



# Haier Europe

## Code of Conduct

July 2022

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## CODE OF CONDUCT

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## ➤ Summary

As the world's leading Internet of things (“IoT”) ecosystem enterprise, Haier Group commits to observing the highest standards of ethical behavior and conduct. The purpose of the Haier Group Code of Conduct (hereinafter referred as the “Code”) is to provide employees with a set of guidelines in order to comply with applicable law, regulations and best standards.

The Code is an essential document for the promotion of Haier’s Rendanheyi model. Rendanheyi is the “basic law” and core of Haier Group with the aim of maximizing the value of people, advocating for employees, creating value for customers and realizing self-improvement.

## ➤ Our Core Values

Haier Europe’s core values require our employees to:

**Create values for users and customers**, being devoted to providing customers worldwide with better life solutions.

**Be honest and trustworthy**, in following the highest professional ethics, firmly implementing the group strategy.

**Take the initiative and be responsible**, to implement Rendanheyi, take the initiative and be responsible towards the achievement of goals.

**Carry forward entrepreneurship and innovation, become your own CEO**, to carry forward the spirit of entrepreneurship and innovation in one’s work, make the impossible possible, create the best customer experience, and become your own CEO.

Powered by the Rendanheyi model, Haier Europe is guided by Haier Attitude and its three main traits:

- Entrepreneurship & Innovation
- Zero Distance
- IoT & Ecosystem Thinking



## 1. Introduction

### ✧ **Applicability**

The Code is applicable to the employees of Haier and Candy legal entities directly and indirectly controlled by Haier Europe Appliances Holding B.V. (hereinafter referred to either as “**Haier Europe**” or the “**Company**”).

The principles set out in this document are addressed to employees as well as the Board of Directors, auditors, shareholders, contractors, consultants, advisors and any party employed by the Company. All of the above recipients shall acknowledge, understand and agree to abide by the content of the Code.

In addition, all employees shall follow the Code of Ethics, policies, procedures and guidelines set out by the Companies, their own departments and applicable professional standards.

### ✧ **Purpose**

The Code is developed to help employees realize self-management, self-improvement and maximize one’s own value within Haier Europe’s ecosystem.

The Code is our moral compass, which guides our behavior as we carry out day to day activities; any local company or department rules shall not contradict this Code.

### ✧ **Responsibility of Management**

Management shall firmly implement Haier Europe’s IoT Ecosystem strategy with effectiveness such as to help employees realize self-improvement, maximize their value and create value for users and customers.

Management shall create an environment for fair competition and a positive atmosphere. It shall act according to the Code and guide other members, be responsible for managing and supervising team members to observe the Code, establish procedures to carry out the main activities in a structured way, supervise employees, prevent risks and detect violations.

In the event of a violation, management shall be responsible for halting, correcting and minimizing its impact in a timely manner.

### ✧ **Reporting Allegations**

We shall observe Haier Europe’s rules and legal obligations. Employees may report any suspicious breach of conduct by the following means:

#### **Compliance Hotline**

<https://secure.ethicspoint.eu/domain/media/en/gui/101937/index.html>

(this hotline is available on the corporate website and in the intranet section, where reporting can be anonymous).

#### **Email**

[690legal@haier.com](mailto:690legal@haier.com)

#### **Letter to the attention of European Internal Audit Department**

The letter shall be sent to Candy Hoover Group. S.r.l. Via Privata Eden Fumagalli, 20861, Brugherio MB, Italy.

The department or personnel receiving the report shall keep the personal information of the individual reporting the concern confidential, treat the information as private, and take prompt steps to investigate the relevant misconduct and allegations. Haier Europe will not tolerate threatening or retaliatory acts against any individual who reports a violation in good faith.

#### ✧ **Questions**

Should you have any queries in relation to the Code, please contact the Legal & Compliance department.

#### ✧ **Disciplinary Actions**

Violations of this Code and its underlying policies will not be tolerated. Any violation of the Code may be deemed a violation of employment contract obligations and entail consequences, up to the termination of employment. In applicable cases, violations may have legal consequences or may be subject to prosecution.

## **2. Observing Laws & Regulations and the Company's Policies & Processes**

Haier Europe devotes itself to being a fair, legal and ethical enterprise; employees must observe all applicable laws and regulations, and ensure the application of Haier Europe's core values to all businesses. Failure to observe such laws and regulations may cause serious harm to the Company and individuals.

