

Our Code

**Why. We. You.**



## **Shaping a smart and resilient society**

We at Combitech are accelerating the development of a smarter, more sustainable and more resilient society. By combining our solid experience within defence- and industry sectors, we contribute to society by enabling the industry, total defence and communities to withstand the challenges and leverage the opportunities of tomorrow.



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# About Our Code

## Our Daily Guide

Our Code contains the standards and principles, which we have committed to follow. It helps us to ensure that we always act responsibly and ethically correct when we carry out our mandate. It is what we stand for and can expect from each other. Every day.

## How should it be used?

Our Code is there to guide us through our daily work. Read it through carefully and discuss it with your colleagues and your manager. Use it as your everyday tool to help you navigate different situations and to make sound decisions in your work. It helps you to stand up for what's right and to speak up when you see something that's not being handled properly. Each section of the code follows the same structure:

- Why – the importance of the topic.
- We – how Combitech is tackling the issue.
- You – what it means to you.

## To whom does it apply?

Our Code applies to all Combitech employees, including consultants, management and the Board of Directors. It also applies to employees and boards of joint ventures under our control. Joint ventures that are not under our control are encouraged to apply equivalent principles.

## What is the role of our directors?

Our managers and directors have a special responsibility to uphold Our Code. We expect them to lead by example in everything they do – from every line manager all the way up to top management.

## How does the code relate to local legislation?

We have operations in several countries and always follow the laws and regulations that apply where we operate. Our Code applies everywhere and is supported by policies, instructions, and processes that may include country-specific variations to comply with local legislation.

## What should I do if it does not give me the answer to my question?

Our Code sets out the guiding principles for how we conduct our business and how you should act. Not all situations that may arise are described and sometimes it can be unclear what is right. If so, then you can use our [five steps to make the right decision](#).

## What happens if I don't follow it?

Failure to comply with Our Code or supplemental policies, instructions, and processes can result in serious consequences for both you and the company. The company could face hefty fines, severe administrative penalties, and loss of goodwill. You run the risk of labour law action, which may even mean that your employment is terminated.







# Together, we create resilience

To build a smart and resilient society, we need the right conditions and we create them together. Our Code helps us to ensure that we always act responsibly and ethically towards each other and when we carry out our mandate. It clarifies what we stand for and what we can expect from each other, and it places demands on Combitech's Board of Directors, management team, operations and you as an employee.

We operate in a complex world with many socially critical customers who place high demands on safety, ethics, reliability and quality. It is incumbent on all of us to manage our solid credibility capital in order to ensure Combitech's continued development. Together, we make up and create the structures, the culture, the values and, ultimately, the workplace in which we operate and work.

Our Code is a fundamental prerequisite for us to be able to build a smart and resilient society. It is a support to show the world that our ambition is always to do the right thing and that we hold each other accountable when we deviate from what we have jointly agreed on. Our Code guides us while giving us both obligations and rights; towards each other, ourselves, our customers and the world around us.

Together, we are building a society that withstands the challenges and leverage the opportunities of tomorrow.

**Jessica Öberg**  
CEO

**Christian Luiga**  
*Chair of the Board*







# Our values and what they mean to you

Our values – collaboration, respect and passion – are the soul of Combitech. They are developed over time and lay the foundation for how we should behave as a company and as individuals.

As colleagues at Combitech, we have together defined the behaviours that we consider to be the most important in order to manifest our values in our day-to-day work.



## Collaboration

We believe in the power of innovative collaborations. We have a strong customer focus and a desire to find good solutions – together.

We cooperate with each other and with others. Curious, brave and unpretentious.

## Respect

With us, it goes without saying that you express who you are. We genuinely listen and learn from each other.

By valuing each other's differences, we work for diversity and an inclusive culture, where everyone feels safe and that they belong.

## Passion

We are passionate about using technology, innovation and collaboration to build a sustainable society.

We like technology, not for what it is, but for what we can do with it!



# Five steps to making the right decision

Like life in general, working life is full of choices and sometimes we are faced with situations where Our Code does not provide any specific guidance. Our five-step guide will help you make the right decision even in these situations. Think of it as a checklist that you can use to deal with new circumstances, challenges, and dilemmas. Learn it and use it!



