

**ENT**

**Ericsson Nikola  
Tesla Group Code  
of Conduct for  
Business Partners**

20.11.2024

## Introduction

This document was drawn up based on Ericsson's document 1424-EN/LZT 108 8173 Uen under the title Ericsson Code of Conduct for Business Partners, and it includes the Responsible Business Alliance<sup>1</sup> (RBA) Code of Conduct requirements.

Conducting business in an ethical, responsible, and sustainable way is important for the Ericsson Nikola Tesla Group.

Therefore, we expect our Business Partners to commit to the standards as defined in the Ericsson Nikola Tesla Group Code of Conduct. It outlines our expectations and requirements in key areas such as business ethics, including anti-corruption, labor and human rights, occupational health and safety, environment, and climate change.

## 1 Purpose and vision

Ericsson Nikola Tesla Group places great importance on how we conduct our business.

Our purpose is "To provide innovative ICT platforms and solutions for digital transformation", and our vision is "A world where ICT solutions transform society, securing sustainable future and value for all".

Respect for human rights, fair and safe working conditions, and ethically and environmentally sound business practices are at the core of our business. We expect the same from our Business Partners, including Suppliers. The Ericsson Nikola Tesla Group Code of Conduct for Business Partners (hereinafter "the Code") specifies requirements and expectations that our Business Partners must comply with when doing business with Ericsson Nikola Tesla Group. We believe that we must jointly strive for strengthening sustainable business practices in our industry.

Ericsson Nikola Tesla is a signatory to the United Nations Global Compact and a member of the Responsible Business Alliance. The frame of reference for this Code is based on the United Nations Global Compact's ten principles, The United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the Responsible Business Alliance Code of Conduct which Ericsson Nikola Tesla Group fully adheres to.

We understand the complexity in the supply chain and are committed to engaging with our Business Partners to ensure continuous and measurable improvements over time.

Additional information can be found at: <https://ericssonnikolatesla.com/en/suppliers>.

---

<sup>1</sup> The Responsible Business Alliance (RBA) is the world's largest industry coalition dedicated to corporate responsibility in global supply chains. <http://www.responsiblebusiness.org/>

## 2 Definitions

**Business Partner(s):** means an entity, individual or organization including, but not limited to suppliers, consultants, channel partners or any other party involved in activities (i) whereby any products, services or other deliverables will be provided to or made available to Ericsson Nikola Tesla Group, or (ii) for which Ericsson Nikola Tesla Group will make beneficial or other non-commercial contributions.

**Code:** means this document, i.e. the Ericsson Nikola Tesla Group's Business Partner Code of Conduct.

**Employee(s):** an Employee is a person directly or indirectly employed by or working for a Business Partner.

**Ericsson Nikola Tesla Group:** includes Ericsson Nikola Tesla d.d. and its subsidiaries and branch office.

**Public Official(s):** include all Employees of governments, ministries, authorities or other agencies thereof or international organizations as well as persons acting in an official capacity for or on behalf of any of the institutions, and politicians and members of political parties or ruling families and appointed representatives. Employees of state-owned institutions are also considered Public Officials for purposes of this Directive.

**Supplier(s):** denotes a Business Partner to Ericsson Nikola Tesla Group. Please see the definition for Business Partner(s).

## 3 General requirements

Compliance to the requirements set out in this Code, or other agreed equivalent standard, is a mandatory qualifying condition for a Business Partner to enter a business relationship with Ericsson Nikola Tesla Group. The requirements set out in the Code may not be applicable and relevant for all Business Partners. However, if the business of the Business Partner includes or impacts any of the areas described in this Code, the requirements in the Code must be applied correspondingly. Business Partners must comply with all applicable laws, regulations, and standards in all the countries in which they operate. Where the requirements in the Code are higher than local standards and laws, the standards of the Code must be applied. The Business Partner must inform Ericsson Nikola Tesla Group of any actual or potential contradictions between the Code and applicable laws and regulations.

Business Partners must have adequate management systems and controls in place to ensure compliance with the Code. The functioning and quality of the Business Partner's management system should be adequate to the size, complexity, and risk environment of its business.

Business Partners must secure and monitor that their Suppliers and subcontractors comply with the Code or other agreed equivalent standards.

