



Preem's Code of Conduct

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Our Code of Conduct is the backbone of Preem's identity; it reflects the values and ethical principles that we all stand for. I expect every employee and business partner to act in accordance with this code, in order to build a responsible and sustainable future together.”

Magnus Heimborg
President and CEO

Preem's Code of Conduct describes the values and ethical guidelines that the company upholds and values. It provides guidance for ensuring good business that creates sustainable development for all stakeholders, contributing to a sustainable society.

The aim is to create an industry standard in matters of sustainability, which is in line with Preem's vision to lead the transition towards a sustainable society and a way for us to communicate our stance on sustainability.

Abiding by the Code of Conduct is important to Preem's business. As an employee or business partner, you are expected to respect the code and work in accordance to the principles highlighted. A business partner's Code of Conduct can be accepted if it encompasses all aspects included in Preem's Code of Conduct.

Awareness of the content of the Code shall be found throughout the supply chain. This applies in particular to subcontractors who conduct assignments on behalf

of Preem. We believe that cooperation is key to creating sustainable development. Together we can act on a broader front moving forward and so more quickly lead the transformation towards a sustainable society.

Preem's Code of Conduct stems from Preem's values (responsibility, innovation and inclusion), Preem company policies, the UN Global Compact, the UN Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the UN Declaration on the Rights of Indigenous Peoples, the OECD Guidelines for Multinational Enterprises and the ILO's eight fundamental conventions (29, 87, 98, 100, 105, 111, 138 and 182) together with its conventions on the working environment, occupational safety and health and the use of chemicals at work (148, 155 and 170).



For all Preem employees and business partners to comply with the Code of Conduct in order to create sustainable development both locally and globally.

Preem and our responsibility

Preem is the largest fuel company in Sweden and Norway. We refine and sell gasoline, diesel, heating oils and renewable fuels. Our business also encompasses service stations and resellers. Preem takes great responsibility for in a sustainable manner optimizing the entire production chain; from raw materials through refining and transportation to product use. We ensure sustainability for the welfare of society, the individual and the environment. Preem's vision is to lead the transformation towards a sustainable society. Compliance with laws and ordinances, international conventions, agreements and accords that concern

our operations is a given. And we expect the same from our business partners.

Preem's goals

For all Preem employees and business partners to comply with the Code of Conduct in order to create sustainable development both locally and globally. We shall actively help reduce negative environmental impact and establish working methods in which human rights, favorable working conditions, good health, safety and social equity are givens.

Preem's responsibility for the environment, biodiversity and products

Preem acts in the spirit of the UN Global Compact's principles regarding the environment, which means employing a precautionary approach, developing environmentally friendly technologies and conducting initiatives to promote greater environmental responsibility. Our employees shall be familiar with Preem's Environmental Policy.

Protecting biodiversity is essential to achieving our sustainability goals. As the foundation of life on Earth, biodiversity is vital for health of ecosystems and human well-being.

Emissions

Preem works continually to reduce emissions to air, land and water. We have an established working method for managing risks and maintaining sufficient readiness to minimize the consequences of any undesirable incidents. Preem expects our partners and suppliers to strive for reduced emissions to air, land and water as well as carry out systematic work to reduce emissions and share information about this work.

Resource use

Preem continuously strives to improve the efficiency of its use of natural and energy resources. The use of virgin raw materials is reduced through ongoing optimization of raw material usage, increased recycling and reuse of materials,

waste minimization, and by offering products and solutions aligned with the principles of a circular economy.

Production responsibility

Preem ensures high product safety with systematic quality assurance. We do this to protect against mistakes that can be harmful to people's lives, health or safety, or that entail a negative impact on the environment. Chemical products that comprise a danger in the event of spills shall be identified and handled in a secure manner. In the event of an undesirable product spill, the possible reuse or recycling of the recovered material shall be considered before it is disposed of or destroyed. Preem does not purchase crude oil that has been produced in Arctic waters or through shale oil or tar sand.

New technology

Preem strives to increase the use of technology that reduces emissions of greenhouse gases and other substances from our production, our deliveries and the use of our products and services. We choose modern, energy efficient and sustainable technologies and invest in research and development that support the sustainable development of society.



Environmental management

Our environmental work shall be systematic with established goals linked to activities and action plans. Our policies provide a basis for this work.

Preem's sustainability criteria for renewable fuel

Our contribution to a sustainable society is to make fuels that are as sustainable and efficient as possible. We have strict requirements for our business partners and ourselves as regards the production of renewable fuels, as expressed below:

- Renewable fuels shall have a favorable climate effect from a life cycle perspective, that is, at least in line with the requirements of the renewable energy directive.
- Renewable fuels shall have favorable energy efficiency, that is, energy use to produce and transport the fuel shall be in reasonable proportion to the energy released when the fuel is used.

- The production of renewable fuels shall not restrict people's right to food or contribute to a worsening of global food shortages.
- The production of renewable fuels may not deplete water supplies or threaten biological diversity. This includes production that can cause the destruction of forests or other effective carbon sinks.
- The production of renewable fuels shall not violate human rights as defined in UN conventions. This means, for example, the requirement for employment contracts, the right to join a trade union, safe working conditions, the right to at least the statutory wage and a prohibition on forced labour

Health and well-being of animals

Preem requires that business partners in Preem's value chain comply with laws and regulations, applicable standards, and guidelines regarding the health and well-being of animals.