1

## Stop and reflect

Pay attention to situations where there is no clear "right" or "wrong". Do you feel uncomfortable in the situation? How does it affect Combitech? How does it affect others?

2

## Clarify the facts

Are you aware of all the facts? Is there any missing information? Are there any rules or processes to be followed?

3

## Evaluate the situation

Is it compatible with our values and behaviours? Are you setting a good example? Would you still be able to feel proud of yourself and Combitech?

4

## Seek advice

Talk to your colleagues or your manager, consult an expert on the subject, or contact someone from Combitech Legal. If you prefer to remain anonymous, then you can ask a question through our whistleblowing reporting channel.

5

## Act and learn

Make a well-informed decision and follow up the results. Did it turn out as expected? Is there anything to learn?





# Speak up

We want you to speak up or ask for advice when you see or suspect something that violates Our Code or if you are unsure how to apply it in a particular situation. To speak up is to be loyal with the company and our values.

There are several ways to raise concerns and ask for advice – choose the one you feel most comfortable with:

- Speak with your manager.
- Contact Human Resources.
- Contact Combitech Legal.
- Use our whistleblowing hotline.

Speaking up when something doesn't feel right takes courage and may feel uncomfortable. This is why Combitech handles your report under duty of confidentiality and gives you the opportunity to remain anonymous by using the Saab Group whistleblowing hotline.

Regardless of how you choose to make your voice heard, Combitech will not tolerate any form of retaliation. In fact, we consider retaliation to be a violation of Our Code.



Ask a question through our reporting channel for whistleblowing (Saab link)



# Our commitment to sustainability

Building security through increased resilience is a prerequisite for sustainable societies and for safeguarding everyone's right to feel safe and secure. We contribute to sustainable development by providing the capabilities that our customers need to build this resilience.

## We shape a smart and sustainable society

At Combitech, we are accelerating the development of a smarter, more sustainable and more resilient society. By combining our solid experience and knowledge from the defence and industrial sectors, we ensure that businesses, society and our total defence stand firm in the face of the challenges of the future. We are a Nordic tech, solution and consulting partner made up of passionate experts who, together with our customers, work to push the boundaries of technology to make a difference.

Combitech – Our Code

## Global Compact

Our Code is based on the ten principles of the UN Global Compact regarding human rights, labour law, the environment and anti-corruption. It is also based on the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

## Combitech's sustainability strategy

Our sustainability strategy is based on our mission to create a smart, sustainable and resilient society. It has two main strategic focus areas:

### At Combitech, we are leading and accelerating the development of a smarter, more sustainable and more resilient society

By combining the power of people and technology, we partner with our customers to push the boundaries of technology and create positive impact and sustainable outcomes in:

Smart and sustainable industry

Smart and sustainable society

Smart and resilient total defence

#### Priority areas:

- Business and human rights
- Autonomy
- Cybersecurity
- Export Control
- Information security
- Critical systems
- Solutions to secure infrastructure, assets and the communication flow



The UN's Sustainable Development Goals, where Combitech has the greatest positive impact

### Our employees are our most important asset

For us, our employees are the key to building a smart and resilient society. We know that it's the people who use the technology that create the real impact. It is the power of collective intelligence and experience that arises when individuals with different skills and perspectives come together that will make the difference.

#### Priority areas:

- Occupational health and safety
- Carbon footprint
- Skills development
- Diversity and Inclusion
- Co-operation for innovation





# We take care of our employees

## Contents

- An attractive employer
- Health and safety
- Diversity, Inclusion and Respect





# An attractive employer

## Why

Our goal is to be the most attractive employer for both our current and future employees.

Being and remaining an attractive employer is crucial to our long-term success.

## We

- Want our employees to be able to be themselves at work.
- Promote an open and trusting work environment.
- Encourage our employees to constantly learn, develop and explore their full potential.
- Understand the value of a healthy work-life balance.
- Strive for all employees to achieve their full potential through clear individual goals.
- Provide access to the latest technology and research to foster innovation and new insights.
- Offer our employees the opportunity to be part of a larger mission.

## You

- Are our most important asset

## Collaboration

You support your colleagues so they can fulfil their full potential.