#### ✧ **Observing Laws & Regulations**

Employees shall act in compliance with laws, regulations and best practices.

#### ✧ **Observing the Company's Policies & Processes**

##### **Observing process systems and providing due warning in advance**

Employees are required to understand and strictly observe the Company's processes and guidance related to their job responsibilities, and shall perform their duties accordingly. Employees shall exercise the authority within the remit of their responsibility under that process, and comply with rules and provide timely warnings to prevent violations.

##### **System and process optimization**

Employees endeavor to constantly improve processes, and are also welcome to make suggestions through their direct supervisors or dedicated departments; current processes should be strictly observed before any revisions are formally approved.

##### **Opposition to the establishment of processes without permission**

In the event of ambiguity, doubts or contradictions during the implementation of processes, employees shall seek advice from the department owner of such processes or the relevant internal control department, and collaborate with dedicated functions to agree upon solutions, obtain clarity or permissions and refrain from violating rules in any way.

## 3. Our Employees and the Workplace

### ✧ **Honesty**

Employees should firmly establish the Haier spirit of "integrity ecology and win-win evolution", create user value and trust by way of a good reputation in the promotion of Rendanheyi, and create mutual appreciation of its reputation.

### ✧ **Professionalism**

Professionalism refers to the display of job competency that characterizes any profession in the conduct of day to day activities at work. Professionalism encompasses multiple factors, which can be reflected in the following aspects:

### ✧ **Creating value for customers**

Only by creating value for customers and trust can we maximize our own value. Creating value for customers is the embodiment of our own values. Employees shall be devoted to providing customers and users worldwide with better life solutions.

### ✧ **Observing professional ethics**

Employees should follow the highest professional ethics during business, seek truth from facts, take objective facts as their basis, adhere to a rigorous and realistic attitude towards all work, and firmly implement the group strategy.

### ✧ **Taking the initiative and being responsible**

We encourage a sense of ownership for our own goals and work, having the determination to overcome difficulties, defy challenges, complete work satisfactorily, and have the professional ability to make quick responses and take immediate action. In addition, we hope that everyone will have the capability of continuous learning and improvement, and strengthen our occupational skills.

### ✧ **Carrying forward the spirit of entrepreneurship and innovation**

Employees should pursue goals, carry forward the spirit of entrepreneurship and innovation in work, not fear challenges, make the impossible possible, create the best customer experience, and become their own CEO.

### ✧ **Emphasizing teamwork**

Cooperation and teamwork across business areas are elements that keep us dynamic and create strength. The Company encourages active cooperation amongst all employees, and believes in borderless teamwork across departments to achieve win-win strategies through effective communication and prompt action.

### ✧ **Finishing work handover as required**

During employment, we will gain access to business data and information. When employees are transferred to another position or leave the Company, such data or information is very important for the successor to fulfill their job responsibilities. Therefore, we shall complete handover procedures as required and make sure that the information has been properly archived.

## ✧ **Anti-Discrimination and Anti-Harassment**

Our employees are regarded as our greatest assets and resources. We shall respect and safeguard the rights and interests of our employees, and devote ourselves to creating a fair and competitive environment to prevent any type of discrimination or harassment.

### ✧ **Treating employees fairly**

Haier Europe offers equal opportunities to everyone. With respect to recruitment, salary, welfare, career development, and award, disciplinary measures, we make decisions based on objective facts, refrain from discriminating or treating anyone differently due to their nationality, place of birth, gender, health or sexual belief, age, physical characteristics, interests and hobbies, religious faith, etc.

### ✧ **Eliminating harassment**

Haier Europe will not tolerate any act of humiliation, threat or hostility. We respect others and avoid situations where our behavior may be deemed inappropriate.

## ✧ **Protecting Individual Privacy**

We shall protect all personal information, including names, contact information, employment information, property information, age, place of origin, race or nationality, religious or philosophical belief, health status or sexual orientation.

Haier Europe respects rights regarding privacy of individuals (including employees, clients, users and suppliers), and strictly observes relevant laws and regulations where applicable in regards to obtaining, using or disclosing personal information.

Haier Europe and its authorized employees shall retain personal information as regards employment and performance, and protect personal information with means such as to prevent improper intrusion, damage, modification, storage or use. Any other personal information shall not be used unless such persons are informed and permit us to do so.

## ✧ **Health, Safety and the Environment**

We believe that the protection of health, safety and the environment ("HSE") is an essential requirement for the development of Haier Europe, and is an important part of our production and operation activities.

