

COMPLIANCE POLICY

COUNTRY ANNEX SWEDEN

This country annex sets out specific terms and conditions applicable in Sweden in addition to or in place of (as the case may be) the terms and conditions set out in the Powerlines Compliance Policy adopted by POWERLINES Group's management board (hereinafter referred to as "**Group Management Board**") on 21.05.2024.

This Country Annex forms an integral part of the Powerlines Compliance Policy and has thus been duly adopted at the same time and in connection with the adoption of the Powerlines Compliance Policy.

Unless otherwise stated herein, definitions used in the Powerlines Compliance Policy shall have the corresponding meaning in this Country Annex.

POWERLINES COMPLIANCE POLICY

2. SCOPE

Sub-section (i) shall read as follows:

"All relevant staff members of POWERLINES, meaning the members of the management, any employees who perform tasks (according to each employee's applicable job description) or holds positions (according to each employee's employment contract) which fall under the scope of Unionen, Vision and SEKO Väg & Ban or Sveriges Byggindustriers Tjänstemannaavtal irrespective of whether or not the employee in questions is a member of such union, as well as any staff members who are defined as relevant by the Group Management Board based on a proposal issued by the managing directors of the respective POWERLINES Company (hereinafter referred to as "**Local Managing Directors**") from time to time because they hold positions which enable them to noticeably expose POWERLINES to compliance risks as covered in this Policy (hereinafter referred to as "**Relevant Staff**")."