# Health and safety

## Why

Our employees are our most valuable asset. We want to provide a safe and healthy working environment every day.

## We

- Provide safe and healthy workplaces.
- Work systematically to identify health and safety risks and to eliminate accidents, illnesses and injuries.
- Promote health and well-being.
- Investigate and follow-up on all work-related accidents and near accidents.
- Take into account the opportunities and challenges of remote work.
- Are each other's working environment.

## **Respect**

You care about the people around you.

## You

- Are conscious of your work-related health and safety risks and how you can mitigate them.
- Follow the safety procedures that apply at your workplace and in connection with travel.
- Stop working immediately and report tasks that may cause you or your colleagues injury or illness. Don't compromise on health and safety to speed up tasks.
- Reports all accidents or near accidents in accordance with local regulations.
- Keep up to date on the location of fire equipment, first aid kits and emergency exits. Your knowledge can save lives.
- Consider the well-being of your colleagues.







# Diversity and Inclusion

## Why

We are convinced that workplaces characterised by diversity, inclusion and respect make us better.



## We

- Understand that diversity, inclusion, and respect require continuous work, discussions and reflection.
- Work to make Combitech a more equal company with greater diversity on all levels.
- Never accept any form of discrimination.
- Do not tolerate bullying, harassment, or abusive behaviour.
- Treat everyone fairly and with respect.

## You

- Seek and value the opinions and perspectives of others.
- Take the time to listen to and understand your colleagues.
- Make people feel welcome and included.
- Work actively to counteract preconceived notions.
- Communicate with care and thoughtfulness.
- Treat others fairly and equally.

## Respect

You value others' points of view.





# We protect our assets

## Contents

- A secure business
- How we use the company's assets
- Sensitive information
- Personal data
- Our IT environment





# A secure business

## Why

Protecting our people, assets and business from qualified threats is crucial to our success. Equally important is to respect and comply with external security requirements. Security is a key to our success.

## We

- Promote safety awareness in our business and value chain through systematic work.
- Follow national laws and regulations as well as customer requirements in the security field.
- Control access to our premises through appropriate security measures.
- Perform security vetting of all employees and consultants.
- Train our employees and conduct regular security exercises.
- Make it easy to detect and report security incidents.

## You

- Always have your Combitech ID with you when you are on our premises and ask to see other people's IDs before you let them in.
- Respect the camera and photo restrictions at our facilities.
- Comply with our regulations for safe business travel.
- Participate in prescribed security training.
- Are alert and always report any security threats or suspicious activities.





# How we use the company's assets

## Why

Our assets are critical to our ongoing operations and our long-term business success. Protecting and safeguarding them is everyone's responsibility.

## We

- Protect the company's assets, whether financial, physical, or intellectual, against theft, loss, misuse, or unauthorised access.
- Use the company's assets cautiously and only for legitimate purposes.
- Apply the same care to the assets of our customers, business partners and suppliers.

## **Respect**

You behave fairly  
and follow the rules

## You

- Only use the company's assets and those of others for legitimate purposes and make sure they are stored securely when not in use.
- Help keep our assets in good condition. Comply with applicable operating instructions and user manuals.
- Consult Combitech Legal on how intellectual property rights are best protected.
- Use patents, trademarks, know-how or other intellectual property rights in accordance with internal policies and instructions.
- Never attempt to use or dispose of the company's assets in an unauthorised manner for personal gain.
- Report theft, fraud, or misuse of the company's assets.







# Sensitive information

## Why

Information is an important asset that must be handled with care regardless of its form.

