



CODE OF CONDUCT

Light is our passion,
but **safety** is our goal.

At TM TECHNOLOGIE, we believe that the fundamental principle of our operations is the assumption of personal responsibility for one's own actions. Our conduct is guided by the highest standards of integrity, loyalty, and accountability. We perform our work in compliance with applicable laws and regulations as well as this Code of Conduct.

We believe that strict adherence to the adopted ethical principles by our Employees constitutes our most important commitment towards our Business Partners, Clients, and Contractors. We act in accordance with the highest ethical standards both within our organization and in our relations with Partners, Clients, and Contractors.

Our mission is to provide reliable and innovative emergency lighting devices and systems. We believe that ethical conduct in business builds our credibility and ensures the growth and development of our Company.

All Employees of TM TECHNOLOGIE are required to familiarize themselves thoroughly with the principles set out in this Code of Conduct. Any Employee who fails to comply with these principles violates internal regulations and may be held liable by the Employer.

Each Employee may report any conduct observed in their environment that violates the principles set forth in this Code of Conduct to their immediate supervisor or directly to the Ethics Officer.

In case of any doubts as to whether their own conduct or the conduct of their coworkers, whether subordinates or superiors, is consistent with the Code of Conduct, an Employee may request clarification from a member of the management team or from the Ethics Officer.

OUR VALUES AND PRINCIPLES

1. Workplace Relations

1.1. Occupational health and safety principles

The protection of employees' health and safety in the workplace is of the highest priority to us. Therefore, TM TECHNOLOGIE attaches great importance to compliance with applicable occupational health and safety regulations by all Employees. We provide occupational health and safety training, equip Employees with all necessary personal protective equipment, and require compliance with applicable rules in the interest of the health of each Employee and the entire Team.

We have implemented and continuously improve an Occupational Health and Safety Management System in accordance with international standards. Our commitments also include ensuring the safety of our Clients, Coworkers, and end users of our products.

1.2. Anti-discrimination principles

We are committed to complying with applicable European Union regulations and international standards concerning respect for human rights and fair treatment of all Employees. Any discriminatory practices, in particular those based on age, gender, sexual orientation, religion, nationality, or ethnic origin, are considered unacceptable.

We do not tolerate mobbing. Any form of harassment is prohibited and may result in severe disciplinary consequences. We ensure that our marketing activities do not contain any discriminatory content.

1.3. Equal treatment of Employees

All Employees are recruited and promoted based on their individual abilities and professional achievements and are treated equally and with respect. We support the continuous development of our Employees and the enhancement of their competencies and skills necessary for the effective performance of their duties. We build employee loyalty by offering fair, satisfactory, and dignified employment conditions.

1.4. Care for the workplace

We seek to provide safe dignified working conditions. All Employees are required to maintain order and cleanliness in the workplace and to refrain from any behavior that may disrupt the work of others.



2. Commitment to Quality

We place strong emphasis on quality in everything we do and produce. This principle applies to all areas of our operations. High quality means continuous improvement of our products and services through the implementation of modern technologies, the enhancement of management systems, and the creation of an ethical work environment consistent with the expectations of our Employees, Clients, and Partners

The highest standards of products and services are achieved through compliance with and implementation of policies aligned with the Quality Management System in accordance with applicable standards. We use the best available technologies and rely on a qualified and committed workforce, enabling us to develop organizational capabilities and strengthen our competitive advantage



3. Environmental Responsibility

TM TECHNOLOGIE complies with all environmental protection rules and standards by reducing negative environmental impact, using natural resources responsibly, and minimizing waste generated by our activities.

Environmental responsibility is an integral part of our business operations. Aware of the importance of protecting ecosystems, we place environmental management at the center of our attention. We have implemented an Environmental Management System in accordance with current ISO standards and make every effort to continuously improve our environmental performance.



4. Local Community

TM TECHNOLOGIE is an open and community-friendly company. Our activities are based on the principles of integrity, mutual respect, and responsibility; therefore, we strive to build and maintain long-term relationships with our local environment.

We consider supporting local initiatives and the development of local communities to be both our duty and privilege, and we actively support the development of sports among children and youth.

5. Conflict of Interest

A conflict of interest arises when an Employee uses their position at TM TECHNOLOGIE to obtain private material or non-material benefits or when the Employee's personal interests conflict with their professional duties or the interests of the Company.

Employees are required to avoid any activities or relationships that conflict with the interests of TM TECHNOLOGIE. Situations that may lead to an actual or perceived conflict of interest must be reported to or consulted with a supervisor or the Ethics Officer.



6. Protection of Information and Personal Data

Our Company respects the right to privacy of its Employees, Clients, and Suppliers, as well as the protection of their personal data and other confidential information. Personal data are processed in accordance with adopted standards and applicable legal regulations.

We protect our confidential information and that of our Business Partners with the utmost care.

