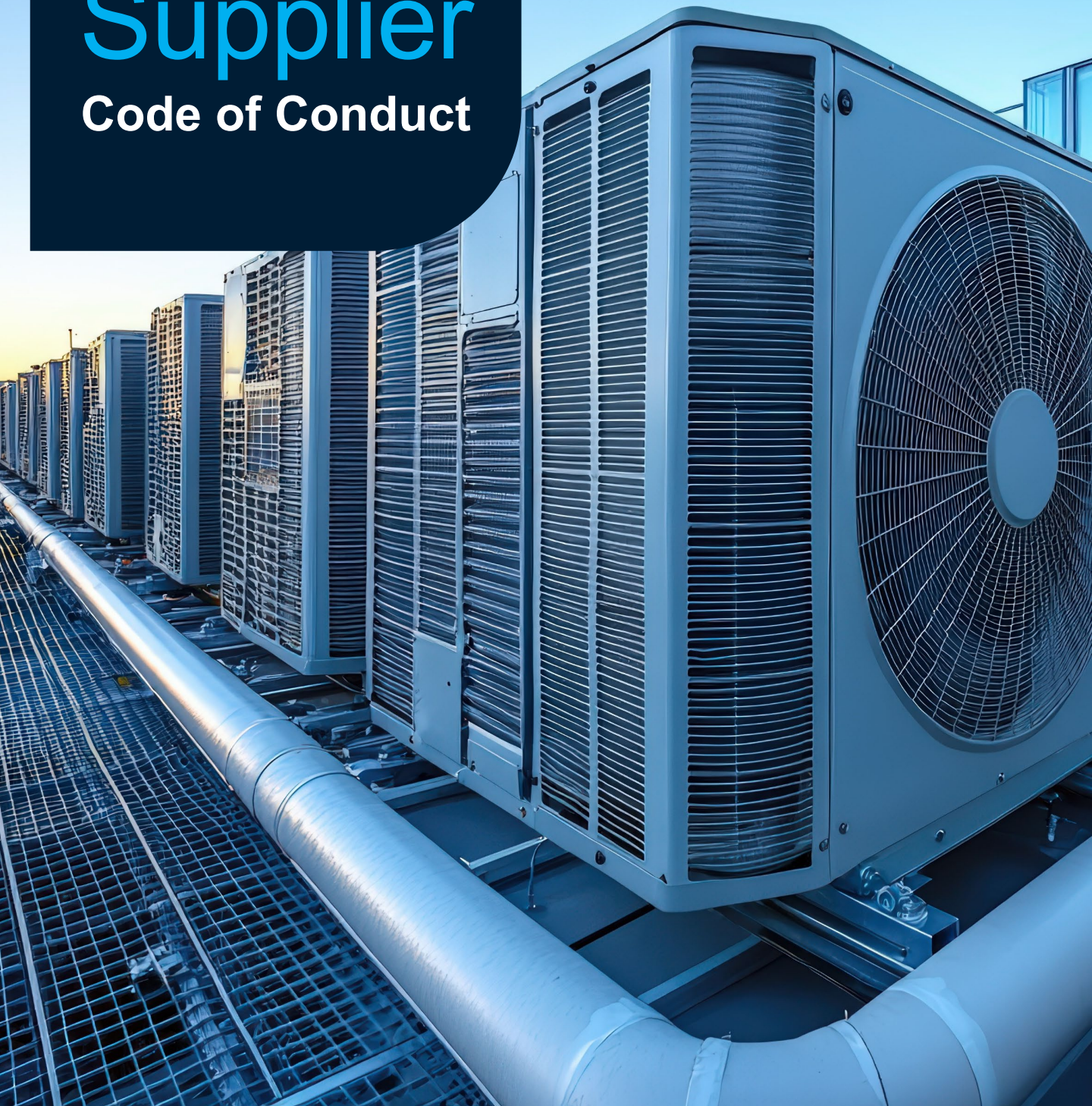


Supplier

Code of Conduct



BEIJER REF



Dear supplier,

Beijer Ref's success depends on strong partnerships built on shared values and mutual trust. As our supplier, you play a vital role in helping us deliver safe, reliable and sustainable solutions to our customers across more than 40 countries.