We strive to achieve the HSE goal of zero fire risks, zero injuries, zero safety related accidents, and zero hidden hazards. We devote ourselves to providing a healthy and safe working environment for everyone, to fulfill our corporate social responsibility and protect the environment. The achievement of our HSE goal requires the participation and effort of everyone.

## ✧ **Observing HSE laws & regulations and internal rules**

We shall observe HSE laws, regulations, best practices and internal rules, learn and understand HSE information related to our own position, and strengthen HSE awareness.

## ✧ **Maintaining a healthy and safe workplace**

A healthy and safe workplace is the foundation of our work. Haier Europe endeavors to establish and maintain a healthy and safe workplace, and provide workplace safety and hygiene conditions in compliance with legal provisions and applicable labor protection law.

## ✧ **Promote a healthy culture**

Haier actively cultivates a positive workplace culture, is committed to creating a working environment with mutual respect that is positive for one's health, free from prejudice and harassment, and resolutely opposes sexual harassment or violations in any form, in all interpersonal communication.

## ✧ **Protecting ecology and environment**

We believe in the sustainable development of production, operation and environmental protection. We shall utilize energy, water and other resources efficiently, and reduce pollution, waste and toxic substances in an economical and feasible way.

## ✧ **ESG and Sustainable Development**

Haier Europe actively implements the concept of ESG (Environment, Society and Governance), practices a green sustainable development strategy, highlights social responsibility and improves its brand value. Haier Europe has actively responded to national policies, fulfilled its obligations of ecological and environmental protection, effectively controlled greenhouse gas emissions, actively responded to risks and opportunities arising from climate change, and strictly adhered to the compliance red line.

## ✧ **Proper handling events related to health, safety and the environment**

Employees shall regularly evaluate, identify and timely eliminate potential safety hazards. In the event of hazards to personal safety, health and the environment, employees may stop working or take any emergency measures to leave the workplace, so as to prevent personal injuries and property losses. In case of an emergency or accident, employees shall timely report such to their direct supervisor and dedicated departments, and take corresponding actions according to the emergency plan to control, reduce and eliminate the impact of the event.

## **4. Company Assets**

### ✧ **Protecting the Company Assets**

Company assets are the foundation for sustainable development, which include tangible and intangible assets. Tangible assets include, but are not limited to, products, materials, machinery, equipment, supporting facilities for buildings etc.; intangible assets include, but are not limited to, brand, reputation, data, software, patent rights, trademark and copyright, etc.

### ✧ **Company Property**

Employees shall exercise due care and take effective measures to protect the Company's property, and use and dispose of assets responsibly with the aim of preventing waste, damage, loss, misuse, misappropriation or infringement.

Without the Company's approval and authorization, employees shall neither sell, transfer, lend or otherwise dispose of assets at will, nor make guarantee or demonstrations in the name of the Company.

### ✧ **Digital Assets**

Digital assets refer to assets owned or controlled by the Company, which exist in the form of electronic data and are expected to bring economic benefits to the enterprise, such as data generated in business activities, other transactions or consumer information. Employees shall comply with laws, regulations, company policies and procedures, and take effective measures to protect the Company's digital assets



during any use.

#### ✧ **Repaying loans on time**

Employees may take loans from the Company such as for traveling expenses and other approved costs, which must be paid back to the Company on time. In the event of failure to make the repayment on time, the Company is entitled to deduct the money from the employee's salary. Employees shall repay loans in accordance to company policies within the day of submitting their resignation.

#### ✧ **Protecting the Company's Brand and Reputation**

As the world's first IoT Ecosystem brand, Haier Europe's brand value and brand equity need to be actively supported by all employees. Employees should resolutely stop anyone from damaging the Company's brand and reputation in any form.

#### ✧ **Protecting Company Information**

##### ✧ **Protecting the Company's confidential information**

Confidential information is subjected to the protection of security measures by the Company. Confidential information refers to technical and operational information that can offer Haier Europe direct or indirect economic benefits or other advantages. Confidential information also includes all the oral and written information as well as the data in the Company's systems as regards Haier's products, production, business, operation and management as well as that of its affiliated parties, obtained by employees during their work activities.

We must abide by the Company's information security policies, and take effective measures to protect such confidential information.

