

THE FASTNED CODE OF CONDUCT

Our mission is to give freedom to EV drivers

Employees' and human rights, harassment and discrimination

Employees are our most important resource. We work as a team, promote inclusiveness and treat our colleagues with respect and fairness. We safeguard a culture of mutual trust and value differences of opinion as well as cultural diversity. We will recruit, employ and promote employees on the sole basis of the qualifications and abilities needed for the work to be performed. We embrace clear standards on employees' and human rights, such as zero tolerance for harassment and discrimination, child and forced labour and human rights violations.

Health, safety and environment

All our employees have the right to perform their duties in a safe and hygienic working environment. We are committed to provide a working environment that is safe and healthy.

>> Please refer to the full HSE manual, available from the Stations Team

We continuously work to improve our impact on the environment. As documented in the mission, Fastned only sells electricity from sun and wind. In addition, we are specifically focused on using sustainable materials.

>> Please refer to our Statutory Notes on the website

Conflicts of interest

We expect personal reliability and professionalism from all our employees at all levels and require them to act in the best interest of Fastned. We avoid situations in which a conflict, or the appearance of a conflict, could arise between the interest of Fastned and a possible personal benefit.

Fair competition

We are committed to the principle of vigorous but fair competition. We adhere to laws and regulations which are designed to ensure effective competition. In particular, our business relations with customers and suppliers, as well as occasional contacts with competitors, require careful attention to competition rules wherever we do business.

Business partners

We are committed to make a positive contribution to society and to establish and maintain fair and trusted business relations with our suppliers and other business partners.

We seek to do business with parties that adhere to similar integrity standards and expect our suppliers to help us achieve our goals and integrity commitments.

Bribery, gifts & entertainment

We believe that bribery, in all forms, must be eliminated. In order to protect reputations and adhere to the law, it is essential that we avoid bribery and improper advantages in any way or form.

We create goodwill and foster long-lasting business relations. We offer and accept gifts in an appropriate and transparent manner.

Hosting and participating in events that contribute to the development and growth of infrastructure for electric cars is part of our business. We provide and accept entertainment and hospitality openly and unconditionally as a gesture of esteem and goodwill, while maintaining independence and safeguarding reputations.

Use of Fastned's resources

We are all responsible for protecting our Fastned's assets, including our brand, innovations and intellectual property rights. We are also required to use resources in a careful and professional manner and for their intended business purpose only, unless other use is specifically permitted.

We use Fastned's assets, such as, but not limited to, phones, laptops, vehicles and the office as they were our own.

Confidential information

We must use and protect confidential and secret information, including personal data, in a careful and professional manner.

Insider Trading

We may come across information that is not yet publicly available, but which could be valuable to investors. No employee may disclose or use non-public information that a reasonable investor would consider important when deciding whether to trade.

>> Please refer to the insider trading policy on the website

Records keeping

Accurate and complete data are essential to make informed business decisions. It is crucial therefore that we are able to provide reliable information to all our stakeholders. We all have a duty to ensure that our records, financial and non-financial, are accurate, complete, consistent and up-to-date.

Fraud

We do not accept any behaviour that is intended to deceive or mislead others. All our employees are required to prevent fraud within our Company and to report any fraud or suspicion of fraud.

Reference documents

- Health, safety and environmental manual
- Statutory Notes
- Insider trading policy
- HR manual with regards to ICT (phones, laptops, tablets, vehicles and holidays)