This Supplier Code of Conduct outlines the basic standards expected of all suppliers conducting business with Beijer Ref.

We recognise that implementing these standards is an ongoing journey. We are committed to working collaboratively with our suppliers to address challenges, strengthen performance, and drive continuous improvement over time. By adhering to the principles set out in this Supplier Code of Conduct, you not only meet our expectations but also enhance the resilience of your own business.

We look forward to continuing our partnership based on these shared commitments.

Christopher Norbye
Chief Executive Officer, Beijer Ref

Introduction

General requirements

Beijer Ref AB, including its subsidiaries (collectively “**Beijer Ref**”), expects all its Suppliers to conduct their business in compliance with applicable laws and regulations and in accordance with the basic requirements set out in this Supplier Code of Conduct.

This Supplier Code of Conduct is based on Beijer Ref’s own Code of Conduct and is guided by internationally recognised frameworks, including the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the International Bill of Human Rights and the core ILO Conventions.

Scope

This Supplier Code of Conduct applies to all Suppliers providing goods and/or services to Beijer Ref. For the purposes of this Supplier Code of Conduct, “Supplier” means any entity or individual supplying goods and/or services to any Beijer Ref entity, including its parent, subsidiaries, affiliates, subcontractors within the supply chain, and their respective employees and agents (collectively, the “**Supplier**”).

Where the standards of this Supplier Code of Conduct exceed the requirements of local laws and regulations, the requirements of this Supplier Code of Conduct shall apply. Conversely, where local laws and regulations impose stricter requirements than this Supplier Code of Conduct, local laws must be followed.

Implementation

This Supplier Code of Conduct forms a binding and integral part of the agreement between the Supplier and Beijer Ref.

The expectations set forth in this Supplier Code of Conduct are not intended to conflict with or modify the terms and conditions of your contracts with Beijer Ref. If a contract requirement is more restrictive than this Supplier Code of Conduct, you must comply with the more restrictive contract requirement.

Any questions regarding the implementation or interpretation of this Supplier Code of Conduct or matters of sustainability in our supply chain in general, can be raised with your Beijer Ref contact person.

Date of adoption and publication:

This Supplier Code of Conduct was adopted by the Board of Directors of Beijer Ref AB on 23 April 2026. The Supplier Code of Conduct is reviewed annually or when needed. The owner of the Supplier Code of Conduct is the Group General Counsel.

Implementation of a management system

The Supplier shall implement this Supplier Code of Conduct throughout its organisation and extend its requirements across its value chain, in proportion to the size, complexity and risk environment of the Supplier's business. This may be achieved by incorporating the requirements of this Supplier Code of Conduct into the Supplier's own policies and standards.

Suppliers shall communicate the requirements of this Supplier Code of Conduct to relevant individuals and provide adequate training to ensure understanding and compliance among relevant employees.

Suppliers shall implement appropriate due diligence and risk management processes to identify, prevent, mitigate, and address adverse human rights and environmental impacts, as well as other risks covered by this Supplier Code of Conduct, across their chain of activities (including own operations, subsidiaries, and business partners).

Suppliers shall further ensure that the requirements of this Supplier Code of Conduct are effectively communicated and cascaded throughout its supply chain, including to its own suppliers and sub-tier suppliers, who must adhere to standards equivalent to those set out herein.

Suppliers shall implement monitoring systems and conduct regular self-assessments to ensure ongoing compliance and continuous improvement.

Verification of compliance with requirements

Beijer Ref may periodically verify the Supplier's compliance with this Supplier Code of Conduct through self-assessments and reserves the right for its authorised representatives to conduct audits, inspections, and assessments of the Supplier's facilities, operations, and records. This includes verifying compliance with applicable laws and confirming that all required permits, approvals, licenses, registrations, inspections, and related reports are in place and up to date.

