

CODE OF CONDUCT

1. Introduction

MIKROKLIMA s.r.o. is a Czech-based developer and manufacturer of embedded electronic modules and control systems. As a technology-driven company employing approximately 65 people, we are committed to conducting our business responsibly, ethically and in full compliance with applicable laws and regulations.

This Code of Conduct defines the principles that guide our behaviour towards employees, customers, suppliers and business partners.

2. Respect for Human Rights

MIKROKLIMA s.r.o. respects internationally recognised human rights principles.

We are committed to:

- Prohibiting child labour and forced labour in any form.
- Providing equal opportunities and preventing discrimination based on gender, age, nationality, religion or other protected characteristics.
- Respecting the dignity and rights of all employees.
- Ensuring that employment is freely chosen and based on transparent contractual conditions.

3. Working Conditions & Occupational Safety

We are committed to providing a safe and healthy working environment.

This includes:

- Compliance with applicable labour and occupational health and safety legislation.
- Regular employee safety training.
- Maintaining safe production and office environments.
- Preventive measures to minimise workplace risks.

4. Environmental Responsibility

MIKROKLIMA s.r.o. operates in compliance with applicable environmental legislation.

We are committed to:

- Responsible waste segregation and disposal.
- Cooperation with certified waste management partners.
- Compliance with RoHS and REACH requirements.
- Continuous improvement of environmental awareness within the company.

5. Business Ethics & Integrity

We conduct our business with integrity and transparency.

We are committed to:

Zero tolerance for bribery and corruption.

Avoiding conflicts of interest.

Protecting confidential and proprietary information.

Fair competition and compliance with applicable trade laws.

6. Supply Chain Responsibility

We expect our suppliers and business partners to act in accordance with similar ethical and legal standards. Where applicable, we support transparency in our supply chain and cooperate with customers regarding compliance requirements.

7. Compliance & Continuous Improvement

MIKROKLIMA s.r.o. is committed to continuous improvement of its internal processes and governance structures. The company is currently implementing ISO 9001:2015 (Quality Management System) and ISO 27001 (Information Security Management System) to further strengthen structured and responsible business practices.

This Code of Conduct is reviewed periodically and updated as necessary.

8. Reporting Concerns (Whistleblowing)

MIKROKLIMA s.r.o. encourages employees and business partners to raise concerns regarding potential violations of this Code of Conduct, applicable laws, or ethical standards.

Reports may be submitted in good faith via the designated compliance contact channel: compliance@mikroklima.cz

All reports are reviewed by company management in accordance with applicable legal requirements. The company does not tolerate retaliation against individuals who report concerns honestly and in good faith. All reports will be treated confidentially.

Effective date: March 2026

Approved by Management of MIKROKLIMA s.r.o.