

Dear business partner!

At Ingka Group, our culture, values, and vision to create a better everyday life for the many people are our foundation. This means we always do business honestly, ethically, and transparently together with you, our valued partners.

We therefore ask for your attention to the guiding principles on business ethics that apply to all companies contracting with Ingka Group or any other subsidiary ultimately owned by Ingka Holding B.V., as well as to any party performing services for or on behalf of your organisation. By working together in line with these principles, we strengthen trust, protect our shared reputation and build long-term, sustainable partnerships.

We hold ourselves to high standards in how we conduct business, and we expect the same from our business relations. Bribery and corruption are never acceptable. They undermine fair competition, damage trust, and conflict with the values that guide our way of working to conduct business honestly, ethically and in compliance with applicable laws and regulations. Because bribery and corruption go against our core values, Ingka Group maintains zero tolerance for such practices in any form.

How we define corruption and bribery:

- **Corruption** means using your position or entrusted power for personal gain. Bribery is one of the most common forms of corruption. Other forms of corruption include extortion when threatening someone to get money or favours. Embezzlement is another form of corruption when using company funds for personal reasons or favouritism when giving unfair advantages to certain people or groups.
- **Bribery** occurs when someone offers, promises, gives, asks for, or accepts something valuable to unfairly influence a decision or gain an improper advantage. This "something valuable" is not just money. It can include gifts, travel, entertainment, job offers, political donations, or other benefits. Even if a bribe is not actually paid, just offering or agreeing to one can be a criminal offense. Bribery can happen in both public and private sectors, and it can involve direct actions or indirect actions through others like partners or consultants.

The standpoints we would like your attention for are:

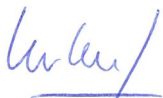
- Ingka Group has a clear zero-tolerance approach towards bribery and corruption in any form.
- Independence in business relationships is fundamental to how we operate. Therefore, we do not offer or accept bribes, or anything that could be seen as one, in any form. This applies to co-workers, business relations, and anyone acting on behalf of Ingka Group.
- Conflicts of interest must always be avoided and handled transparently. A conflict of interest arises when someone's personal interests interfere, or appear to interfere, with the interests of Ingka Group. These conflicts can be actual or potential, and even the appearance of a conflict is taken seriously as we always must keep our independence.

- Transparency and fairness must guide decisions involving personal relationships. Therefore, we do not participate in promotion, supervision, or employment decisions for someone with whom we have a personal relationship.
- Trading on inside information is strictly prohibited.
- Maintaining independence in business decisions is essential. Therefore, we do not offer or accept gifts or hospitality that could improperly influence business decisions. Token gifts of no commercial value may be accepted or offered to build or maintain good business relationships, if this is done transparently.
- Facilitation payments or other unofficial payments intended to speed up routine administrative tasks are not allowed.
- Compliance with international trade legislation is required. This includes screening and monitoring business relationships against international sanctions lists and maintaining routines to detect and respond to any potential positive listings.
- Transactions involving money laundering, directly or indirectly, are not permitted.
- Business must be conducted in full compliance with applicable antitrust and competition laws to promote fair competition, protect consumers, and prevent anti-competitive practices, including monopolies, price-fixing, market manipulation, and other forms of unfair business conduct.

We kindly ask you to share these principles with relevant co-workers and any parties acting on your behalf in connection with Ingka Group business. If your organisation has its own business ethics or anti-corruption policies, we welcome you to share them with us as part of our continued cooperation. Should you ever experience or become aware of any request for improper benefits involving Ingka Group business, please inform us through your Ingka Group contact or the relevant reporting channels. We treat such matters with seriousness, fairness and confidentiality.

Trust and honesty are the foundation of strong partnerships. Thank you for your continued commitment to doing business in a responsible way together with us. We look forward to strengthening our cooperation.

Thank you very much and looking forward to working with you!



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