Preem's social responsibility

Our social responsibility entails respect for the individual, with equality and equity as key concepts.

Human rights

We support and respect international human rights within the company's circle of influence and ensure that our business partners are not involved in violations of human rights or contraventions of the rights of indigenous people. The production of fuels must not compromise people's right to food or contribute to the deterioration of global food security.

Working environment

Preem's working environment management is based on the conventions on workers' rights and the working environment, the convention on air pollution, noise and vibration and the convention on safety in the use of chemicals at work. We prioritize the health and safety of employees at work, such as by providing protective equipment, relevant training and updated safety procedures. Any

accidents, occupational injuries and incidents are reported, documented and acted upon. Any shortcomings are rectified and precautions are taken to minimize risks in the working environment.

Discrimination and diversity

Diversity and an inclusive culture enrich our business operations and everyone shall be treated equally. Preem's employees are assessed and treated according to their individual qualifications and abilities. We do not permit any form of discrimination based on race, sex, age, political opinions, religion, sexual orientation, ethnic or social background or any other characteristics protected by national legislation. Bullying, offensive treatment and sexual harassment are not tolerated.

Working hours and wages

Working hours and wage levels shall comply with applicable collective agreements. Wages and other remuneration are paid regularly. Overtime should not be a regular occurrence

and should be compensated with fair pay. All employees and workers in the value chain shall be entitled to a fair living wage. There shall be a clear link between remuneration levels and job performance, experience and qualifications.

Forced labour

Forced labour and involuntary or unpaid work are not accepted in any form. Employees shall under no circumstances be forced to deposit wages or other possessions in exchange for work. No employee may be subjected to physical or psychological harassment in connection with work.

Freedom of association

All employees of Preem are entitled to organize themselves, to join the organizations of their choosing and to negotiate collectively via trade union organizations without fear of threats or harassment.

Child labour Must Not Be Used

Preem does not permit any form of child labour. Child labour refers to any work or activity that is harmful to the physical, mental, social, or moral development of children (defined as individuals under the age of 18).

This includes work that interferes with their schooling, forces them to leave school prematurely, or requires them to combine school and work in a way that negatively affects their education.

If child labour is identified within Preem's operations or value chain, the employer must actively contribute to solutions that ensure the child is removed from the work situation and supported in returning to, and remaining in, education until reaching the legal adult age.

In certain cases, individuals under the age of 18 may be permitted to work, provided that the minimum age requirement is met:

- For general work, the minimum age is 15 years.
- In countries where compulsory schooling ends before the age of 15, the minimum age for light, non-hazardous work may temporarily be set at 14 years.
- Individuals under 18 must never work under hazardous conditions or at night.
- It shall be possible to verify the age of employees with a birth certificate or similar documentation.

Corporate responsibility

Corruption, bribes, fraud and anticompetitive behavior in contravention of competition legislation result in higher costs, damage trust and jeopardize Preem's business. Such actions are unacceptable on the part of anyone involved and may lead to action being taken by Preem.

Preem works systematically with information security and follows current regulations that affect our business in terms of information management and we expect the same from our business partners. Processing of other parties' information, for example personal data, must be processed in an adequate manner and in accordance with current legislation. Regarding our business partners in the value chain, Preem shall continuously identify, evaluate, control, counteract and follow up risks and impacts regarding the environment, corruption and human rights, as well as consider due diligence throughout our value chain. Preem expects business partners to have a corresponding approach and to be able to provide Preem with information about this work.

Corruption

Preem strongly opposes all forms of corruption, such as the giving and receiving of bribes. We neither give nor accept gifts or other benefits that aim to influence someone in the performance of their professional duties. We ensure that our business partners' agreements include stipulations concerning corruption and bribes.

Whistleblowing

Preem is committed to an open, transparent, and ethical corporate culture. We encourage all our employees, business partners, suppliers, and other stakeholders to report any suspicions of serious misconduct or deviations from the Code of Conduct.

To this end, we provide a whistleblower service that is:

- Available 24/7 through an external and independent platform.
- Secure and confidential, with the option to remain anonymous.
- Compliant with the EU Whistleblower Directive (EU 2019/1937) and national legislation.

Examples of what can be reported include:

- Violations of laws.
- Corruption and/or bribery.
- Serious environmental violations or risks.
- Violations of human rights, occupational health and safety, or discrimination.

Preem guarantees that:

- All reports will be handled professionally, impartially, and with respect for everyone involved.

We encourage the use of this service whenever concerns arise – it is an important tool for protecting our operations, our values, and our people. The whistleblower service can be accessed via Preem.com or internally through Preem's management system.

**Preem's Code of Conduct is annually reviewed
and was last updated in July 2025.**

Do you have any questions about our code of conduct?

If you feel unsure and in need of guidance or advice,
begin by contacting Preem's Sustainability Manager,
who you can reach via our switchboard on +46 (0)10 450 10 00.

