

Anti-Bribery and Corruption Policy

This document was approved by Remedy Trading's Director and executive management and is publicly available on our website. All employees are informed about the contents of this document.

This Policy may be amended from time to time by the Company.

The Policy can be found at the Company's website at the **following link**:
<https://remedytrading.hu/about-us/>

Introduction

This Anti-Bribery and Corruption Policy applies to all full time, part-time and temporary employees and agents, representatives, consultants, advisors, and other similarly titled independent contractors of Remedy Trading Ltd. (the "Company").

Policy Statement

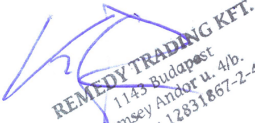
Remedy Trading Ltd condemn any form of bribery and corruption

Principals

- a) Employees must never, directly or through intermediaries, offer or promise any personal or improper financial or other advantages to obtain or retain a business or other advantage from a third party, whether public or private. Nor must they accept any such advantage in return for any preferential treatment of a third party. Moreover, employees must refrain from any activity or behaviour that could give rise to the appearance or suspicion of such conduct or the attempt thereof.
- b) Employees should be aware that the offering or giving of improper benefits to influence the decision of the recipient, even if he or she is not a government official, may not only entail disciplinary sanctions but also result in criminal charges. Improper benefits may consist of anything of value for the recipient, including employment or consultancy contracts for closely related parties
- c) Employees shall not be influenced by receiving favours nor shall they try to improperly influence others by providing favours. Employees may only offer or accept reasonable meals and symbolic gifts which are appropriate under the circumstances, and they shall

not accept or offer gifts, meals, or entertainment if such behaviour could create the impression of improperly influencing the respective business relationship. No employee shall offer to or accept from any third party gifts taking the form of any of the following, whatever the value involved: money, loans, kickbacks, similar monetary advantages.

- d) In general, employees may not accept gifts or the conveyance of anything of value (including entertainment) from current or prospective Remedy customers or suppliers. Employees may never accept a gift under circumstances in which it could even appear to others that his/her business decision has been influenced or compromised.
- a. Small gifts may be accepted if they are non-cash gifts of nominal value up to HUF 10.000 and reasonable meals and entertainment at which the giver is present, such as the occasional business meal, sporting or cultural event.
 - b. In case of any question about the appropriateness of accepting a gift or invitation, employees should discuss the matter with the relevant Manager.
 - c. In certain situations, it may be appropriate to accept a gift based on the prior approval of the Manager or equivalent management level at business units/factories.
- e) Modest hospitality is an accepted courtesy in a business relationship. However, the recipient should not allow him/herself to be in a position where they may be deemed by others to have been influenced in making a business decision, as the consequence of accepting such hospitality.
- f) In general, the employee may not provide gifts to our suppliers at all.
- a. Gifts can be granted to our customers only if it is non-cash and if its value is less than HUF 10.000 and was previously approved by the line manager of the employee. Additionally, there should be a plan for such gifts by a salesperson that has to be approved by the Sales Director.
- g) Any gift or entertainment to customers is subject to the prior approval of the relevant Manager or equivalent management level at business units/factories. Nevertheless, the frequency and scale of hospitality should not be significantly greater than what Company would be likely to accept.



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