

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

This Supplier Code of Conduct sets 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. As Atea is a signatory to the United Nations Global Compact and Regular Member of the Responsible Business Alliance (RBA), this Code is based on the United Nations Global Compact's ten principles, the RBA Code of Conduct as well as the UN Guiding Principles on Business and Human Rights.

Supplier Code of Conduct

This Code is not meant to be exhaustive and there may be situations where it does not provide explicit guidance. For more information on how to interpret the code, please contact us at responsiblesourcing@atease.se. We expect all suppliers to comply with applicable laws and regulations and to

exercise good judgement consistent with the business ethics promoted in this document. Atea expects its suppliers to have established management systems designed to:

- Embed responsible business conduct in their relationships with own contractors, sub-suppliers and other business associates at any level in the supply chain
- Identify and assess actual and potential adverse impacts on people, the environment and society in their own operations and throughout the supply chain
- Cease, prevent and mitigate adverse impacts, including throughout capacity building initiatives and continuous dialogue with suppliers
- Track performance improvement and ensure continuous performance improvement through capacity building initiatives and continuous dialogue with suppliers
- Communicate transparently and publicly about the results
- Implement a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

Preferred suppliers

Atea will proactively grow with suppliers who show a commitment to sustainable practices that go beyond the essence of this Code and demonstrate continuous improvement in the following areas:

- a. reducing CO₂ emissions in line with the 1.5-degree target of the Paris Agreement
- b. adopting circular business models
- c. improving worker welfare
- d. increasing the supply of responsibly sourced minerals in their supply chain (hardware suppliers)

Compliance and Collaboration

Atea expects its suppliers to establish a direct line of contact to a person or function with insight into, and mandate regarding, sustainability operations within their respective company and share timely information and underlying documentation that will facilitate Atea's monitoring of compliance with this Code.

Hardware suppliers are expected to fully comply with the Responsible Business Alliance Code of conduct, achieve the status of Regular Member in the RBA or equivalent and provide relevant evidence. All other suppliers are expected to provide evidence of how they comply with all material aspects of this code. Atea recognizes that different suppliers are at different stages of maturity and commits to support their continuous improvement.

Suppliers shall within a reasonable timeframe inform Atea of significant, and/or material breaches of the Code or applicable

legislation in their own or their suppliers' or subcontractors' operations, provide information about what corrective actions are planned as well as updates on progress.

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 may include, but not be limited to, self-assessments, information- sharing agreements with priority suppliers, conduct or participate in audits, site visits and specific collaboration initiatives with suppliers and sub-suppliers, aimed at addressing priority issues.

Upon failure to comply with Atea's Supplier Code of Conduct or undue delays in providing the required information, Atea reserves the right to restrict business, inform customers affected by contractual agreements, and limit access to Atea's marketing channels including large national events.

For full details of the RBA Code:

<https://www.responsiblebusiness.org/code-of-conduct/>

For more details regarding RBA Membership levels:

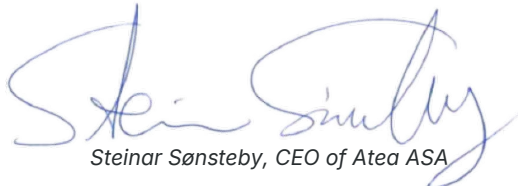
<https://www.responsiblebusiness.org/join-us/>

Atea Code of Conduct can be found here:

<https://www.atea.com/media/ir5jpue4/atea-code-of-conduct-eng.pdf>

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@atea.se.

The information provided will be treated confidentially.



Steinar Sønsteby, CEO of Atea ASA

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Holding

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