

TRY Group's Code of Business Conduct

Employees and working conditions

We, the management and employees of TRY (the Group), respect all our obligations to those affected by our business. This includes shareholders, owners, employees, clients, client's customers, suppliers and partners.

- We should be transparent and open and inform about our company in a way that is clear, relevant and honest and obey all the rules and laws related to this.
- We shall look after all our employees based on their qualifications and experience, without discriminating against anyone for race, religion, national origin, colour, gender, sexual orientation, gender identity or expression, age or disability.
- We practice equal pay, where gender has no impact for an employee's salary and financial conditions in the company.
- We will work actively to increase the proportion of women on the boards, among partners and among employees in management positions.

Health and safety

- We will always ensure that the work related to health, environment and safety (HSE) is systematic and continuous.
- We must have a workplace that is safe, secure and civilized; we do not accept sexual harassment, discrimination or any form of abusive behaviour, including persistent freezing or bullying of individuals through words or actions.
- We will not tolerate the use, possession or distribution of illegal drugs, or employees working under the influence of drugs or alcohol.

Environment and climate

- TRY shall be a responsible social actor. We fulfil that role by working in the most sustainable and climate-friendly way in our daily operations, both internally and commercially.
- TRY must always take into account and assess the environmental, social and economic consequences of decisions to promote sustainable development.
- Due to the nature of our business, TRY's impact on the environment & climate is somewhat limited, but in any case, we are concerned with minimizing our environmental footprint.

Dokumentnavn: TRY Groups Code of Business Conduct				Eier: Sindre Beyer/Pia Smistad	
Opprettet dato Nov 2019	Revidert dato: Nov 2020	Revidert dato: Nov 2021	Revidert dato: Nov 2022	Revidert dato: Nov 2023	Revidert dato: Nov 2024

Business Ethics

- We will treat all information related to the Group's operations, or to TRY's clients, as confidential. For public listed clients, we are aware that possible inside information means that we should not utilize knowledge of the client's business for personal gain.
- We are committed to protecting consumer, client and employee data in accordance with national and international laws and industry codes.
- We will not intentionally produce or distribute anything containing offensive statements, suggestions or images and we will take into account the impact of our work on minorities in the population, whether minority by race, religion, national origin, colour, gender, sexual orientation, gender identity or expression, age or disability.
- We will not undertake assignments that are intended or intend to mislead in relation to social, environmental and human rights issues.
- We will consider potential clients for possible negative impact on TRY's reputation before undertaking assignments.
- We shall not, at any time, violate any general or specific competition rules, such as pricing or illegal market sharing, or other actions that violate competition law.
- We do not, for our own or our family's gain, directly or indirectly, engage in activities that compete with TRY.

Anticorruption

- We will not provide, offer or accept bribes, either in cash or otherwise, to or from any third party, including but not limited to clients and suppliers.
- We will not offer benefits or rewards to individuals for acquiring new clients, retaining existing clients or otherwise obtaining benefits. This does not preclude normal client entertainment and representation within acceptable limits, except where the clients have specific rules that prevent this.
- We do not receive personalized gifts, services or any other kind of rewards from suppliers, potential suppliers or others with whom we work that go beyond normally accepted frames.
- We do not accept and work against any form of money laundering and take the necessary precautions to prevent others from using TRY's financial transactions to launder money.

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- No contributions of any kind, including services for less than market value, shall be made for politicians, political parties or committees of action, without prior approval of management.

Generally

- We will continue to work to make a positive contribution to society and the environment by: Maintain high standards in our services, respect human rights in our business, work to improve the environment and climate, maintain a safe and secure workplace and support employee development.
- We will follow all relevant laws and regulations

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