TESLAR TRANS

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Non-Confidential from April 14, 2023

Corporate Code of Conduct

Approved by the Management of OU Teslar Trans

Corporate Code of Conduct

Introduction

OU Teslar Trans ("Teslar Trans") is committed to building a reputation as a reliable partner and believes that responsibility and business ethics are the basis for the long-term benefit of Teslar Trans, its partners and other stakeholders alike. Teslar Trans has set out its responsibility obligations in its Corporate Code of Conduct. Our main principle is to refuse to compromise on our corporate responsibility standards completely, and we expect the same approach from our partners and third parties.

All partners or counterparties of Teslar Trans (such as agents, consultants, suppliers and customers, joint venture partners, lessees and lessors, and others acting jointly or on behalf of Teslar Trans) must ensure that they meet the standards contained in the Teslar Trans Corporate Code of Conduct. This Corporate Code of Conduct sets out the minimum requirements that Teslar Trans imposes on all its partners and counterparties.

1. Commitment to a holistic approach

Each partner or counterparty of Teslar Trans undertakes to:

- Comply with all applicable laws and regulations.
- Immediately inform Teslar Trans if they are unable to comply with the requirements of the Corporate Code of Conduct.

2. Respect for people and human rights

Each partner or counterparty of Teslar Trans undertakes to:

- Comply with the United Nations Declaration of Human Rights, international labour standards set by the International Labour Organisation (ILO) and the UN Global Compact.
- Respect universally accepted human rights, such as freedom of thought, belief, expression, religion and the right to peaceful assembly, as well as freedom from all discrimination on the grounds of race, age, nationality, gender or sexual orientation.
- Respect International Labour Organisation conventions and local legislation regarding working hours and remuneration, ensure that all forms of forced and child labour are rejected in all work areas and that no person under the age of 15 is employed. If it is discovered that forced or child labour is being used in any operation, the partner or counterparty undertakes to inform Teslar Trans immediately and to take action to remedy the situation pursuant to the principles adopted in this Corporate Code of Conduct.

- Comply with safety requirements and take all necessary measures to protect the health and safety of employees and anyone else who may be affected by the partner's or counterparty's activities.

3. Control of environmental impact and product safety

Each partner or counterparty of Teslar Trans undertakes to:

- Reduce negative impacts on land, water, biodiversity and air.
- Manage waste from their activities or waste at their disposal from the products and property of their customers, including the disposal of hazardous waste pursuant to applicable law or the manufacturer's instructions.

4. Zero tolerance for corruption and bribery

Each partner or counterparty of Teslar Trans undertakes to:

- Under no circumstances, directly or through intermediaries, pay, give, offer or approve bribes to officials or individuals.
- Under no circumstances, directly or through intermediaries, accept, discuss or approve bribes from any person or organisation.
- Refrain from any action that could be associated with bribery, corruption or other unethical behaviour.
- Apply anti-corruption and anti-bribery policies in their work on an ongoing basis.
- Immediately inform Teslar Trans if bribery or corruption is discovered amongst Teslar Trans employees.

5. Business transparency

Each partner or counterparty of Teslar Trans undertakes to:

- Comply with applicable legal requirements for the registration and lawful organisation of their activities.
- Have the right to carry on business activities and, by entering into a contract with Teslar Trans, act within the scope of that contract.
- Ensure continued liability insurance and implement an effective insurance policy with a reliable insurance agent for all liability cases that may affect Teslar Trans.
- Monitor the applicable risks, implement effective procedures to address the risks, and notify Teslar Trans immediately if these risks may affect Teslar Trans operations.
- Fully comply with applicable tax laws and pay taxes and other public levies.

- Fully comply with all applicable anti-money laundering legislation and applicable trade sanctions regimes.

6. Compliance with competition laws

Each partner or counterparty of Teslar Trans undertakes to:

- Comply with all applicable antitrust laws, not enter into transactions, agreements or trading methods that interfere with competition, and not meet with customers, suppliers or business partners for purposes contrary to competition laws or other prohibited methods.

7. Compliance with European Union (EU) sanctions and restrictive measures against the russian federation and the Republic of Belarus.

Each partner or counterparty of Teslar Trans undertakes to:

- comply with all applicable laws and restrictive measures from the EU relating to current sanctions and restrictive measures against the russian federation and the Republic of Belarus.

- not enter into transactions or agreements with persons and companies that are subject to applicable EU sanctions and restrictive measures.

- for current documentation on sanctions and restrictive measures against the russian federation and the Republic of Belarus, see the official website of the European Union at www.eur-lex.europa.eu.

8. Asset and information protection

Each partner or counterparty of Teslar Trans undertakes to:

- Use caution when disposing of Teslar Trans property.
- Protect confidential information from inappropriate use or dissemination.
- Not publish any announcements, press releases or other public statements relating to Teslar Trans without the approval of Teslar Trans.
- Respect the intellectual property rights of others.
- Avoid any conflicts of interest with Teslar Trans, and notify Teslar Trans immediately if any such conflicts arise.

9. Responsible selection of suppliers

Each partner or counterparty of Teslar Trans undertakes to:

- Thoroughly study and carefully select business partners in order to identify risks in a

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timely manner and avoid becoming involved in illegal activities or violating the requirements of this Corporate Code of Conduct.

- Keep complete and accurate records of all commercial transactions.
- Extend the requirements of the Corporate Code of Conduct to other stages of their supply chain.

10. Participation in public life

Each partner or counterparty of Teslar Trans undertakes to:

- Communicate openly with all stakeholders and provide transparent information, encouraging two-way communication.
- Wherever possible, make a positive contribution to the welfare and development of the local community. In cases of commercial relations with the authorities, ensure compliance with anti-corruption laws and business practices pursuant to the principles of this Corporate Code of Conduct.

11. Everyone is responsible for upholding the principles

Each partner or counterparty of Teslar Trans undertakes to:

- Enable Teslar Trans to monitor compliance with the requirements of the Corporate Code of Conduct.
- Respond to questions from Teslar Trans in a timely manner.
- Understand that violation of law or the Corporate Code of Conduct, or a failure to address such violations, will be treated by Teslar Trans as a contract violation and will be grounds for termination of business.
- Provide staff with the means of sending anonymous reports of violations and general comments, suggestions and feedback.
- Promptly report any suspected or actual violation of the Corporate Code of Conduct to Teslar Trans.