It is the responsibility of Business Partners to ensure that their Employees and Employees of any Suppliers or subcontractors are adequately trained on the requirements covered in the Code.

Ericsson Nikola Tesla Group reserves the rights to verify compliance with the requirements set in the Code by a combination of mechanisms including, but not limited to self-assessments, surveys, site-visits, or audits. Business Partners must therefore maintain relevant records to demonstrate compliance and if necessary, allow access to their own and their Suppliers' and subcontractors' premises for Ericsson Nikola Tesla Group's representatives.

The Business Partners must within a reasonable timeframe and without undue delay inform Ericsson Nikola Tesla Group if they discover a significant, and/or material breach of the Code or applicable legislation in their own or their Suppliers' or subcontractors' operations, as described under Section 9- Reporting Compliance Concerns.

The Code is a vital and mandatory part of all Ericsson Nikola Tesla Group supplier agreements. When a Business Partner does not comply with the Code, consequences must be applied to manage risk levels and secure high quality, as well as conduct business in line with Ericsson Nikola Tesla's brand and Ericsson's brand. Significant and reoccurring breaches, without corrective actions and remedy, and/or lack of cooperation is considered a material breach of contract by Ericsson Nikola Tesla Group and may, as examples, result in reduction in business and constitute right for termination of the contract by Ericsson Nikola Tesla Group as the single decision maker.

## 4 Management systems

During its business relationship with Ericsson Nikola Tesla Group the Business Partner must have management system(s) in place covering the related content of this Code. The management system(s) must be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the Business Partner's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement.

The Business Partner's management system(s) must be adequate to the size, complexity, and risk environment of its business and operations. The management system(s), including its processes and procedures, do not have to be certified, but be in line with relevant international standards and/or generally recommended business practice for the relevant industry.

The management system(s) must contain the elements described in sections 4.1 to 4.12.

### 4.1 Company commitment

The Business Partner must have a Sustainability and Corporate Responsibility policy statements affirming the Business Partner's commitment to compliance and continual improvement of sustainability related topics, endorsed by executive management.

The Sustainability and Corporate Responsibility policy statement must be communicated by the Business Partner to all employees and other people affected by the policy, in language(s) understandable by affected personnel.

### 4.2 Management accountability and responsibility

The Business Partner must clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management must review the status of the management systems on a regular basis.

#### **4.3 Legal and customer requirements**

The Business Partner must have a process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

#### **4.4 Risk assessment and risk management**

The Business Partner must have a process to identify the legal compliance, environmental, occupational health and safety and labor practice and ethics risks associated with Business Partner's operations, including determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to control the identified risks (treatment plans) and ensure regulatory compliance.

Business Partners must identify and document any significant aspects in the Business Partner's operational activities.

#### **4.5 Improvement objectives**

Business Partner must have written performance objectives, targets and implementation plans to improve the Business Partner's social, environmental, and occupational health and safety performance, including a periodic assessment of Business Partner's performance in achieving those objectives.

#### **4.6 Training**

The Business Partner must have programs for training managers and other employees to implement Business Partner's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

#### **4.7 Communication**

The Business Partner must have a process for communicating clear and accurate information about Business Partner's policies, practices, expectations, and performance to its employees, suppliers, and customers.

#### **4.8 Worker feedback, participation & grievance**

The Business Partner must have processes, including an effective grievance mechanism, to assess employees understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement. Employees must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

#### **4.9. Audits & assessments**

The Business Partner must run periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social, environmental and Occupational Health and Safety responsibility.

Self-evaluations, as well as internal audits, must be performed at least every calendar year.

#### **4.10 Corrective action process**

The Business Partner must have a process for timely correction of deficiencies identified by internal and/or external audits, assessments, inspections, investigations, and reviews.

Business Partners must have appropriate incident reporting and investigation procedures in place, including a process for corrective action.

#### **4.11 Documentation and records**

Business Partner must have a process for creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

#### **4.12 Supplier responsibility**

Business Partner must implement and maintain a process to communicate the Code requirements to suppliers and to monitor supplier compliance to the Code.

## **5 Anti-corruption and business ethics**

### **5.1 Business integrity**

The highest standards of integrity are to be upheld in all business interactions with Ericsson Nikola Tesla Group, its customers and its Business Partners. Business Partners must have a zero-tolerance policy towards any and all forms of bribery, corruption, extortion and embezzlement.