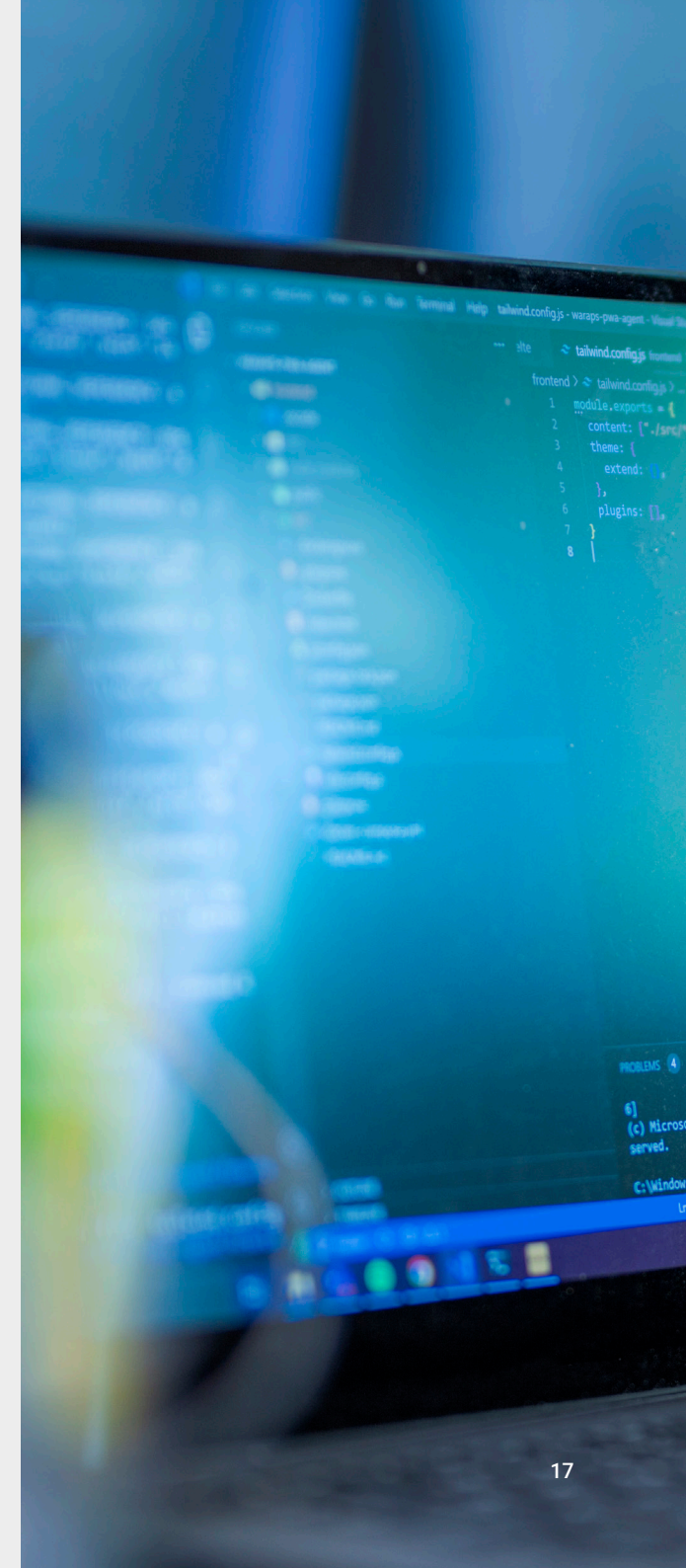
Unauthorised use or disclosure of sensitive information can seriously harm our business, our customers and our partners.

## We

- Protect information in accordance with all applicable requirements, including laws, regulations, and agreements.
- Classify information to ensure the right kind of protection in terms of confidentiality, availability, integrity and traceability.
- Treat information from others in the same way that we expect them to treat information from us.
- Do not attempt to access or collect classified or confidential information from others or make unauthorised use of information in the possession of others.
- Never use illegal or dishonest methods to access information.

## You

- Store sensitive information in accordance with applicable requirements.
- Do not try to access information that you do not have permission to.
- Share sensitive information internally only on a need-to-know basis.
- Do not share sensitive information externally unless there is a business reason to do so and always comply with applicable confidentiality procedures.
- Do not use your private e-mail address for Combitech's affairs.
- Are careful when working in places where others can hear you or read over your shoulder.
- Understand that your obligation to protect sensitive information may apply even after your employment with Combitech has ended.





# Personal data

## Why

We process the personal data entrusted to us with care and protect it from misuse. It's about respecting everyone's integrity.



## We

- Collect, process and store personal data only where there is a legitimate reason to do so.
- Are transparent about how we process personal data.
- Evaluate processes, IT systems and software to ensure that personal data is safe and secure.
- Investigate security incidents to determine if they also include potential personal data breaches.

