

TÅNGEN

Code of Conduct Tången

Translation of the Swedish version, approved by the Board of Directors of Tången
Industrikapital AB, August 20, 2025, Version: 1.0.

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I'm proud of the culture we are building together. Our Code of Conduct is a cornerstone of how we work and collaborate. It aims to ensure that everyone within the group acts with integrity, takes responsibility, and builds trust—both within the organization and with our customers and partners.



Per Skånberg
Chairman of the Board

Tången's social responsibility

Tången aims to be a workplace where employees thrive and feel proud. We value our employees, take our social responsibility seriously, and work toward a more equitable and inclusive future for all.

Our business ethics

We expect our employees to act with integrity and respect. All business partners and employees should feel safe and treated fairly. We take responsibility for ensuring that our business is conducted in a transparent and ethical manner, and we have zero tolerance for bribery and corruption.

Our environmental responsibility

Tången is committed to contribute to a greener and more sustainable future. We strive to ensure that our employees feel proud of our operations and environmental efforts, because we take responsibility and actively work to reduce our climate impact.

To all colleagues in Tången

Tången has a clear ambition to be a long-term, value-creating owner of thriving companies. To succeed with our ambition, a solid foundation is needed in the form of shared principles for how we act in our daily work. This Code of Conduct is a shared framework for all of us who work at Tången, guiding us in our decision making.

Our Code of Conduct helps us make wise decisions, build trust, and act with integrity, both internally within and between the Group's companies and externally with customers, suppliers, and other partners. In our Code of Conduct, we explain the requirements and expectations we have of ourselves and what others can expect from us. We let the UN's ten principles for responsible corporate governance to guide our Code of Conduct.

Tången's working methods are based on trust, and we believe in our decentralized governance model. We believe in local entrepreneurship, curiosity, and the strength of each company. Managers and employees in our companies operate with significant independence, and we know that long-term development begins there, in the daily work among employees, close partners, customers, and the market.



Our common direction

To continue to create long-term value for our owners, our companies and the community around us, the Board of Directors has adopted the following non-financial targets:

- Build steady value growth through long-term and active ownership,
- Offer safe and stimulating workplaces,
- Keep our promises – to customers, employees and partners,
- Create conditions for leaders to grow and to develop their teams and their companies,
- Contribute to a sustainable business environment where we comply with laws, manage resources responsibly, and act as good corporate citizens,
- Build long-term partnerships with suppliers who share our values,
- Be guided by the UN's ten principles of responsible corporate governance.

How we act in everyday life shapes both how Tången is perceived and the impact we make.

The Code of Conduct is a support for you as an employee – but also a guarantee that together we build a strong, credible and professional corporate culture where we take responsibility and grow in a sustainable and ethical way.

The Code of Conduct describes the values we are expected to live up to in our professional roles and what it means to be part of Tången. This gives you, as an employee of Tången, knowledge about how we act and handle issues relating to business ethics, the environment and climate, the work environment, and how we deal with suspected irregularities.

Please take the time to read the Code of Conduct in its entirety. Thank you for your commitment to these important matters!

Nina Bergman
CEO, Tången

Business Ethics – We act with integrity and responsibility

Tången shall be characterized by professionalism, good business ethics and a culture where we act with integrity and respect. To reduce the risk of irregularities throughout the value chain, we have developed this Code of Conduct, which provides a common framework with clear principles and zero tolerance for violations of business ethics. The Code is supplemented by support in the form of procedures, training, and reporting channels.

Business ethics is about complying with laws and regulations, including stock exchange and insider trading rules, but also about exercising good judgment and acting in line with our values.

At Tången, we have zero tolerance for all forms of corruption, and we demand proactive efforts to prevent corruption, bribery, and other forms of improper behavior.

By corruption, we mean any form of abuse of a position of trust for personal or corporate gain. For example, bribery – including promises of, offers of, or acceptance of gifts or other benefits that could influence a decision – is considered improper conduct. This also applies to situations where someone benefits in their professional role in a way that may be questioned.

All employees have a responsibility to respond to situations that may violate this code. If something seems wrong, it should primarily be reported to your immediate manager. For those who wish to report anonymously, Tången has a whistleblower function via Whistlelink, which is available to the entire group.

Within the framework of our Code of Conduct, we at Tången shall:

- Prevent all forms of corruption, including extortion and improper influence,
- Ensure compliance with competition and antitrust laws,
- Promote business relationships based on trust, transparency, and respect.

Each company's CEO is responsible for implementing an appropriate anti-corruption program and taking the necessary measures to minimize the risk of irregularities in their own operations.

Employees and workplace – Our work environment shall be safe and inclusive

At Tången, we strive to create workplaces that are safe and stimulating – where every employee can contribute, grow and feel respected. We believe in the power of diversity and know that success is built by people with different backgrounds, perspectives and experiences. All employees should feel safe and treated fairly.

Employees are key to our success. The relationship between employer and employee must be based on mutual respect and trust. Working conditions must comply with laws, agreements and local regulations – and we support the right to freedom of association and collective bargaining.

All companies within the Group are expected to work for a work environment that is characterised by care, a clear framework and freedom from discrimination, harassment and unacceptable behavior. This means that we act in accordance with the UN Convention on Human Rights.

Equality and inclusion are a natural part of our HR work. We strive for equality and a balanced gender representation in leadership roles.

All forms of discrimination based on gender, gender identity, ethnicity, religion, age, sexual orientation, or other personal attributes are incompatible with our values.

We do not accept child labor or forced labor, and we have zero tolerance for sexual exploitation, purchase of sexual services or child pornography.

To protect our employees and to maintain high ethical standards, we handle personal data with the utmost care, in accordance with applicable legislation such as GDPR.

