



SUPPLIER CODE OF CONDUCT

Ethical business practice guideline



BMH TECHNOLOGY

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1 WHAT IS A CODE OF CONDUCT?

Code of Conduct is an ethical guideline which helps all suppliers of BMH Technology group to understand the company's values and to set expectations on daily operations and behaviour. If you encounter an ethical issue, this guideline should help you or give you information on who to turn to, to find a solution to the problem.

2 BMH VALUES

The Values are the foundation of everything BMH does. They describe who we are, how we behave and what we believe in. The values guide everyone's daily behaviour.

■ Success

Success results from full dedication to our customers. Together with our network, we create not only local, financial and technological success, but also sustainable global development. We want our success to benefit everyone around us.

■ Co-operation

Co-operation is essential for our work and we want everyone to be involved, not only our personnel but also our customers, suppliers and other interest groups. Co-operation flourishes with mutual trust and appreciation.

■ Passion

Passion creates excellent performance. Passion spurs us to make a difference on a global scale.

3 STRATEGY

Increasing sustainable energy production is the core of BMH business. BMH designs turnkey solutions that are made to last, and lead the way towards a carbon-neutral future. The company's strategy is built upon shared goals in cooperation with suppliers and other stakeholders. This integrative approach not only strengthens the strategy but also cultivates a network of partners that are committed to advancing the global shift towards renewable energy and environmental responsibility.

4 BUSINESS PRINCIPLES

BMH is committed to carrying out its business in a sustainable way. To promote the long-term interests of the company, BMH strives to maintain the highest legal and ethical standards in all its business practices. Suppliers are expected to act responsibly and with integrity and honesty, and to comply with laws and regulations and this code and its underlying policies and instructions.

4.1 Integrity

Integrity is fundamental to all actions, statements and reporting and is an essential aspect of sustainability. Suppliers shall respect their promises and commitments and conduct dealings honestly and fairly.

4.2 Compliance with Laws

All business and other activities shall be carried out strictly in compliance with all applicable laws, and under the principles of good corporate citizenship in each country where such activities take place. Trade sanctions set by the EU, US or UN are to be respected in all activities.

4.3 Openness

Suppliers shall promote openness and transparency, as well as continuous dialogue with stakeholders, including customers and other business partners, shareholders, personnel, suppliers, partners, authorities, local communities and the media. Competitive considerations may, however, in some cases restrict such openness and transparency.

4.4 Quality

Suppliers are expected to deliver the quality they have promised and commit to continuous improvement of the quality and reliability of products and services.

4.5 Innovation and Protection of Proprietary Information

Suppliers must respect the intellectual property rights.

4.6 Accuracy of Accounting Records

Accounting records must be accurate and reliable in all material respects. Unrecorded funds are prohibited. The records cannot contain any false, misleading, or artificial entries. Suppliers are expected to provide a third-party business credit report when required.

4.7 Competition and Fair Dealing

Competition laws aim to protect consumers and businesses against unfair business practices. Each supplier shall comply with those laws. Actions such as participation in cartels, abuse of a dominant position in the market, or the exchange of price or other commercial information between competitors, are prohibited.

4.8 Anti-fraud

BMH does not tolerate unfair competition. Fraudulent behaviour or activities, such as embezzlement, fraud, theft or violations will lead to immediate termination of a supply agreement or partnership agreement and are subject to criminal sanctions.

4.9 Usage of Materials

Suppliers are expected to source raw materials in accordance with this code. Raw material usage is required to be conducted in a responsible and sustainable manner.

4.10 Risk Management

Suppliers will evaluate the continuity of business activities by performing risk assessment and disaster assessment. These assessments shall be documented and presented to BMH if requested.

4.11 Use of Artificial Intelligence (AI)

Where suppliers use artificial intelligence (later "AI"), such use shall be lawful, controlled and secure. Suppliers are fully responsible for ensuring that AI is used in compliance with applicable laws and regulations and with the principles of this Code.

Suppliers shall ensure that the use of AI does not compromise information security, confidentiality or the protection of personal data. Appropriate technical and organisational measures shall be implemented to prevent unauthorised access, data leakage, misuse or manipulation of information processed or generated by AI systems.