## You

- Collect personal data only when relevant and needed.
- Only use personal data for its intended purpose and only share it with people who are authorised to receive it.
- Protect personal data against loss or misuse by complying with our information security regulations.
- Immediately report if you have become aware that personal data has been misused or lost.
- Participate in prescribed training on personal data and data protection.





# Our IT environment

## Why

IT systems help to streamline our operations but can also constitute vulnerabilities and are increasingly subject to external threats. Be vigilant!

## We

- Invest in IT systems and processes to streamline our operations, increase operational capability and protect our information.
- Strive to optimise maintenance and support through the use of common IT tools.
- Recognise the importance of maintaining a secure IT environment.

## You

- Only use our IT system for legitimate purposes and never download, store or share illegal or objectionable content.
- Only use Combitech-approved work equipment and never download unapproved software or connect to IT infrastructure that is not trusted.
- Follow internal rules regarding cloud solutions and open-source software.
- Are vigilant against phishing attacks. Do not click on unknown links or attachments.
- Promptly install Combitech's requested security updates on work-related IT tools.
- Limit your personal use of the company's IT equipment.
- Immediately report if Combitech's IT equipment becomes lost.







# We do business with integrity

## Contents

- Human rights
- Ban against bribery and corruption
- Conflicts of interest
- Export control and trade sanctions
- Competition law





# Human rights

## Why

Respecting and upholding human rights is the foundation of our mission to contribute to a smart and resilient society.



## We

- Do not tolerate human rights abuses in any part of our business.
- Follow national labour laws and international labour standards.
- Respects our employees' right to join trade unions, and to negotiate collectively, or their choice not to do so. Give union representatives access to their members and their workplaces.

- Work systematically to identify, prevent and avoid potential human rights abuses in our supply chain.
- Analyse and assess our business with respect to potential human rights risks.
- Do not accept child labour, human trafficking or any form of forced labour.

## You

- Respect everyone's human rights that you come into contact with during your work, both within and outside Combitech.
- Follow our rules and procedures for dealing with suppliers and customers.
- Speak up if you suspect that human rights are not being respected.



# Ban against bribery and corruption

## Why

Corruption harms society, undermines trust, creates badwill and exposes everyone involved to serious legal consequences. It's bad business and has no place in our business.

## We

- Do not tolerate any form of corruption.
- Work systematically to identify and prevent corruption risks.
- Are conscious of the risk of indirect bribery and therefore only work with business partners that we trust and feel secure with.
- Do not tolerate activities that may involve money laundering.
- Never offer, nor receive, gifts or entertainment that could be perceived as an attempt to gain an unfair business advantage.
- Never use company money to sponsor parties or individual candidates.
- Do not allow commercial pressure to jeopardise our zero-tolerance approach to corruption.

## You

- Never offer, nor receive, payments or other benefits to influence a business decision or government action.
- Never conclude an agreement with a business partner without first having complied with our due diligence requirements with respect to business partners.
- Contact Combitech Legal if you are ever faced with a transaction involving suspicious parties, unusual payment methods, or companies in tax havens.
- Comply with our guidelines for gifts and hospitality.
- Never use local customs as an excuse for corrupt activities.
- Participate in required anti-bribery and anti-corruption training.
- Speak up if you are ever offered or asked for a bribe, or if you suspect corrupt activities.



### What is corruption?

Corruption is the use of one's position to gain an undue advantage for one's own gain or for someone else's gain.



### What is money laundering?

Money laundering refers to the process that criminals use to try to disguise the origin of illegally acquired money by giving it the appearance of coming from a legitimate activity.





# Conflicts of interest

## Why

We will always work with Combitech's best interests in mind. We must never confuse personal interests with those of the company, as this can influence our decision-making.

## We

- Strive to avoid conflicts of interest and are open about them where they do occur.
- Trust that our employees always work in the best interests of Combitech.

## You

- Keep your personal interests separate from Combitech's interests.
- Ensure that business decisions are based on objective criteria.
- Try to avoid unconscious bias or favouritism.
- Inform your manager if you suspect you are facing a conflict of interest.
- Follow recommended actions for managing a conflict of interest.



