

Code of conduct

Veritas Capital and subsidiaries

The Code of Conduct and Values apply to all employees and board members of the Companies within the VC Group.

1. THE GROUP VALUES ARE Candor, Progress and Reliability

2. COMPLIANCE WITH LAWS AND REGULATIONS

Employees and board members must always comply with applicable laws and approved regulations governing the professional activities of the Company and its daily operations. No exceptions are permitted. Company employees and board members must also avoid taking measures that could lead to misuse of a competitive position or abuse of a dominant marketing position.

3. SOCIAL RESPONSIBILITY

The Company and its employees must always treat customers, colleagues and associates with the utmost respect, with mutual benefit in mind. The Company and its employees should realize that their responsibilities also extend to the community and the environment, and must ensure that their activities and decisions always reflect such responsibility.

4. INTEGRITY AND HONESTY

Employees and board members must always exercise integrity and honesty both within and outside the Company. They must not engage in activities or behavior that would bring shame on the Company or themselves. Efforts shall be made to inform employees at all times about important matters, as long as it does not betray confidentiality. Furthermore, employees should ensure that important information concerning the interests of the Company is brought to the attention of the relevant individuals within the Company.

5. CONFLICT OF INTERESTS

If there is the slightest doubt about conflict of interests between the Company, employees, board members, shareholders or the companies which these parties are associated with, as may be the case, the immediate superior, human resource manager or board must be informed, so that it is possible to take a decision on how to react.

6. CONFIDENTIALITY

Employees and board members must always exercise the utmost confidentiality concerning information in their possession or which they become aware of during their work. This applies whether it concerns information about the Company, its employees, customers, suppliers, colleagues or other interested parties.

7. RESPECT

Employees and board members must always treat the company's employees and customers with respect. Discrimination, harassment, bullying and slandering are not tolerated and should be reported to the immediate superior, the human resource manager or safety council at once. Employees shall be assessed on merit and attempts made to maintain diversity and provide employees of both genders with equal opportunities for increasing their responsibilities and progressing in their occupations.

8. INFORMATION ON MISCONDUCT

Employees and board members are encouraged to notify any ethical issues that may arise concerning company procedures or decisions if they consider that the company, its employees or board members have violated this Code of Conduct. The respective individual may turn to his/her immediate superior, human resource manager or the board. All employees may rest assured that such notifications, issued in good faith, shall not be met with penalties of any kind.