

## Code of Conduct

### Values

TIE's activities are aimed at creating value: value for the customers and shareholders, as well as for our employees and the communities in which we operate.

### Workplace conduct

- TIE seeks to attract, develop, reward and retain competent employees and aims to provide all employees with safe and healthy work conditions.
- TIE will not tolerate any form of harassment or unfair or unlawful discrimination based on race, age, gender, sexual orientation, disability or national origin.
- TIE recognizes the employees' right to organize themselves in order to protect their own interests.

### Conflict of interest

TIE conducts business by buying and selling product and services purely on basis of value and merit. TIE avoids situations where there is a (apparent) conflict of interest between the Company and the Management Board or Supervisory Board. Employees should avoid situations where loyalties may be divided between their own interests and that of TIE. Bribery of any form is unacceptable.

### Laws

TIE will abide by all human rights regulations, and will support the development of human rights wherever it operates within the legitimate role of business. TIE rejects any restrictions to free trade other than duly enacted national and international laws.