Suppliers shall maintain adequate governance and control over AI systems used in their operations. Responsibilities for the use, oversight and management of AI shall be clearly defined, and risks related to errors, bias, misuse or unintended outcomes shall be identified, assessed and mitigated. Where AI is used to support or influence decisions that may affect individuals, safety or significant business outcomes, appropriate human oversight shall be ensured.

Suppliers shall ensure that AI systems are reliable, secure and fit for their intended purpose, and that the use of AI does not compromise information security, data

protection, legal compliance or contractual obligations towards BMH, its customers or other stakeholders.

5 SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

Social and environmental responsibility refers to ethical and sustainable business operations which involve voluntary actions beyond legal requirements to promote social and environmental well-being while ensuring financial success.

5.1 Respect for Human and Labour Rights

BMH supports and respects the protection of human rights as defined in the United Nation's (UN) Universal Declaration on Human Rights. Supplier shall support and respect human rights. No supplier is allowed to take any action that violates these human rights principles, either directly or indirectly.

Supplier shall support basic labour rights as defined by the International Labour Organization (ILO). In this respect, suppliers shall uphold the freedom of association and the effective recognition of the right to collective bargaining. In the case that these rights are restricted by local law, the supplier shall endeavour to offer its employees alternative means to present their views. Any form of forced or compulsory labour, or the use of child labour are not accepted.

5.2 Fair Employment Practices

Freedom from discrimination based on race, ethnic or national origin, colour, gender, family status, sexual orientation, creed, disability, age or political beliefs, or other characteristics protected by law must be promoted by the supplier. Equal opportunity shall be fostered, and employees shall be selected and treated on the basis of their abilities and merits. Suppliers shall not accept any form of discrimination, harassment or bullying.

5.3 Occupational Health and Safety

Suppliers must ensure that workplaces are hazard-free by applying high standards of occupational health and safety. Each employee must be responsible for complying with the safety instructions, for using personal protection equipment when required, and for reporting on any shortcomings regarding safety instructions or protection measures.

5.4 Conflicts of Interests

Conflicts of Interests must be avoided under all circumstances. Suppliers are obliged to report any conflict of interest to BMH.

5.5 Anti-corruption

Suppliers may not directly or indirectly, promise, offer, pay, solicit, or accept bribes or kickbacks of any kind, including money, benefits, services or anything of value. Such payments and favours may be considered bribery or corruption.

5.6 Environment

Suppliers are encouraged to produce sustainable products and services by focusing on product lifetime longevity, to implement energy efficient practices, to minimise emissions and to consider biodiversity in their operations. Waste separation and handling of dangerous materials has to be conducted in a safe manner and in respect for the environment.

5.7 Sustainability

Suppliers are expected to commit to sustainability by providing products and services that are safe and reliable. Product life-cycle support is expected to ensure the best long-term environmental performance. Operating sustainably enables environmental, economic and social wellbeing for future generations. Suppliers are expected to take sustainability into account in all operations according to the United Nations Sustainable Development Goals.

6 IMPLEMENTATION

Suppliers are an important and integral part of the total value chain of the products and services of BMH. They are expected to conduct their businesses in compliance with the same high legal and ethical standards and business practices as BMH. BMH promotes the application of this code by monitoring the actions of its suppliers. Suppliers are encouraged to implement management systems and conduct self-assessment to ensure compliance throughout their supply chain.

Suppliers may be audited by BMH or by a BMH representative. Supplier may be requested to provide documentation to demonstrate compliance with this code.

In the case that questions arise regarding the interpretation of, or compliance with, this code, inform your BMH contact.

The application of the code will be reviewed from time to time by the Board of Management, which may decide on necessary revisions or interpretations. The latest revision of this supplier code of conduct is available from your BMH contact person.

6.1 Reporting Violations

A Supplier becoming aware of a potential violation of this code must Inform its contact at BMH or the BMH Whistleblow channel. BMH will investigate all reported matters with discretion.

6.2 Sanctions

Violation of this code may lead to suspension or termination of supplier agreement and payment of damages.

7 CONTACTS

BMH Mail bmh@bmh.fi

Whistleblow channel <https://app.easywhistle.com/report/bmh-technology/about>