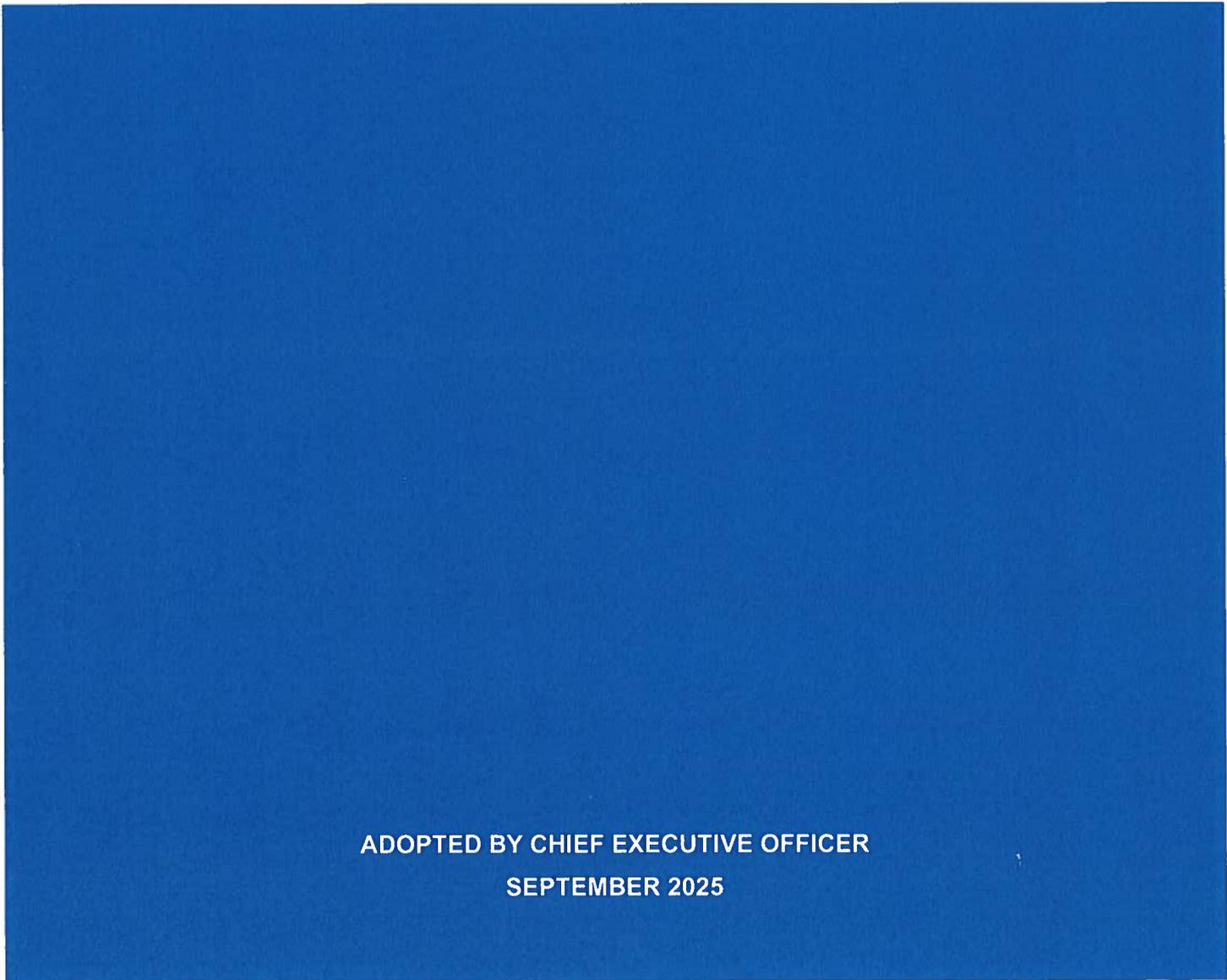


Permobil Supplier Code of Conduct



**ADOPTED BY CHIEF EXECUTIVE OFFICER
SEPTEMBER 2025**

Contents

1. Compliance with Laws and regulations	5
2. Human Rights	5
3. Labour Standards.....	5
4. Business Ethics, Anti-Corruption and Anti-Trust.....	6
5. Environment.....	6
6. Integrity and Intellectual Property	6
7. Quality, Safety and Regulatory Compliance	7
8. Reporting and Enforcement	7

Dear Supplier,

This Supplier Code of Conduct (the "Code") defines and outlines the non-negotiable minimum standards required from all Permobil Suppliers (as defined below).

This Code is based on relevant portions of Permobil's Code of Conduct that applies to you as part of our Supply Chain. Our Code of Conduct as well as this Code is based on our Permobil values, described here:

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.

Permobil is a signatory to the United Nations (UN) Global Compact, and we adhere to its Ten Principles reflecting areas such as human rights, labour, the environment and anti-corruption. We further support the rights of all people as described in the Universal Declaration of Human Rights adopted by the UN and in the conventions of the UN's International Labour Organization, and the UN Convention on the Rights of the Child.

In addition to any requirements in agreements entered into between you and any person or entity within the Permobil Group, you, your parent companies, subsidiaries and other affiliated entities and your sub-suppliers (to the extent these directly or indirectly are involved in any stage of manufacturing or production (including as sub-suppliers) of the products, components or services to be provided to Permobil) (jointly the "Supplier/s") are required to comply with the standards set out in this Code. Permobil therefore expects you to relay the requirements in this code to your suppliers and ensure that they in turn do the same to theirs.

It is expected that you have relevant management systems in place to monitor compliance of the standards set out in this Code. It is also expected that you as a Supplier, are informed of

and comply with the standards set out in this Code. This includes providing information in local language and in a manner understood by all. You are requested to inform Permobil if you discover a breach of this Code.

