

SUPPLIER CODE OF CONDUCT

SUPPLIER CODE OF CONDUCT

“Atea believes that information technology, combined with knowledge and creativity, can transform productivity and living standards across society. To fully realize our mission, it’s not enough for Atea to offer world-class IT solutions. We must ensure the long term sustainability of our business.” Steinar Sønsteby, CEO

Atea is committed to sourcing from suppliers who share its business ethics and principles, and apply them throughout their supply chain. Atea’s Code of Conduct, based inter alia on the UN Global Compact, states that “Atea’s suppliers shall deliver goods and services to Atea that are produced in accordance with the Electronics Industry Citizenship Coalition Guidelines.”

This Supplier Code of Conduct intends to set concrete expectations of Atea’s core-business suppliers and in turn of their contractors, sub-suppliers and other business associates at any level in the supply chain.

Supplier Code of Conduct

This Code is not meant to be exhaustive and there may be situations where it does not provide explicit guidance. We expect all suppliers to always comply with applicable laws and regulations and to exercise good judgement consistent with the business ethics promoted in this document.

Atea expects all its suppliers to progressively commit to implement the EICC Code of Conduct (hereafter “EICC Code”) – or an equivalent

code¹. The EICC Code establishes standards to ensure that working conditions in the electronics supply chain are safe, that workers are treated with respect and dignity and that business operations are environmentally responsible and conducted ethically. The EICC Code is intended to be a whole of supply chain initiative and involves, but is not limited to:

- Monitoring suppliers to uncover risks of and remediate non-compliance against the EICC Code
- Work proactively to ensure that the EICC Code is followed by their own contractors, sub-suppliers and other business associates at any level in the supply chain.
- Ensuring that management, monitoring and tracking processes are in place to ensure continuous performance improvement throughout their supply chain, not least through capacity building initiatives and continuous dialogue with suppliers.

Atea will also seek and favor suppliers who:

- a. Work to raise workers living standards, for example through improved wage systems, benefits, welfare programs, reduction of

working hours and any other activities that exceed legal requirements.

- b. Work to ensure and demonstrate that the EICC standards are applied to all workers, whether permanent, temporary, migrant, student, contract, direct or indirect employees.
- c. Demonstrate how they and their suppliers exercise due diligence on the supply of minerals whose sourcing could be linked to human rights violations and to direct or indirect support to armed conflict minerals, in line with the OECD guidelines or other equivalent guidelines².
- d. Use the EICC Code and sustainability criteria to drive business relationships with their suppliers.

Compliance and Collaboration

Atea expects its suppliers to commit to and actively pursue conformance with the EICC Code – or equivalent.

Atea expects its suppliers to share timely information and underlying documentation that will facilitate Atea’s monitoring of such commitment. This includes all relevant information relating

significant risks of non-conformance with the specific provisions set forth in the EICC Code, by either the suppliers or its sub-suppliers.

Atea will monitor how suppliers and sub-suppliers at any level within the supply chain live up to the expectations set out in this document. Atea will conduct systematic risk-based supply chain monitoring by various means. This will include but not be limited to self-assessments, information sharing agreements with priority suppliers, participation in industry audits, site visits and specific collaboration initiatives with suppliers and sub-suppliers, aimed at addressing priority issues.

For full details of the EICC Code:

eiccoalition.org/standards/code-of-conduct/

CONTACT US: we believe there are many locally knowledgeable organisations that can help us understand the risks and dynamics in our supply chain. If you would like to share information with us about our supply chain, please contact us at responsiblesourcing@atease.se. The information provided will be treated confidentially.

¹ All references to the EICC Code hereafter are to be intended as referring to the EICC Code or an equivalent code of suppliers’ choice. Evidence of equivalency needs to be provided to Atea.

² See also OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Holding

Atea ASA

Brynsalleen 2
 Box 6472 Etterstad
 NO-0605 Oslo
 Tel: +47 22 09 50 00
 Org.nr 920 237 126
investor@ateacom
ateacom

Norway

Atea AS

Brynsalleen 2
 Box 6472 Etterstad
 NO-0605 Oslo
 Tel: +47 22 09 50 00
 Org.nr 976 239 997
info@ateano
ateano

Sweden

Atea AB

Kronborgsgränd 1
 Box 18
 SE-164 93 Kista
 Tel: +46 (0)8 477 47 00
 Org.nr 556448-0282
info@atease
atease

Denmark

Atea A/S

Lautrupvang 6
 DK-2750 Ballerup
 Tel:+45 70 25 25 50
 Org.nr 25511484
info@ateadk
ateadk

Finland

Atea Oy

Jaakonkatu 2
 PL 39
 FI-01621 Vanda
 Tel: + 358 (0)10 613 611
 Org.nr 091 9156-0
customercare@ateafi
ateafi

Lithuania

Atea UAB

J. Rutkauskos st. 6
 LT-05132 Vilnius
 Tel: +370 5 239 7899
 Org.nr 122 588 443
info@atealt
atealt

Latvia

Atea SIA

Unijas iela 11a
 LV-1039 Riga
 Tel: +371 67 819050
 Org.nr 40003312822
info@atealv
atealv

Estonia

Atea AS

Pärnu mnt. 139C, 1
 EE-1317 Tallinn
 Tel: +372 610 5920
 Org.nr 10088390
info@ateae
ateae

Group Logistics

Atea Logistics AB

Smedjegatan 12
 Box 159
 SE-351 04 Växjö
 Tel: +46 (0)470 77 16 00
 Org.nr 556354-4690
customer.care@atease
atealogistics.com

Group Shared Services

Atea Global Services SIA

Mukusalas Street 15
 LV-1004 Riga
 Tel: +371 67359600
 Org.nr 40003843899
rigainfo@ateacom
ateaglobal.com