

Anti-Bribery and Anti-Corruption Policy

RODAN Technologies is a signatory to Transparency International Anti-Bribery and Anti-Corruption Charter. Accordingly, we have adopted a zero-tolerance approach to bribery and corruption. Bribery is the offering, promising, giving, accepting, or soliciting of an advantage as an inducement for action.

It is illegal, and it is a breach of trust. A bribe is an inducement or reward offered, promised, or provided to gain a commercial, contractual, regulatory, or personal advantage. Corruption, bribery or attempted bribery is unacceptable.

This applies whether offering a bribe or accepting a bribe. It is against RODAN Technologies core values of conducting business to the highest legal, moral, and ethical standards. RODAN Technologies are committed to legal and ethical behavior and will refrain from doing anything that will harm the interests of RODAN Technologies, suppliers, clients, or the industry.

RODAN Technologies, will and must always, act professionally, fairly and with the utmost integrity in all business dealings and relationships.

RODAN Technologies undertakes to:

1. Never engage in any form of bribery, either directly or through any third party.
2. Work against corruption including bribery and extortion in all forms.
3. Never offer or make an improper payment or authorize an improper payment (cash or otherwise) to any individual, including any local or foreign official anywhere in the world.
4. Never attempt to induce an individual, or a local or foreign official to act illegally or improperly.
5. Never offer, or accept, money or anything of value, such as gifts, kickbacks, or commissions, in connection with the procurement of business or the award of a contract.
6. Never offer or give any gift or token of hospitality to any public employee or government official or representative if there is any expectation or implication for a return favor.
7. Never accept any gift from any business partner if there is any suggestion that a return favor will be expected or implied.
8. Never facilitate payments to obtain a level of service which one would not normally be entitled to.
9. Never disregard or fail to report any indication of improper payments to the appropriate authorities.
10. Never induce or assist another individual to break any applicable law or regulation.

April 29th, 2024

RODAN Technologies A/S

Authorized by

Peter Rydell, CEO	Ulrich Lumholtz, Director QHSE & Compliance
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