### **5.2 No improper advantage**

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of improper value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures must be implemented to ensure compliance with anti-corruption laws.

### **5.3 Disclosure of information**

All business dealings involving or impacting Ericsson Nikola Tesla Group must be transparently performed and accurately reflected on the Business Partner's business books and records. Information regarding participant's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed to Ericsson Nikola Tesla Group, authorities or third parties in accordance with (i) applicable regulations and prevailing industry practices and (ii) as per what has been agreed with Ericsson Nikola Tesla Group. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

**5.4 Intellectual property**

Intellectual property rights are to be respected, transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information is to be safeguarded.

**5.5 Fair business, advertising, and competition**

Applicable standards and internationally acceptable practice of fair business, advertising, and competition are to be upheld.

**5.6 Protection of identity and non-retaliation**

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Business Partners should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

**5.7 Responsible sourcing of minerals**

Business Partners must adopt and, during its business relationship with Ericsson Nikola Tesla Group, maintain a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

Business Partners must have or establish effective due diligence processes, in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, when sourcing raw materials including, but not limited to tin, tantalum, tungsten, and gold used in products to be delivered to Ericsson Nikola Tesla Group, its customers or its Business Partners.

**5.8 Privacy and personal data protection**

Business Partners are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Business Partners are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

When collecting, processing or storing personal data of Employees, customers or other stakeholders, including any monitoring practices, Business Partners must respect the subject's right to privacy and human autonomy. This includes that the activities must be lawful, fair and transparent, be limited to a specific and documented purpose, and ensure adequate safeguards for preserving the accuracy, integrity and confidentiality of the data.

**5.9 Additional anti-corruption and business ethics requirements**

Ericsson Nikola Tesla Group has a zero-tolerance policy towards any form of corruption and financial irregularity. We are committed to fight corruption, including bribery and extortion,

negligent financing of criminal activities and/or unethical practices. Business Partners must follow the same anti-bribery and corruption (ABC) requirements and foster a culture of integrity based on transparency, compliance, and ethical business practices.

Business Partners must:

- Not offer, promise, give, request, agree, accept or receive any type of improper payments, gifts, sponsorships, donations, entertainment, hospitality, or improper benefits directly or indirectly to obtain or retain a personal or business advantage from or to any Public Official or Employee or representative of a state owned or private enterprise.
- Not participate in any bid rigging, price fixing, cartel, trading in information, money laundering, theft of trade secrets, manipulation, improper influencing or other unfair competition practices
- Disclose to Ericsson Nikola Tesla Group if any Public Official or its family member has a controlling financial interest in the Business Partner or if the Business Partner is in any other way affiliated with Public Officials
- Inform Ericsson Nikola Tesla Group if the Business Partner engages or employs any former Employee of Ericsson Nikola Tesla Group directly involved in negotiating or fulfilling the contract with Ericsson Nikola Tesla Group or a family member of such Employee, and of any other situation that may create a conflict of interest and cooperate with Ericsson Nikola Tesla Group to mitigate the potential conflict of interest.

## 6 Human and labor rights

Business Partners must respect all internationally recognized human rights standards, including the International Bill of Human Rights<sup>2</sup> and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

The labor standards expectations defined in the Code are applicable for all workers, including temporary, migrant, student, contract and direct Employees, or any other type of worker under the influence of the Business Partner.

### 6.1 Freely chosen employment

Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There must be no unreasonable restrictions on Employees' freedom of movement in or outside the place of work or in on entering or exiting Business Partner provided facilities including, if applicable, Employees' dormitories or living quarters.

---

<sup>2</sup> The International Bill of Human Rights consists of the Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.



As part of the hiring process, all Employees must be provided with a written employment agreement in language(s) understandable by them that contains a description of terms and conditions of employment. Foreign migrant Employees must receive the employment agreement prior to the Employee departing from his or her country of origin and there must be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work must be voluntary, and Employees must be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract. Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Employers can only hold documentation if such holdings are required by law. In this case, at no time should Employees be denied access to their documents. Employees must not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by Employees, such fees must be repaid to the worker.