Upon request, you as a Supplier must, by way of providing information or allowing access to premises to Permobil or its representative (including to your relevant sub-supplier/s), verify to Permobil's reasonable satisfaction compliance with the standards set out this Code.

This Code is not intended to create new or additional rights for any third party.

Sincerely,

Permobil



Oscar Hertzman
VP Supply Chain
Stockholm, September 2025



Chuck Witkowski
Chief Executive Officer
Stockholm, September 2025

1. Compliance with Laws and regulations

The Supplier shall comply with any applicable laws and regulations and the UN Global Compact Principles as a minimum standard. In the case of conflict, local laws will prevail. However, if the Code sets a higher standard than existing legislation, the Code shall apply.

2. Human Rights

We support and respect the protection of internationally proclaimed human rights and strive to avoid human rights abuses. Suppliers will:

- support and respect the protection of internationally proclaimed human rights and avoid human rights abuses; and
- not use or source conflicted minerals and metals, such as tin, tantalum, tungsten, gold and cobalt mined in areas affected by conflict or in mines that rely on forced labour, in any of their products, manufacturing processes or other business operations and by complying with all currently existing and future regulations regarding conflict minerals (including the US Dodd-Frank Act and applicable EU Regulations).

3. Labour Standards

We care for our people and the people affected by our workplaces, and we continuously strive to develop a work environment that promotes health, safety and well-being. Suppliers will:

- prohibit and prevent forced, compulsory or involuntary labour in any form, including child labour. The International Labour Organisation's (ILO) framework for minimum age for admission to employment or work must be followed and it must be respected that labour is freely given and that employees are free to leave in accordance with established rules;
- provide a healthy and safe work environment for employees and take appropriate actions to prevent workplace accidents or illnesses, including but not limited to: provision of protective gear, safety mechanisms on machines, regular risk assessments and training for employees in workplace safety;
- be driven by dignity and respect, treat everyone as equals, refrain from discrimination and 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 any other status that may be protected by local law;
- ensure that working hours, pay and terms of employees are fair and reasonable, and comply at a minimum with applicable laws or industry standards, whichever is higher;
- ensure that the terms of employment, overtime pay and rules for termination of contract is clear to all employees, provided in writing if the employee so wishes;
- respect the employees' freedom of association;
- facilitate an open communication between management and workers about health and safety issues and terms of employment; and
- ensure that workers have a mechanism to report grievances anonymously.

4. Business Ethics, Anti-Corruption and Anti-Trust

We are committed to conducting business with a high level of integrity, and we do not tolerate any form of bribery or corruption, including embezzlement, money laundering, kickbacks, extortion or fraud. Suppliers will:

- conduct business in a legal and ethical manner and comply with all applicable laws, regulations and generally recognized standards;
- comply with applicable laws relating to anti-corruption and work against corruption in all its forms, including extortion and bribery, illegal payments, bribes, kickbacks, facilitation payments or other questionable inducements to influence any business transaction;
- comply with applicable competition and anti-trust laws;
- have in place adequate procedures and mechanisms for preventing, promptly reporting to Permobil and appropriately acting upon suspected violations of any anti-bribery, anti-trust, money laundering and ethical business standards;
- avoid conflicts of interest as well as the appearance of such in its business activities, as well as in its dealings with the Permobil Group;
- comply with applicable national and international trade and export control laws, rules, regulations and embargoes; and
- not import, export or re-export any product without all requisite licenses and approvals from the applicable governmental agency or authority, the country of origin and the original country of export.

5. Environment

We are committed to protecting the environment and believe that we can make major contributions to a more sustainable world. Suppliers will:

- ensure compliance with all applicable environmental, health and safety laws and international standards;
- identify hazardous materials, chemicals and substances, and ensure their safe handling, movement, storage, recycling, reuse and disposal;
- work for an ecologically sustainable society, inter alia by applying environmentally sound manufacturing practices and support a precautionary approach to environmental challenges through the use of resources and environmental considerations in the selection of products, activities, technologies and services, for instance by considering factors such as energy consumption, materials use and end-of-life treatment; and
- maintain in place an environmental policy applicable to your respective business, including action plans for the prevention and reduction of negative environmental impact;
- encourage the development and usage of more environmentally friendly technologies.

6. Integrity and Intellectual Property

We are committed to the highest standards of integrity and compliance with applicable laws and regulations in every aspect of our relationships. Suppliers will:

- respect individuals, and their personal data, in a manner consistent with applicable privacy and data protection laws;

- safeguard and make only appropriate use of confidential information, including personal data, and ensure that all employees' and business partners' privacy are protected; and
- respect and manage your own and others technology, know-how and other intellectual property in a manner that protects intellectual property rights.

7. Quality, Safety and Regulatory Compliance

We are committed to providing products that are safe and of the highest standards of quality. Suppliers will:

- comply with all applicable quality, regulatory and industry standards and regulations; and
- ensure that all products and services supplied to Permobil meet high levels of quality and safety and deliver highly reliable and safe products.

8. Reporting and Enforcement

The Supplier shall promptly report any suspected violations of this Code to Permobil (to your contact person or through our whistleblowing channel available on our external website) and immediately take corrective actions in case of any violations of this Code. Permobil will offer guidance specifying which issues need to be corrected or improved.

Permobil may conduct audits, site visits or similar activities in order to ensure compliance with this code.

Permobil reserves the right to cancel outstanding orders, suspend future orders or terminate the agreement with the Supplier in case of material breach of this Code by the Supplier. Additionally, a breach of this Code may constitute a breach of contract under the main agreement between Permobil and the Supplier entitling Permobil to enforce the remedies specified therein.