##### ✧ **Avoiding disclosing confidential information**

Employees shall not disclose confidential information regarding Haier Europe. We shall not discuss confidential information with any unauthorized personnel. We shall not talk about confidential information in public areas where unauthorized personnel are present, such as in the elevators, dining rooms or canteens, public transport, trade fairs, or when using mobile phones, internet, traditional and electronic media or databases. It should be especially noted that we shall also avoid mentioning confidential information when talking with our family members or friends.

Except required by business or legal requirements, we shall avoid disclosing, disseminating and using internal business information to third parties.

#### ✧ **Financial Information and Operational Data**

Operational and financial information, reports and records obtained during daily operation are important assets of the Company. This information shall be properly managed to ensure the accuracy of data, timeliness of reports, completeness of records, as well as their quick and reliable retrieval.

#### ✧ **Observing accounting rules**

Employees shall observe Haier Europe's accounting policies, procedures, rules, best practices and applicable laws and regulations. The Company's accounting records and statements shall truthfully and accurately reflect transaction information.

Employees shall strictly implement Haier Europe's internal procedures when conducting such business transactions, financial loans and reimbursement. Expenses to be reimbursed must be truly incurred,

demonstrated, and comply with relevant policies of the Company. False, inaccurate or inappropriate business expenses will not be reimbursed.

✧ **Providing true and accurate records and reports**

Operational and financial information and data must be true, accurate, complete and provided in a timely manner. It is prohibited to conceal, forge or manipulate records, or create, provide or disclose false reports and relevant information.

✧ **Keeping complete accounting records and information**

Employees shall keep and archive properly all business data, including but not limited to business records, contracts, approval documents, financial instruments and books with the aim of ensuring completeness and the accuracy of business data. Employees shall systematically file and keep such data according to the Company's rules and relevant laws and regulations.

✧ **Protection of Intellectual Property**

Intellectual property includes, but is not limited to, patent, trademark, copyright, proprietary technology and trade secrets. Intellectual property is an important asset, and is a critical strategic tool in achieving business targets. We emphasize the creation, protection and use of the Company's intellectual property.

Employees shall follow the Company's policies regarding intellectual property, and duly protect and use Haier's intellectual property.

Employees shall apply for the registration of new invention-creations, products, trademarks and domain names, etc., and maintain rights, standardize any license and assignment to truly protect the Company's intellectual property. Legal proceedings may be undertaken to protect such intellectual property rights.

Haier Europe reserves all rights and benefits on intellectual achievements produced by management, technology, product planning, programming, scientific research, training and teaching or other work. Such intellectual achievements include, but are not limited to, the conception, invention, design, computer program and various technical documentation related to Haier Europe's present or future businesses or R&D, and the conception, invention, design, computer program and various technical documentation created by employees in conducting work for the Company or on behalf of Haier Europe. Employees shall timely report the creation of the above-mentioned intellectual property to the Company.

Inventions-creations made by employees during the implementation of Company assignments or use of the Company's resources are service inventions-creations. Such inventions-creations belong to the Company, and employees shall not claim such inventions-creations as their own.

✧ **Respecting patents, copyrights or other protected intellectual property**

For the development of business, other companies or organizations may be willing to disclose and permit others to use their own proprietary information. If we receive others' proprietary information, we shall use such information carefully, and if necessary, we shall seek legal guidance to prevent the Company from being accused of illegal or unauthorized use of others' proprietary information. With respect to others' proprietary information, we shall observe agreements and Haier Europe's

confidential information.

When using a third party's intellectual property in business activities, we shall obtain the written permission of the party and use such intellectual property within the permitted scope. If any questions arise as to its use, we shall consult the Company's dedicated department

#### ✧ **Use of Company systems**

Our information communication system, including the access to external networks, is vital to Haier Europe's operation. In order to ensure the security of Haier Europe's information communication system, the use of such systems by employees may be monitored to prevent any improper use or abuse of our assets.

#### ✧ **Timely reporting of matters threatening information system security**

Employees are liable for protecting the information system of the Company. If employees suspect an unauthorized access, download, change, leak, damage to the network, system, server, application programs, data, or website, employees shall immediately report all the relevant information to their direct manager and the IT team.

#### ✧ **Conflict of interest**

Employees shall prevent conflicts of interest. A conflict of interest may occur if our personal relationship, participation in external activities or interests in other business activities affect or are deemed to affect our official duties with the Company. In the event that employees must make a choice between the Company's interests and personal interests, they may not be able to make a decision in the best interests of the Company.