## **6.2 Young Employees**

Child labor is not to be used in any stage of the Business Partners' operations. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is most restrictive. Business Partners must implement an appropriate mechanism to verify the age of Employees. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Employees under the age of 18 (Young Employees) must not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Business Partners must ensure proper management of student Employees through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. Business Partners must provide appropriate support and training to all student Employees. In the absence of local law, the Wage rate for student workers, interns, and apprentices shall be at least the same Wage rate as other entry-level Employees performing equal or similar tasks. If child labor is identified, assistance/remediation is provided.

## **6.3 Working hours**

Studies of business practices clearly link worker strain to reduced productivity, increased turnover, and increased injury and illness. Working hours are not to exceed the maximum set by local law. Further, a workweek must not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Employees must be allowed at least one day off every seven days.

Business Partners must strive towards reducing working hours to align with the established International Labour Organization (ILO) standard of 40 regular hours of work per week. In case recorded working hours consistently exceed 40 hours per week, the Business Partner is required to have a time-bound action plan for reducing working hours.

## **6.4 Wages and benefits**

Compensation paid to Employees must comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, Employees must be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, Employees must be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

### **6.5 Humane treatment**

There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of Employees; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined by the Business Partner and communicated to Employees.

### **6.6 Non-discrimination and non-harassment**

Business Partners must provide a workplace free of harassment and unlawful discrimination. Business Partners must not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Employees must be provided with reasonable accommodation for religious practices.

In addition, Employees or potential Employees must not be subjected to medical tests, or physical exams that could be used in a discriminatory way. These requirements are following the ILO Discrimination (Employment and Occupation) Convention (No.111).

### **6.7 Freedom of association**

In conformance with local law, Business Partners must respect the right of all Employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of Employees to refrain from such activities. Employees and/or their representatives must be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

In situations where the right to freedom of association and collective bargaining is restricted by applicable laws and regulations, Business Partners are required to allow alternate, independent and freely elected forms of worker representations such as employee committees or work councils.

### **6.8 Additional requirements**

#### **6.8.1 Land Rights**

Business Partners must respect land rights of affected communities. This should be done through dialogue and consultation with local communities and affected stakeholders. Community engagement should be carried out in an inclusive, equitable, culturally appropriate, gender-sensitive, and rights-compatible manner.

#### **6.8.2 Responsible AI**

Business Partners that develop Artificial Intelligence, Machine Learning, Autonomous and Intelligent Systems or similar technologies (collectively "AI") for or with Ericsson Nikola Tesla Group are expected to safeguard that the technology is trustworthy and developed in accordance with applicable laws and regulations and globally recognized ethics standards that address potential adverse impacts on Human Rights<sup>3</sup>.

## **7 Safe and healthy working conditions**

Target Zero - meaning Ericsson Nikola Tesla Group target of having zero incidents leading to fatalities, injuries, and illnesses - is Ericsson Nikola Tesla Group's strong commitment to the health, safety and well-being of our employees and anyone working for Ericsson Nikola Tesla Group.

The health and safety of a Business Partners' Employees must be prioritized. A healthy and safe working environment, including psychosocial considerations must be provided for Employees, in accordance with international standards and national laws, and in accordance with Ericsson Nikola Tesla Group's occupational health and safety requirements.

Sections 7.1 to 7.3 describes Ericsson Nikola Tesla Group's overall requirements related to Health & Safety. For specific Business Partners, additional requirements may be applicable, depending on the Business Partners' operations, as described in section 7.4.

### **7.1 Risk based approach**

Business Partners and their contractors must conduct risk assessments to identify high-risk activities and preventive measures. The high-risk activities identified for Ericsson Nikola Tesla Group business are driving, climbing, and working at heights, as well as working with electricity. The primary health risks identified are musculoskeletal and ergonomic risks.

### **7.2 Training and competence**

Business Partners must ensure that their Employees and contractor's employees are competent for their assigned tasks and have appropriate education, training, and experience to perform their assigned tasks. They must also ensure the use of appropriate Personal Protective Equipment (PPE) in a safe manner.

### **7.3 Prijava incidenata**

Business Partners must have an appropriate incident reporting and investigation procedure, including a process for corrective actions. Business Partners must encourage Employees and

---

<sup>3</sup> Guidelines for this can be found in EU Ethics Guideline on Trustworthy AI and IEEE standards on Ethically Aligned Design.

contractors' employees to report risks, hazards, opportunities, near misses and health, safety, and well-being-related incidents to identify the improvement areas and prevent re-occurring.