All information obtained during such audits shall be treated as confidential and used solely for the purpose of assessing compliance and supporting corrective and improvement measures.

If a Supplier fails to comply with the requirements of this Supplier Code of Conduct, the Supplier shall promptly develop and implement a corrective action plan within the timeframe specified by Beijer Ref.

Failure to cooperate, to remedy identified non-compliance, or to implement corrective actions within the agreed timeframe may, subject to applicable contracts, result in termination of the business relationship by Beijer Ref.

Report a concern

Speak up

Suppliers shall establish and maintain their own effective internal reporting system and grievance mechanisms. These mechanisms must enable employees and, where appropriate, other stakeholders to raise concerns or complaints concerning the Supplier's operation.

Suppliers are responsible for communicating the availability of their reporting and grievance mechanism to their employees, subcontractors, and other relevant parties.

Protection against retaliation

Suppliers must ensure zero tolerance for retaliation against anyone who raises concerns or complaints in good faith about potential violations of this Supplier Code of Conduct or applicable laws and regulations.

Confidential reporting to Beijer Ref

In addition to maintaining their own reporting channels, Suppliers and their employees may raise concerns directly with Beijer Ref if they become aware of suspected or actual violations of this Supplier Code of Conduct in connection with our business relationship, including potential misconduct by Beijer Ref representatives. Concerns may be reported through designated Beijer Ref contacts.

Compliance and monitoring

Suppliers shall comply with applicable environmental laws, regulations, and standards. They shall establish and maintain policies and procedures to ensure compliance, monitor and manage significant environmental impacts, and provide relevant environmental data upon request.

Hazardous substances

Suppliers shall identify and manage hazardous substances used in their operations and ensure they are handled, labelled, transported, stored and disposed of safely and in a manner that prevents and mitigates accidental spills and releases into the environment.

Suppliers shall comply with any specific requirements regarding banned or restricted substances that have been communicated by Beijer Ref.

Suppliers shall promptly report any significant spill or unintended environmental release to Beijer Ref's responsible contact person and implement appropriate corrective action.

Emissions

Beijer Ref is committed to reducing greenhouse gas emissions in line with Science Based Targets and driving the transition to natural refrigerants such as CO₂, propane and ammonia.

Suppliers are expected to support Beijer Ref's climate commitments and prioritise environmentally sustainable solutions, including, where possible, natural refrigerants, in the products and services provided to Beijer Ref.

Suppliers are encouraged to establish their own greenhouse gas emissions reduction targets and implement reporting systems in line with international standards, such as the Science Based Targets initiative (SBTi).

Resource and energy efficiency

Suppliers shall use energy and natural resources efficiently and responsibly, implementing measures to reduce consumption, minimise waste, and promote reuse and recycling where feasible.

Waste management

Suppliers shall manage waste and wastewater responsibly and in compliance with applicable environmental laws and regulations. This includes proper segregation, handling, storage, transport, and disposal of waste, as well as management and documentation of wastewater prior to discharge, and maintaining appropriate records.

Biodiversity

Suppliers are expected to identify, prevent, and minimise adverse impacts on biodiversity and ecosystems. Suppliers should promote sustainable land use, protect natural habitats, and avoid operations in or near biodiversity-sensitive or protected areas where possible.

Product compliance

Suppliers shall ensure that all products and services supplied to Beijer Ref are safe, compliant with applicable laws and regulations, and meet agreed specifications and quality standards. This includes compliance with regulations on hazardous, restricted and banned substances and materials (e.g., REACH, RoHS, PFAS restrictions).

Suppliers are expected to apply a lifecycle perspective to the environmental impact of their products and services.

Suppliers shall implement effective quality management systems to ensure consistent quality and continuous improvement. They shall stay informed of relevant regulatory developments and ensure ongoing compliance in all countries where products are manufactured, sold, or used.

Suppliers shall provide accurate information on product safety, use, and handling; ensure proper testing, inspection, and certification; and promptly notify Beijer Ref of any safety concerns, defects, or non-conformities.