We are responsible for safeguarding all confidential information received or recorded in connection with our work. We undertake not to use any confidential Company information for personal gain or for the benefit of third parties.

Confidential information includes any information whose disclosure could expose our Coworkers or Clients to harm. Employees are expected to observe the "need-to-know" principle in professional discussions with third parties and to refrain from disclosing internal

information concerning TM TECHNOLOGIE and its business partners to any persons outside the organization, including via social media or online forums.

Confidential information may be used solely for the performance of official duties for which it has been disclosed. We handle confidential information with due care and caution, being aware that its disclosure, transfer, or misuse may constitute an act of unfair competition and result in legal sanctions.



7. Use of Company property

We believe that TM TECHNOLOGIE is our shared asset; therefore, we are committed to protecting the Company's intellectual property, including know-how, trademarks, patents, copyrighted materials and products, as well as all tangible assets of the Company.

Such assets shall be used rationally and exclusively for business purposes related to the Company's operations. Employees are required to use and manage Company property properly, with due care and integrity.

We protect the good name and reputation of TM TECHNOLOGIE. Any acts of theft, fraud, embezzlement, misappropriation, or misuse of Company property are strictly prohibited. We afford the same level of care to the property, particularly intellectual property of our Clients and Coworkers.

8. Relations with Suppliers

We believe that building long-term relationships with our suppliers based on the highest ethical standards is crucial for the Company's development and brand reputation. TM TECHNOLOGIE respects the values upheld by its business partners and expects its suppliers to comply with applicable laws and the provisions of this Code of Conduct.

When choosing Suppliers and entering into transactions, we rely on a transparent and objective evaluation of offers, based on the competitiveness of proposed prices for products and services, their quality, and the Supplier's reputation.

We avoid favoritism and do not accept any conflicts of interest.

All Suppliers-current and potential-are granted equal access to information regarding our needs, without placing any stakeholder in a privileged position.

9. Fair Competition

Fair Competition is the foundation of TM TECHNOLOGIE's operations in all markets in which it operates. All Employees are required to comply with applicable antitrust and competition laws worldwide.

TM TECHNOLOGIE does not tolerate any agreements or arrangements between actual or potential competitors aimed at fixing or controlling prices, boycotting specific suppliers or customers, or limiting the production or sale of products. The sale of devices manufactured and offered by the Company is conducted in a transparent manner.



10. Anti-Corruption Policy

All business decisions at TM TECHNOLOGIE are made with transparency, integrity, and diligence, based on objective business criteria.

10.1. Receiving gifts from suppliers

To avoid situations with corruption risk, Employees are required to act in accordance with adopted standards, procedures, and guidelines. They may not accept gifts or favors, except for customary, low-value promotional items bearing the contractor's logo (e.g. calendars, notebooks, USB drives).

Any gifts that do not meet these criteria, regardless of value, must be immediately returned to the sender. Employees must not accept invitations to non-business meetings organized, financed, or sponsored by contractors if such invitations could imply preferential treatment of business partners.

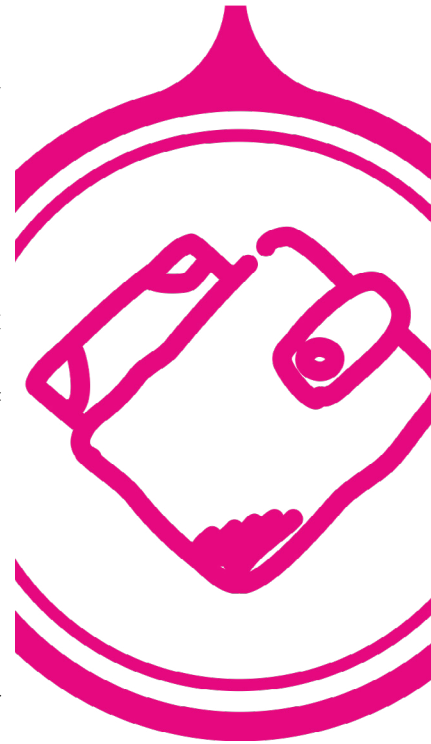
10.2. Offering Gifts and Benefits

We respect the anti-corruption policies adopted by our business partners. We do not offer gifts or benefits intended to secure preferential treatment, including, in particular, gifts, commissions, or other improper payments to representatives of public authorities, civil servants, or other stakeholders for the purpose of exerting business influence.

11. Financial Records and Reporting

All transactions carried out by our Employees are fully documented and properly recorded in accounting records. We exercise particular care to ensure that all statements are truthful and that entries in relevant documentation are accurate.

All Company funds and assets are used solely for lawful and legitimate purposes. Our reports, documents, and financial statements submitted to relevant authorities or made publicly available are prepared in accordance with applicable reporting standards and with due diligence; they are reliable, clear, and submitted in a timely manner.





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