#### **7.4 Dodatni zahtjevi zaštite na radu Ericsson Nikola Tesla Grupe**

In addition to the requirement of an Occupational Health and Safety Management system, and the requirements specified in sections 7.1 to 7.3, specific requirements are required for Business Partners when applicable. This includes Business Partners within Construction, Field Maintenance, Network Roll-Out Services, Warehouses and for all other Business Partners where these specific requirements are included in the contract with the Business Partner. The requirements are recommended for all other Business Partners.

The Ericsson Nikola Tesla Group Occupational Health & Safety (OHS) Requirements are available at: <https://ericssonnikolatesla.com/en/suppliers>.

The Business Partner must identify the Ericsson Nikola Tesla Group OHS Operational standards that apply in advance of commencing the agreed scope of work. These standards may be modified by Ericsson Nikola Tesla Group at any time. Revisions of the Ericsson Nikola Tesla Group OHS operational standards will apply from the date of their release unless otherwise agreed in writing with Ericsson Nikola Tesla Group. In the event a Business Partner identifies a change to an Ericsson Nikola Tesla Group OHS Operational standard that materially impacts the Business Partner's ability to deliver the applicable scope of work, Ericsson Nikola Tesla Group and the Business Partner must (acting reasonably) discuss and agree on the method, implications, and timeline for implementing such change.

The OHS Operational standards are available at: <https://ericssonnikolatesla.com/en/suppliers>.

## **8 Environmental management**

Business Partners must develop, implement, and maintain environmentally responsible business practices.

Business Partners must identify the environmental aspects and associated impacts and minimize adverse effects on the community, environment, and natural resources within their operations, while safeguarding the health and safety of the public.

All required environmental permits (e.g. discharge monitoring), approvals, and registrations required for the Business Partner are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed.

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, is to be reduced by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

### **8.1 Additional environmental requirements**

### 8.1.1 Climate change mitigation

All Business Partners must develop and implement plans and targets to reduce their greenhouse gas footprint. Business Partners must adopt, and publicly disclose, its targets for reducing its emissions in alignment with the science-based 1.5-degree ambitions (<https://sciencebasedtargets.org/>) and actively work for achieving them, including on an annual basis publicly report the progress made towards reaching them. Further energy consumption and climate mitigation requirements for Business Partners may be applicable. See section 8.1.2.

### 8.1.2 Specifični zahtjevi u pogledu zaštite okoliša

If the operations of the Business Partner are of a nature with increased impact on the environment, Business Partners must, where applicable to the Business Partner's operations, comply with Ericsson Nikola Tesla Group's Business Partner Environmental Requirements. Such operations include, but not limited to, manufacturing, shipping and logistics, and network roll-out operations.

These requirements are available at: <https://ericssonnikolatesla.com/en/suppliers>.

## 9 Reporting compliance concerns

As an addition to the Business Partner's own grievance mechanism, Ericsson Nikola Tesla Group's Business Partners and its Employees can report good faith concerns regarding suspected violations of applicable laws or the Code through the e-mail [compliance@ericssonnikolatesla.com](mailto:compliance@ericssonnikolatesla.com) or anonymously through Ericsson Nikola Tesla Group Compliance Line. Ericsson Nikola Tesla Group will handle such concerns in accordance with legislation applicable to persons involved. We are committed to investigating all credible reports of potential compliance violations made in good faith.

Information about Ericsson Nikola Tesla Group Compliance Line is available on the Ericsson Nikola Tesla Group website:

<https://ericssonnikolatesla.com/en/about-us/company-governance/>

Reporting a concern:

<https://compliance-line.ericssonnikolatesla.com/ComplianceLine/report/en>

Ericsson Nikola Tesla Group prohibits any discrimination or retaliation against individuals who report suspected violations in good faith.

## 10 Information about handling of personal data

Information about how Ericsson Nikola Tesla Group handles personal data, including points of contacts for queries and the Ericsson Nikola Tesla Group Privacy Policy is available at:

<https://ericssonnikolatesla.com/en/protection-of-personal-data/>