

MEKO AB
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Anti-Corruption Policy

1 Background and purpose

This anti-corruption policy (the "**Policy**") sets out MEKO's zero tolerance approach towards bribery and anti-corruption. The Policy is accompanied by MEKO's anti-corruption guiding principles (the "**Principles**") which set out the concrete guidelines and rules that MEKO has established to avoid corruption.

Corruption undermines fair competition, distorts resource allocation and destroys public trust. As stated in MEKO's code of conduct, no kind of financial crimes are tolerated within MEKO, including but not limited to corruption, money laundering, offers of or acceptance of kickbacks, bribery, gifts or business entertainment that is regarded as extravagant or so called "facilitation payments". Neither directly nor indirectly, such as through a third party.

MEKO shall comply with all applicable legislation that aim to prevent, discover and remedy financial crime in the countries where MEKO conducts business. Should an individual country have laws that are more far-reaching than the stipulations of this Policy, the laws in that country shall prevail.

2 Scope

This Policy and the associated Principles applies to all employees, contingent workers and consultants, as well as management and board members in all countries where MEKO conducts business.

MEKO's employees shall be informed of and are obliged to comply with the Policy. All managers within MEKO are responsible for ensuring that their employees receive complete information about the Policy. Consideration must be taken to the special educational needs of people in functions where MEKO's employees are at high risk, such as within purchasing and people in a decision-making position, as well as for people working in high-risk countries.

This policy shall be annually reviewed and submitted to the Board of Directors for approval.

3 Enforcement

Failure to comply with the Policy and the associated Guidelines may result in disciplinary actions, up to and including termination of employment. Employees who are involved and implicated in breaches of anti-bribery or anti-corruption laws risk

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imprisonment and personal fines. Such breaches can result in severe financial, reputational and/or other losses for MEKO.

Any violation of the Policy shall be reported immediately to the immediate manager. Violations can also be reported anonymously via MEKO's whistleblower function, available at <https://report.whistleb.com/sv/meko> or via MEKO's website, <https://meko.com>.

4 Compliance

Compliance with the Policy shall be periodically evaluated by MEKO's group management. The content of the Policy and/or the Principles shall be reviewed regularly to ensure that the rules remain effective when the business develops, or other circumstances change.

5 Questions

Questions regarding the Policy and/or the Principles, e.g. amount limits etc., as well as requests for approval of benefits and gifts, should be directed to MEKO's director of legal affairs.

*This policy was adopted by the Board of Directors at the Board meeting in MEKO AB (publ) on
May 15, 2025*

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