#### ✧ **Avoiding situations likely to cause a conflict of interest**

Employees shall actively provide their direct supervisor and HR business partners with a written disclosure on any conflicts of interest.

Employees shall not have economic interests in companies with which Haier Europe has business transactions or competitive relations. Such parties include, but are not limited to, suppliers, competitors, clients and dealers.

#### ✧ **Safeguarding the Company's interests**

Employees shall exert the authority given by the Company correctly, make decisions in favor of the Company's interests, and shall not seek to profit for him/herself or others by disregarding the Company's interests.

#### ✧ **Prohibition from holding external positions**

Employees shall not hold any position or role in external companies or organizations that are in competition with the Company, including, but not limited to, taking part-time jobs or establishing a company or organization and being the legal representative, shareholder, supervisor, board member, or senior management of such company or organization.

#### ✧ **Proper use of Company time and assets**

Employees shall neither carry out any activities unrelated to Haier's business in the workplace or during working hours, nor use Haier's assets (including equipment, phones, resources and Haier's proprietary information) to carry out activities unrelated to Haier.

## ✧ **Insider Trading**

Insider trading is the trading of stock or other securities by individuals with access to non-public information about a company, or the sharing of such information with others for the purpose of trading stocks or bonds. All employees are prohibited from participating in any kind of insider trading.

Employees shall not use any internal information for the purpose of advising others to buy or sell companies' stocks, bonds or other financial instruments.

## **5. Relations with Customers**

### ✧ **Creating the Best Customer Experience**

Employees should strive to meet customer needs and create the best customer experience.

### ✧ **Protecting Customer Interests**

Employees shall follow the principles of equality, fairness and honesty, and conduct themselves honestly and fairly in business activities, to protect the legitimate rights and interests of consumers.

Employees shall abide by public ethics, honor the contract in good faith, accept the evaluation of users, improve the quality of products and services, not make false or misleading statements, and compete fairly.

## **6. Relations with Business Partners**

### ✧ **Anti-Corruption**

The Company prohibits any type of bribery and corruption. Bribery is an action to offer, pay, extort, secure or accept money, gifts or other benefits with the purpose to influence or gain improper advantages in connection with a business transaction either directly or indirectly through third parties, such as employees' relatives, agents, business partners etc. Employees are strictly prohibited to offer pay, extort, secure or accept improper advantages to/from any personnel or their cohorts. Advantages include, but are not limited to, cash, gift cards, securities, gifts, kickbacks, travels, entertainment, unreasonable discounts, and any uncompensated use of property.

Employees shall recognize and stay away from bribery and corruption, and comply with Haier's policies, applicable laws and regulations concerning the fight against bribery and corruption.

### ✧ **Reporting corruption**

Haier Europe encourages all employees to report actual or suspected corruption actions between employees and any parties dealing with the Company.

### ✧ **Gifts and Entertainment**

Employees shall not offer or accept gifts and business entertainment inappropriate for the business relations and exceeding limits and values prescribed by local laws, company policies and guidelines. Gifts do not refer only to material goods, but also include services, privileges, securities, kickbacks, travel, uncompensated use of company property, and discounts.

## ✧ **Business entertainment**

Acceptance of entertainment may prevent us from making an objective judgment. Employees shall not accept benefits such as banquets or any other type of entertainment which may affect the impartial execution of business.

## ✧ **Limitation on the acceptance of gifts**

Employees shall reject any bribes and avoid acts which may be deemed as receiving bribes. Employees and their family members shall also refrain from accepting any gift, kickback, commission, or tip that may affect the normal course of business with the Company. In the event that a gift may not be rejected due to unforeseen circumstances, the employee shall promptly report it to their direct supervisor and HR business partners for advice and sign off.

## ✧ **Prohibition from accepting referral fees, commission or remuneration**

At Haier Europe, only certain departments are authorized to recommend suppliers, partners or other companies and organizations, such as appointed dealers, vendors, software companies and financial institutions. Without authorization, employees shall not make such recommendations or receive referral fees, commission or remuneration.

## ✧ **Observing laws and customs regarding gifts**

Employees shall observe the local laws, regulations and customs rules as regards gifts. Employees shall not give and accept cash and valuable gifts from/to suppliers, clients, persons-in-charge or employees of any organization, so as to prevent such act from influencing or being suspected of influencing any relationship with the Company.