### What is a conflict of interest?

A conflict of interest arises when your personal interests get in the way of or may be perceived as getting in the way of, Combitech's interests.

For example, it may be about:

- Running a side business or have a board assignment.
- Being in a close relationship with someone who works for you or who you may consider employing.
- Do business with a company where you have close family or friends.



# Export control and trade sanctions

## Why

Respecting export control rules and trade sanctions is fundamental for our business and the confidence of the outside world. It is part of our license to operate.

## We

- Comply with export control regulations and trade sanctions.
- Are conscious that some of our products may be classified as dual-use items.
- Understand that regulations apply not only to physical assets but also to information, for example in the form of technical data, software or technology.
- Ensure that we always know who we are doing business with and never trade with sanctioned countries or parties.

## You

- Find out about export control restrictions and trade sanctions before you start working on a business deal.
- Verify whether the product or information is controlled as military equipment or dual-use items.
- Follows trade and export control procedures when information or physical assets are to be transferred across national borders.
- Always comply with our rules for sanction assessment.
- Undergo our required training on export control and trade sanctions
- Contact our Export Control experts for guidance







# Competition law

## Why

Competition leads to innovation, economic growth and prosperity. We want a market where companies compete on equal terms and win business on their own merits.

## We

- Strive towards free and fair competition and respect all competition rules.
- Never co-operate with competitors in order to restrict competition.
- We are careful to ensure that our participation in trade associations does not contravene any competition rules.
- Respect the special responsibility not to abuse our position in markets where we have a dominant position.
- Acknowledge that competition law also applies in relation to distributors and suppliers.

## You

- Never negotiate with competitors about unfair pricing, tender rigging, or market sharing.
- Never share information about pricing, marketing strategies, or other commercially sensitive data with competitors.
- Ensure that meetings with competitors always have a legitimate purpose and are properly recorded.
- Ensure the legality of any exclusivity agreements with customers or business partners. Never collaborate with a business partner to reduce the competition.
- Keep yourself updated on our policies, instructions and processes, and contact Combitech Legal if you are unsure of how to proceed.







# We are constantly looking for improvements

## Contents

- Working together
- Environment and climate
- Product quality and safety
- Innovation and new technologies





# Working together

## Why

We work together to streamline our operations, drive development forward and challenge technological boundaries.

We are one Combitech!

## We

- Put the customer first and keep our promises.
- Are conscious of our internal customers and understand their needs.
- Share information and knowledge within Combitech where permitted.
- Try to realise synergies and improve productivity through common processes and increased digitalisation.
- Welcome feedback and speak up when we see warning signs.

## You

- Collaborate with your colleagues to see the big picture. Work cross-functionally when needed.
- Understand your customers' requirements and needs and act based on those that are agreed or internally agreed.
- Take pride in finding common solutions, simplifying and reusing.
- Take responsibility for your own deadlines. Are proactive and ask for help when you need it.
- Try to implement long-term improvements. Avoid short-term thinking.
- Give feedback and learn from mistakes.

## Respect

You keep your promises.

## Passion

You care about the end result.

## Collaboration

You share knowledge and collaborate.







# Environment and climate

## Why

The environment and climate are everyone's responsibility. We want to do our part.