We expect everyone who represents Tången – in our companies and on our behalf – to act with respect, judgment, and responsibility.



For employees at companies within Tången, this means the following:

An inclusive and respectful work environment

- We do not tolerate discrimination or harassment in any form.
- We speak up or report if we see behavior that violates these principles.
- We contribute to a culture where everyone feels safe to express their opinions, ask questions, and be themselves.

Working conditions and rights

- We comply with applicable laws, collective agreements and local rules regarding working hours, compensation and terms of employment.
- We respect every employee's right to be unionized and to participate in collective bargaining.
- We work to create good and long-term relationships between employees and employers.
- We do not accept child labor or forced labor in any part of our business or value chain.

Equality and representation

- We strive for equality in all parts of the organization, especially in leadership roles.
- We have procedures in place to ensure gender equality in recruitment to management teams and boards within the Group.
- We follow up on equality work annually as part of our HR agenda.

Ethics at and outside of work

- We act professionally in all work-related situations.
- We follow Tången's zero tolerance for the purchase of sexual services or the exploitation of people in a vulnerable position.
- We contribute to a work environment free from threats, violence, and abuse.
- We always act in accordance with our values, even when representing Tången outside the workplace.

Personal data and privacy

- We handle the personal data of colleagues and customers with care and in accordance with the GDPR.
- We follow internal guidelines for data protection and confidentiality.
- We act with respect for individual privacy even in everyday situations, such as email, image publishing, or documentation.

Environment & Climate – We work together towards a sustainable future

Tången operates with a clear long-term responsibility. Our ambition is to contribute to sustainable development while creating steady growth. To do this, we need to take environmental and climate issues seriously. Both strategically and in our daily work. Throughout the entire group.

We see sustainability as a crucial factor in building companies that will remain strong in the future. Businesses unable to transform will lose their relevance; therefore, sustainability should guide all our thinking, investments, and development.

Every company within Tången is expected to understand and work systematically with its significant environmental aspects and contribute to the Group's overall sustainability goals. This means taking responsibility for how resources are used, how products are developed, and how operations affect the climate, land, water, and biodiversity.

As an employee of one of Tången's companies, you are expected to take responsibility based on your role and work in accordance with the following:

- Comply with applicable environmental legislation, handle hazardous materials and waste responsibly, and encourage energy efficiency.
- Comply with sustainability reporting requirements according to EU regulations,
- Reduce the Group's climate footprint through behavioral changes, efficiency improvements and sustainable solutions in both product and service development.

If something doesn't feel right – This is what we do

Tången strives for an open and transparent culture where it is natural to speak up when something is not right. All employees are responsible for reporting suspicions of irregularities, misconduct, or other violations that conflict with our values or guidelines presented in this Code of Conduct.

Reporting – what and how?

- Suspicions of irregularities should first be reported to the immediate manager.
- If the manager is involved, or if the reporter wishes to remain anonymous, it is possible to use Tången's whistleblower function: <https://tangen.whistlelink.com>
- Irregularities may include illegal acts, bribery, fraud, violations of competition rules, threats to the environment or health, and other violations of our Code of Conduct.
- Reports made in good faith, i.e. with an honest belief that the information is true, are protected from all forms of retaliation. This applies even if a subsequent investigation does not confirm the suspicion. Intentionally false reports are considered serious violations.

How reports are handled

- All reports are treated with care, respect and confidentiality.
- Anyone who reports anonymously via Whistlelink remains anonymous to Tången.
- Only Tången's CEO, CFO and Chairman of the Board (the "Investigators") have access to reported cases.
- The investigators are responsible for investigating cases, involving relevant parties as needed, and taking actions – such as external audits or filing a police report.
- The aim is to provide feedback to the reporter within 10 working days.

Personal data and handling of information

- All data is handled in accordance with GDPR and applicable data protection legislation.
- Relevant parties will be informed when it can be done without risking the integrity of the investigation.
- No information is disclosed that can reveal the identity of an anonymous whistleblower.
- Personal data in whistleblowing cases is deleted no later than 30 days after the investigation is completed, unless otherwise required by law.

Tången's handling of whistleblowing complies with the General Data Protection Regulation (GDPR) and the Swedish Data Protection Authority's guidelines (DIFS 2010:1).

Why do we have a Code of Conduct?

The purpose of Tångens Code of Conduct is to provide guidelines for how all of us who work at Tången should act in a responsible way. The Code of Conduct is intended to ensure uniform and ethical business practices throughout the Group and common principles for sustainable business operations.

Who is covered by the Code of Conduct?

Tångens Code of Conduct applies to everyone working within the Tången Group, regardless of whether you are an employee, consultant, or temporary resource. It covers all operations where Tången has a direct or indirect presence, regardless of country.

What is expected of you as an employee?

We expect all employees to be aware of the Code of Conduct and to follow it in their daily work. It is also every employee's responsibility to act if something seems wrong – by speaking up, asking questions, or reporting a suspected deviation.

As a leader within Tången, you have a special responsibility. You are a role model and a support for others in matters relating to the code, and you should be available if anyone wishes to raise a concern or make a report. Leadership includes contributing to the adherence to the Code – both in actions and in culture.

Implementation of the Code of Conduct

Tångens Code of Conduct serves as a common framework for the entire group. Each unit can choose to either adopt this code in its entirety or develop its own code of conduct – if it meets the minimum requirements and commitments described here.

The CEO of each unit is responsible for communicating, implementing, and following up on compliance with the Code of Conduct as an integral part of the company's sustainability work. In connection with the annual self-assessment of risks and internal control, confirmation must be provided that all employees have read the Code of Conduct.

TÅNGEN



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