitments and ask for help when necessary. We share information, mentor others, and collaborate openly. This ensures our future and helps strengthen our bonds and trust for each other. Always remember to have fun and enjoy your work since laughter fortifies relationships.

5. Business ethics

Do the right thing – Permobil's reputation depends on how we do business. We say what we mean and do what we say. We do not cheat to win. Do the right thing, even if it is not easy or popular.

Following laws and regulations – Permobil is an international company and complies with all applicable laws and regulations where we operate. All our employees are to conduct company business in a legal and ethical manner.

Work against corruption – We work against corruption in all its forms, including extortion and bribery. We must not use illegal payments, bribes, kickbacks, facilitation payments or other questionable inducements to influence any business transaction, and we specifically prohibit bribery by any of our employees or agents.

Conflict of interests – Our employees are responsible for avoiding any conflicts of interest as well as the appearance of such.

Speak up and raise concerns – Permobil has an established process in which any employee may raise concerns in good faith, anonymously and without the risk of victimization or discrimination. We have the courage to take accountability for own mistakes and share credit with others, as appropriate. Respectively, we encourage our employees to speak up when they disagree or have a differing point-of-view and ensure that others are encouraged for expressing different ideas. Willingly we give and receive honest feedback, both positive and negative.

Free and open competition – We adhere to applicable competition and anti-trust laws in all countries where we do business to ensure free and open competition. In particular we will not exchange information with competitors on pricing, outputs, capacity and customer selection or exchange any other competitive information. We do not impose unlawful resale price restrictions on wholesalers, distributors, sales agencies or any other party.

Trade restrictions – We adhere to international trade restrictions when exporting and importing products, materials and other items.

6. Sustainability

Permobil's approach to Sustainability is set out in our Sustainability Policy. It commits us to operating a sustainable and responsible business model. As a business in our society, we want to see everyone lead full lives and meet their full potential. We strive to act as an enabler for that.

Everyone at Permobil is responsible for adopting a sustainability mindset, and maximizing the economic, environmental and social benefits we deliver to users, stakeholders and society at large,

Seven focus areas have been adopted that provide the direction for Permobil's sustainability work.