## We

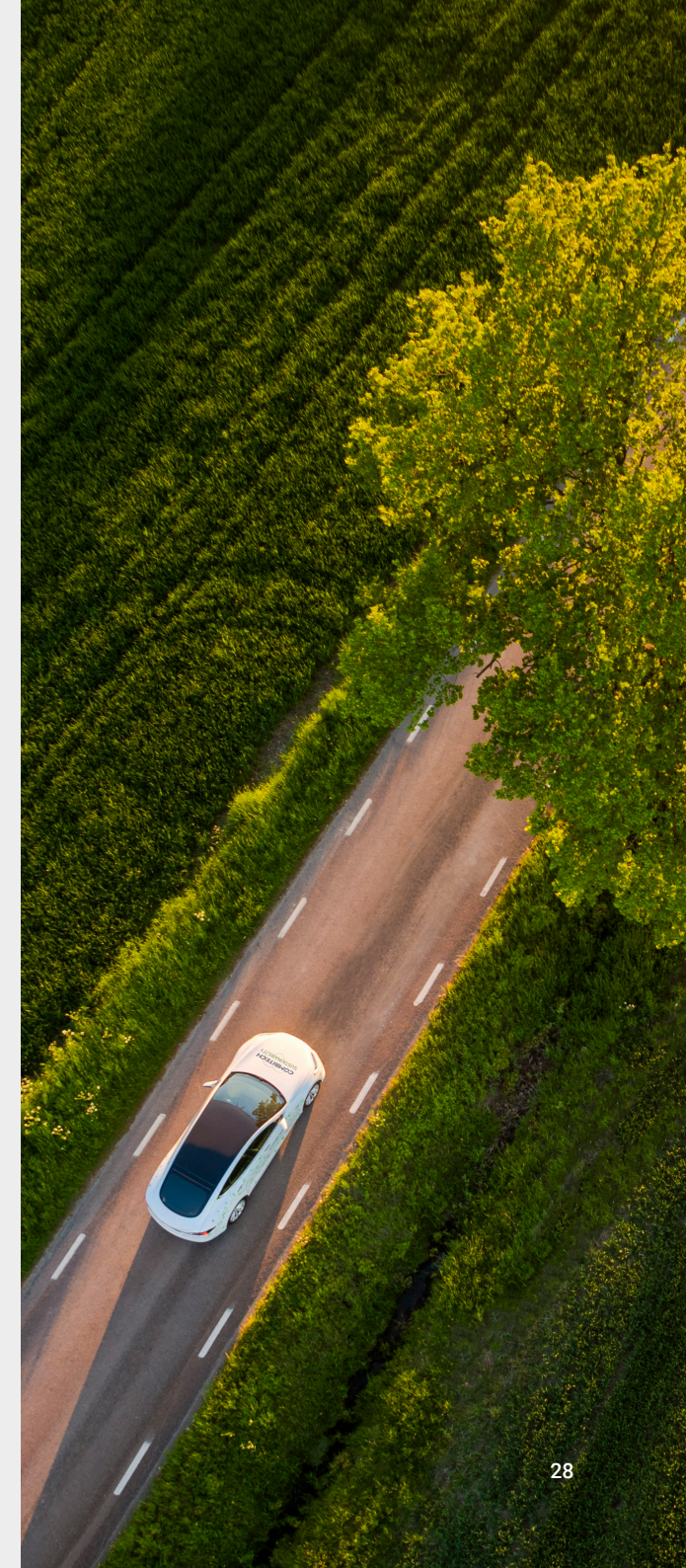
- Work proactively to reduce our environmental and climate-related impact and that of our value chain.
- Strive to promote the environmental and climate transition with the help of technologies, resources, innovations and collaborations.
- Take life cycle and circular perspectives into account in our decision-making.
- Standardise our ways of working to minimise environmental and climate risks and identify opportunities for improvement.
- Comply with all applicable environmental laws, regulations and provisions.
- Set goals and use KPIs to measure our progress and drive our development.

## You

- Are conscious of the potential environmental impact your work can entail.
- Always take into account the environmental and climate impact, both in a positive and negative sense, when making decisions in your work.
- Are careful when working with hazardous substances and ensure that you know how to handle them safely.
- Keep up to date with and apply our environmental processes.
- Share your thoughts on how your work can be done in a more resource-efficient way.

## Respect

You take sustainability into account in all the decisions you make.







# Product quality and safety

## Why

Our customers rely on our services and products to contribute to a smart and resilient society. We must never compromise on quality and safety.



## We

- Always adhere to applicable quality and safety standards to ensure that our products meet specified requirements.
- Know that quality and safety are intertwined and we are constantly working to improve the way we work.
- Work according to the current quality management system throughout the project life cycle.
- Never uses counterfeit goods.
- Report and investigate all quality and safety problems.

## You

- Know and comply with applicable quality management systems.
- Follow documented processes and procedures to ensure delivery quality and safety.
- Do not take shortcuts.
- Ensure that identified quality issues or safety risks are addressed.
- Look for opportunities to improve our way of working.
- Report quality and safety problems to your manager.

## Passion

You care about the end result.



### Counterfeit goods

are products or components, often of inferior quality, manufactured or sold under another brand without the permission of the trademark owner.