## ✧ **International Trade**

With the scope of protecting national security and complying with diplomatic and humanitarian efforts, many countries implement import and export control or trade sanctions measures to limit transactions with high risk countries, persons and entities as much as some applications (such as the R&D of biological, chemical and nuclear weapons. Any violation of the trade control regulation may have large consequences such as the loss of trade privileges, civil and criminal penalties toward companies and individuals. Whenever our business involves cross-border sales or transportation of products, technologies and services, employees must understand and be guided by the most recent applicable trade control and sanctions laws.

## ✧ **Supplier Relations**

### ✧ **Cooperating with law-abiding suppliers that meet Haier's standards**

Haier Europe works with first-class suppliers by establishing a globally open, transparent, quick and efficient procurement platform. All companies cooperating with Haier Europe must follow the relevant national laws and regulations, and meet Haier's standards.

### ✧ **Selection of optimal suppliers in the Company's best interest and compliance with the principle of fairness**

With respect to the selection of suppliers, Haier Europe follows the principle of selecting first-class resources amongst available qualified resources. Employees shall enhance the users' value through foresight and assess all suppliers impartially through the open information bidding platform, in order

to select the optimal suppliers in the Company's best interests, create better user value, and ultimately, add brand value.

✧ **Improper influence or preferential treatment to specific suppliers**

Employees are prohibited from exerting or trying to exert undue influence, or offer preferential treatment to specific suppliers.

✧ **Anti-Money Laundering**

Money laundering is the process where an individual or group conceals the source, identity, and destination of illicitly-obtained money (e.g. income or profit from criminal activities). Employees must observe applicable anti-money laundering laws and prevent money laundering when carrying out business activities.

In daily business activities, employees shall conduct due background checks of the other party, and shall not engage in business dealings with criminal suspects or those involving proceeds of a crime. Employees shall conduct capital receipt and payment businesses in strict accordance with the Company's receipt and payment policies, and shall not make payment to accounts that are not verified or are outside the scope of a normal business nature.

If any potential money laundering is found, employees shall suspend the transaction, make timely reports to dedicated legal departments and discontinue further transaction whilst the matter is being clarified or resolved.

✧ **Contract Management**

Haier Europe's contract authorization, signing and execution are designed to protect the Company's assets and provide appropriate management control so that the Company can effectively execute its business with customers, business partners, suppliers and other third parties, and reduce risks and damages. Employees shall follow the contract management procedures provided by the Company for the initiation, negotiation and execution of contracts and other documents with legal value. In addition, employees shall not make any oral or written promises to any party, such as the promise to execute a new contract, change the present contract, provide resources or services without obtaining relevant authorization.

## 7. Relations with Competitors

Unfair competition refers to the competition with other businesses by illegal means or means that damage the legal rights and interests of other businesses and consumers. Employees shall observe all applicable competition laws, regulations and Company guidance to promote healthy market competition.

✧ **Fair competition**

When participating in market competition, employees shall act fairly and report the products' quality, performance, after-sales services or other information without misrepresentation, and in compliance with applicable regulation. Employees shall not defame or maliciously attack competitors.

✧ **No conclusion of product competition agreement with competitors**

Employees shall not put any formal or informal agreements on pricing, production, clients or markets with competitors in place, nor discuss such contents with competitors.

If sensitive issues exist regarding competition that arise at the industrial meeting, anyone attending shall leave the meeting immediately, and promptly report the event to the dedicated legal department.

## 8. Relations with Government

Haier Europe's business activities may involve government sectors and offices. Employees support the government, observe laws and regulations concerning government transactions, and agree to provide government agencies with timely and accurate information.

In transactions with the government, anyone participating in the project shall comply with terms and conditions, and ensure transparency and performance is on time.

## 9. Relations with Investors and the Media

### ✧ **Disclosing true and accurate information**

All information communicated to the media, investors and public must be accurate. No misleading and inaccurate statements may be made.

### ✧ **Release of authorized information**

The disclosure of information must only take place by employees authorized by the Company as per the Company's disclosure policies. Employees shall not accept any interviews with the media without written permission. Information shall not be released and media interviews shall not be accepted in the name of Haier Europe without a pre-approval.

## 10. Non-compete Agreements

Trade secrets (including technical, operational and business information), intellectual property rights and other related legal rights and interests (e.g. goodwill) of the Company are essential to its survival and development. The Company expects employees to abide by the agreement on trade secrets and intellectual property between the parties during and after their employment, including obligations of non-competition after dismissal (if applicable). Should employees breach said agreement, the Company may pursue legal remedies pursuant to applicable law.