

Business Ethics Policy

This policy sets out the fundamental principles of conduct for SIA VOLBURG and SIA Accilator Volburg Automotive, based on compliance with the law, integrity, sustainability, and respectful cooperation with all stakeholders.

Sustainability and Environmental Ethics

The company is committed to:

- reducing environmental impact and waste,
- using resources efficiently,
- supporting environmentally friendly suppliers and materials,
- educating employees about sustainable practices.

Digital Ethics and Data Protection

Employees commit to:

- respecting data privacy and cybersecurity requirements,
- not using unauthorized IT systems or devices,
- using artificial intelligence and automated tools responsibly,
- avoiding the spread of manipulative information.

Diversity and Inclusion

The company fosters a work environment where:

- discrimination or harassment is not tolerated,
- everyone has equal opportunities for professional growth,
- human diversity – gender, age, race, religion, orientation, etc. – is respected.

Supply Chain Responsibility and Human Rights

The company collaborates only with partners who:

- adhere to occupational safety and human rights standards,
- prohibit forced or child labor,
- ensure transparent and fair supply practices.

Social Media Conduct

Employees are encouraged to:

- behave in line with company values on social media,
- not disclose confidential or internal information without permission,
- avoid negative or conflicting communication on behalf of the company.

Conflict of Interest

Every employee must avoid any business, financial, or other direct or indirect interests or relationships that conflict with the company's interests or affect their loyalty to the company. Potential conflicts may include personal investment or personal/family connections with a competitor, customer, or supplier. Any such activity must be avoided or discontinued unless, after

disclosure to the relevant management level, it is confirmed in writing that the activity does not create a conflict of interest or harm the company's reputation.

Counterfeit Parts

"Counterfeit parts" are components, modules, or assemblies whose origin, material, source, performance, or characteristics are misrepresented. Our companies condemn the production and delivery of counterfeit parts at all stages of manufacturing.

Export Control and Economic Sanctions

Our companies comply with all applicable sanctions and export restrictions.

Intellectual Property

Our companies respect customer confidentiality and intellectual property rights.

Confidential Information

Employees must not use confidential information obtained during work for personal gain. Disclosure of confidential information to third parties during or after employment is not allowed unless properly authorized, legally justified, and securely shared. "Confidential information" refers to information explicitly marked as confidential or obviously confidential by nature. Use of USB drives (mass storage devices), sharing files in unapproved systems or private networks, and leaving company devices (e.g., laptops) unprotected is prohibited.

Whistleblowing and Protection

Employees have the right to report violations anonymously by writing to liga.kopstale@volburg.lv. All reports are taken seriously, and the company ensures a discreet investigation and protection against retaliation.

Consequences of Ethical Violations

Each case of ethical misconduct is evaluated individually. Disciplinary action, warning, or termination of employment may be applied depending on the situation.

Implementation, Training, and Review

The policy is reviewed regularly (at least once every two years). All employees receive training on its content.

CEO of SIA "Volburg"
K. Rokens

03.06.2025.