# Innovation and new technologies

## Why

Knowledge of and the ability to implement new technologies is crucial for Combitech and our customers' futures. New technologies can provide enormous potential benefits, but they can also involve risks, requiring careful ethical and legal considerations.

## We

- Are inspired by new technologies and constantly develop our skills to promote innovation.
- Are aware of how important new technologies can be in realising our mission.
- Respect the risks and challenges that new technologies may pose.
- Never develop technologies whose intended use would violate international or national laws.

## You

- Are open to new ideas and technologies.
- Dare to challenge conventions and embrace change.
- Constantly explore how new technologies can contribute to our mission.
- Take into account the ethical and legal aspects that come with new technologies, respecting internal policies and rules.
- Contact Combitech's CTO if you need guidance on our policies and rules.

## Passion

You are curious and take on board new ideas.







# We report and communicate transparently

## Contents

- Accounting and reporting of business information
- Stock market and inside information
- Communication and media





# Accounting and reporting of business information

## Why

Reliable and accurate reporting in all areas of our business is a prerequisite for our governance, efficiency and credibility. It provides control, drives results and builds trust.



## We

- Maintain accurate accounting in all areas of our business.
- Report information about our operations transparently, truthfully and in a timely manner, and in accordance with internationally recognised accounting and reporting standards.
- Use IT systems and procedures to ensure the quality and integrity of our reporting.
- Pay taxes in accordance with the laws and regulations that apply where we conduct our business.

## You

- Account for and report information about our business honestly and truthfully. Never knowingly state false facts or information that is not true.
- Ensure that financial information accurately reflects the underlying transaction at all times.
- Comply with delegated attestation levels for approval of financial commitments and business decisions.
- Account for your working hours and business expenses correctly and in accordance with local regulations.
- Never claim compensation for expenses that have no connection to Combitech's operations.
- Never delete or destroy company information, other than in accordance with company policies and procedures.
- Speak up if you suspect that there are irregularities in our accounting.





# Stock market and inside information

## Why

Combitech is part of Saab, which is a listed company. Complying with laws and stock exchange rules regarding disclosure and inside information is crucial to maintaining market confidence.

## We

- Communicate and disclose inside information and other regulated information in a timely and structured manner.
- Register and follow-up on all persons who have access to inside information.
- Maintain an active and non-selective dialogue with the financial market.
- Communicate with the financial market only through official spokespersons.



### Inside information

is information that has not been made public and that is likely to have a significant effect on Saab's share price. For example, financial information, large orders or mergers and acquisitions.

## You

- Understand that you as an employee may have access to inside information.
- Never buy or sell shares based on inside information or encourage others to do so.
- Never share inside information with others, including colleagues (unless you have permission to do so), relatives or friends.
- Understand that it is your responsibility to assess whether the information in your possession is inside information. It is forbidden to misuse or unlawfully disclose inside information.
- Ask for advice from Combitech Legal if you are unsure whether you are in possession of inside information.
- Forward all questions regarding Combitech's results or financial position to our Head of Communications and Marketing.



# Communication and media

## Why

It is important that the world around us understands us. Clear, accurate and well-timed communication drives results, strengthens our brand and builds trust.

## We

- Always strive to communicate in a clear, accurate and timely manner, both internally and externally.
- Have official press and media spokespersons to ensure we provide accurate and consistent information in our public statements.
- Encourage employees who want to get involved in Combitech on social media.

## You

- Forward all questions from media regarding Combitech to our Head of Communications and Marketing
- Communicate clearly, accurately and on time. Never make false or misleading statements about Combitech or anyone else.
- Keep in mind that you represent Combitech when you use your work email or when you communicate at work.
- Behave professionally and with integrity.
- Know and follow our employee guide for social media.
- Keep yourself up to date via our internal news channels.





The background features a dense, repeating pattern of white line-art icons on a blue-to-green gradient. The icons are interconnected by a network of thin white lines, creating a complex web-like structure. The icons represent various aspects of technology, industry, and society, including laptops, smartphones, cameras, light bulbs, gears, houses, buses, trains, ships, and airplanes. The overall aesthetic is modern and tech-oriented.

# **COMBITECH**

Shaping a smart and resilient society