Suppliers shall also comply with any specific product requirements communicated by Beijer Ref, including restrictions on substances.

Social responsibility

Human and labour rights

Respect for internationally recognised human rights and labour laws

Suppliers shall respect internationally recognised human rights and comply with applicable labour laws, including the International Bill of Human Rights, the core ILO Conventions, and relevant international standards such as the UN Guiding Principles on Business and Human Rights, the UN Global Compact, and the OECD Guidelines for Multinational Enterprises.

Freedom of association

Suppliers shall respect workers' rights to freely associate, form or join trade unions of their choice, and engage in collective bargaining in accordance with applicable laws. Suppliers shall also respect workers' right to refrain from collective representation.

Suppliers shall not discriminate against, penalise or retaliate against workers who exercise these rights.

Forced labour

Suppliers shall prohibit all forms of forced, bonded, or involuntary labour, including human trafficking, slavery, and servitude. Workers must enter employment freely, be informed of their terms in a language they understand and be free to leave in accordance with applicable laws and agreements.

Suppliers shall not retain identity documents, charge recruitment fees, or use coercion, threats, or restrictions on movement to retain workers.

Child labour

Beijer Ref has zero tolerance for child labour. Suppliers must prohibit and actively prevent all forms of child labour. Employment shall not be offered to anyone below the age at which compulsory schooling is completed and, in any event, not to persons under 15 years of age.

For workers under the age of 18, Suppliers shall ensure that work is appropriate to their age and does not expose them to hazardous conditions or situations that could affect their health, safety, well-being or personal development.

Fair wages, working hours and leave

Suppliers shall ensure that workers receive fair compensation meeting or exceeding legal minimum wages. Wages, overtime, and benefits shall comply with applicable laws and agreed terms, be paid regularly, on time, and directly to workers.

Deductions shall be lawful and not used as disciplinary measures. Working hours shall be reasonable and comply with applicable laws, collective agreements, or relevant

international standards. Workers shall be entitled to rest breaks, days off, and paid leave in accordance with applicable laws.

All employees, including temporary staff, shall have an employment contract written in a language they can understand that specifies their working hours, pay and holiday entitlement.

Responsible sourcing of minerals and metals

Suppliers shall conduct due diligence to ensure that minerals used in products supplied to Beijer Ref do not directly or indirectly finance armed conflict or contribute to human rights abuses.

Suppliers are required to establish policies and processes for responsible mineral and metal sourcing in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Upon request, Suppliers shall provide information and documentation regarding the source of minerals and metals in their products.

Health and safety

Suppliers shall provide a safe and healthy working environment and comply with applicable health and safety laws. They shall establish effective systems to identify, assess, and mitigate workplace risks, including implementing preventive controls, providing necessary protective equipment, and ensuring appropriate training and emergency preparedness.

Workers shall have the right to refuse unsafe work, report concerns without retaliation and remove themselves from imminent danger without prior approval.

Non-discrimination and equal opportunities

Suppliers shall provide a workplace free from discrimination, harassment, bullying and intimidation.

Suppliers shall treat all workers with dignity and respect. Suppliers are required to ensure that employment decisions are based on relevant qualifications, skills, performance and business needs. Discrimination based on race, colour, nationality, ethnic origin, religion, belief, gender, gender identity, sexual orientation, age, disability, marital status, pregnancy, trade union membership or any other characteristic protected by applicable law is prohibited.

Suppliers shall not tolerate any form of harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.

Business ethics



Anti-corruption

Suppliers shall comply with all applicable anti-corruption and anti-bribery laws and regulations, including local anti-corruption legislation in the countries where they operate.

Accordingly, Suppliers shall never, directly or indirectly, offer, promise, give, request, accept or authorise bribes, kickbacks, facilitation payments or any other improper payments or benefits intended to influence business decisions, obtain an unfair advantage or improperly affect business outcomes.

Improper benefits may include not only monetary payments, but also non-cash advantages such as employment opportunities, personal favours, travel or hospitality, the settlement of debts, or inappropriate gifts and entertainment.

