

The Humble Way (our Code of Ethics)

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1. Background and purpose

At Humble Group (the 'Group'), we believe in doing business responsibly, ethically, and sustainably. The Humble Way is our Code of Ethics which defines the non-negotiable ethical behaviors we expect from all our employees to uphold these values.

By living and operating The Humble Way we bring our corporate values and purpose to life. This Code governs both our decision making and our actions to apply those values in everything that we do.

2. Audience

The policy applies to all employees within the Group.

3. Policy statement

3.1. Our Values

At Humble Group we have four values which govern the way we do business.

Innovation

We encourage new ideas, new ways of working, and promote a test & learn culture.

Entrepreneurship

We support a self-starter attitude and encourage both initiative and accountability.

Integrity

We operate with honesty, openness, respect, and are governed by a strong moral compass.

Passion

We celebrate vision, curiosity, continuous learning, a drive for excellence and agility in execution.

3.2. Our Standards

Humble Group commits to being a responsible employer by offering a safe and healthy work environment. This includes promoting diversity, respecting privacy, rewarding talent and merit, and looking after our people.

- Humble Group requires all employees to comply with and operate within the local laws of the countries they do business in. Subsidiary CEOs are responsible for ensuring the compliance of their local teams and local operations.
- Humble Group commits to conducting business with respect for all human rights. All employees of the Group shall uphold our **Human Rights Policy** in all business operations and respect the interests of those we do business with.
- Humble Group commits to combatting all forms of corruption and bribery. All employees of the Group shall uphold our **Anti-Bribery & Corruption Prevention Policy** with a zero-tolerance approach.

- Humble Group commits to taking responsibility for its global supply chain. All subsidiaries, suppliers and subcontractors shall uphold the requirements outlined in our **Supplier Code of Conduct**.

4. Roles and responsibilities

The CEO of Humble Group AB (publ) is the owner of this policy.

The CEO and Board of Directors of Humble Group AB (publ) are ultimately responsible for compliance with this policy and Humble Group's ethical code.

Upholding The Humble Way and integrating it into our daily business is the responsibility of every Humble Group employee who shall act in the best interests of the company and always strive to lead by example.

5. Exceptions

There are no exceptions to this policy.

6. Monitoring of compliance

- The CEO of each subsidiary is responsible for implementing the Group Policy Portfolio together with any locally developed policies. Humble Group regularly reviews CEO performance and compliance to policies.
- Humble Group AB (publ) is responsible for providing a Group-wide **Speak Up platform and Policy** (whistleblowing) and encourages stakeholders to come forward if they are aware of misconduct or suspected misconduct that is in conflict with our ethical code and/or may have a reputational risk to the Group. Humble Group commits to upholding its **Speak Up Policy** to support and protect those that come forward without fear of repercussion.

7. References

- Human Rights Policy
- Anti-Bribery & Corruption Prevention Policy
- Speak Up Policy
- Supplier Code of Conduct