



CODE OF CONDUCT AT THE CORE OF ALL OPERATIONS

At Aare Invest, our primary goal is to develop and maintain a financially sound and profitable business. Our Code of Conduct lies at the core of all our operations in pursuit of this objective. It reinforces our values and forms the foundation of our business. The ethical principles outlined in the Code are reflected in our strategy and daily activities.

Our stakeholders expect us to operate ethically and responsibly — to do business the right way. We consistently comply with applicable laws and regulations. The Code of Conduct also outlines our commitment to ethical behavior and our continuous ambition to be a reliable partner in all communities and business environments in which we operate.

The Code of Conduct guides all business decisions and activities at Aare Invest. It applies to every employee, regardless of their position or type of employment. We also apply these principles to our business partners and expect external parties acting with or on behalf of our company to follow them accordingly. Bribery and corruption in any form are strictly prohibited and against our Code of Conduct. We do not offer, accept, or forward gifts or benefits that exceed the bounds of customary hospitality or that are against the rules or unethical.

Every employee is responsible for understanding and adhering to the principles of the Code of Conduct. Everyone must also actively prevent misconduct and report any suspected violations through appropriate channels without delay. Breaches of the Code of Conduct or other internal guidelines will be addressed in accordance with the seriousness of the violation.

All employees have a duty to act when they observe misconduct or inappropriate practices. Observations should be reported primarily to one's immediate supervisor or their supervisor.