Anti-money laundering

Suppliers shall comply with all applicable anti-money laundering laws and regulations and shall ensure that none of its activities facilitates money laundering or the financing of terrorism or other criminal activities.

Suppliers shall implement appropriate procedures to verify the identity of their business partners and understand the nature and purpose of business relationships.

Conflicts of interest

Suppliers shall diligently identify, disclose and manage any potential or actual conflict of interest that may be linked to their interactions with Beijer Ref.

Suppliers shall immediately notify Beijer Ref of any circumstances that give rise to, or could reasonably be perceived to give rise to, a conflict of interest in relation to their business relationship with Beijer Ref.

Fair competition

Suppliers shall compete fairly and comply with applicable competition and antitrust laws. They shall not engage in practices that restrict or distort competition, including price-fixing, bid-rigging, market allocation, or the exchange of commercially sensitive information such as pricing, costs, customer lists or business strategies.

Accounting

Suppliers shall maintain accurate, complete and transparent books, records and accounts in accordance with applicable accounting standards and legal requirements. All business transactions with Beijer Ref shall be properly recorded and supported by appropriate documentation.

Suppliers shall not make false or misleading entries, and all financial documents must accurately reflect underlying transactions. Financial records shall be made available to Beijer Ref upon request, and any errors, irregularities, or suspected fraud shall be promptly reported.

Business ethics

Trade compliance

Sanctions

Suppliers shall comply with all applicable international sanction laws imposed by the EU, UK, US and other relevant jurisdictions.

Suppliers shall not engage in business activities involving countries, entities or individuals subject to applicable sanctions restrictions. Suppliers shall implement appropriate screening procedures to ensure that their business partners, including sub-suppliers are not subject to sanctions.

Suppliers must not, directly or indirectly, supply to Beijer Ref any goods, software, technology or services from or involving restricted party or a sanctioned country.

Where Suppliers identify potential sanctions risks or trade compliance concerns related to their business with Beijer Ref, they shall immediately notify Beijer Ref and refrain from proceeding with the transaction until the matter is resolved.

Export controls

Suppliers shall comply with all applicable export control laws and regulations governing the transfer of goods, software, technology and technical information across borders, including regulations imposed by the EU, UK, US and other relevant jurisdictions.

Suppliers shall determine whether products or technology they supply are subject to export controls and obtain all necessary export licences, authorisations or permits prior to export.

Suppliers shall maintain accurate records of export control classifications, licences, and provide Beijer Ref with relevant export control information upon request.

Data privacy and information security

Suppliers shall comply with applicable data protection and privacy laws, including GDPR, when handling personal data in connection with their business with Beijer Ref.

Suppliers shall safeguard Beijer Ref's confidential and proprietary information and use it only to fulfil contractual obligations. Appropriate technical and organisational security measures shall be implemented to prevent unauthorised access, cyberattacks, and data loss.

Intellectual property rights

Suppliers shall respect and protect intellectual property rights, including patents, trademarks, copyrights, trade secrets and other proprietary information belonging to Beijer Ref and third parties.

Beijer Ref's intellectual property may be used solely for the purpose of fulfilling contractual obligations and shall not be used for any other purpose without Beijer Ref's prior written consent.

Suppliers shall ensure that all necessary licences, permissions and authorisations for the use of third-party intellectual property are obtained and maintained.

Declaration of the supplier

We, the undersigned Supplier, have received a copy of the Beijer Ref Supplier Code of Conduct. By signing this document or otherwise providing written confirmation, we confirm our commitment to comply with all requirements set out therein. Further, we acknowledge and agree that a breach of the Supplier Code of Conduct may, subject to applicable contracts, be a breach of the agreement between the Supplier and Beijer Ref. We understand that failure to comply with these requirements may result in corrective action requirements, suspension of business, or termination of the business relationship with Beijer Ref.

Date:

Company name:

Signature:

Name:

Title:

BEIJER REF

Stortorget 8, 211 34 Malmö
Telephone 040-35 89 00
Corporate ID 556040-8113

www.beijerref.com