



Code of Ethics Policy

Document Information

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Prepared by:	Michelle Chalmers on 3 February 2025
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Authorized by:	Thomas Aas Saethre on 19 May 2025
Document description:	Vysus Group's Code of Ethics helps ensure we do things safely, ethically, and responsibly.

Policy

Policy Overview

At Vysus Group, our Code of Ethics helps ensure we do things safely, ethically, and responsibly. Its role is to make sure everyone who works for or with a member of Vysus Group understands that unlawful or unethical business practices will not be tolerated. Our values “Trust, Partnership, and Passion” are the shared beliefs that guide decision-making at Vysus Group.

Policy Principles

At Vysus Group, we will always aim to act in accordance with the laws of the countries in which we operate, but this Code of Ethics highlights our standards that ensure we continually reach beyond simply fulfilling these minimum requirements and obligations.

Our Mandate

Vysus Group’s Ethics & Compliance Committee has a mandate to ensure that the Code of Ethics and supporting standards and practices within Vysus Group comply with industry best practice in all the territories in which we operate. The Ethics and Compliance Committee also supports the Vysus Group brand and safeguards and upholds the principles of the Vysus Group board.

Ownership and Overview

The Ethics & Compliance Committee owns and maintains an overview of the full range of related standards and activities:

Antibribery, Anticorruption, and Antifraud: This standard sets out our responsibilities and the responsibilities of those working for us to observe and uphold our zero-tolerance position on bribery, corruption, and fraud. It provides information and guidance on how to recognize, avoid, and report suspicions of bribery, corruption, or fraud.

Speaking Out: Ensures all employees and contractors can raise serious concerns which they believe indicate malpractice or wrongdoing within Vysus Group, without fear of being dismissed or otherwise disciplined or of jeopardizing their position.

Conflict of Interest: This requirement is to ensure employees and others acting on behalf of Vysus Group are free from conflicts of interest which could adversely influence their judgement, objectivity, or loyalty in conducting business activities or which could compromise our independence, impartiality, and integrity.

Environmental and Social Governance: Our environmental and social governance policy strives to achieve a sustainable, ethical balance between social, environmental, and economic matters. It complements and strengthens our independence, integrity, and innovation.

All suspected incidents of malpractice or wrongdoing must be reported using the dedicated email ethics@vysusgroup.com. That email should also be used where further guidance is needed on any ethical issue facing Vysus Group or where a decision is required of the Ethics and Compliance Committee.

Authorised by

Thomas Aas Saethre,
Chief Executive Officer

Vysus Group Holdings Limited



19 May 2025