

## LIKER MOTORS KFT CODE OF ETHICS AND BUSINESS CONDUCT

### Managing Director István Liker message



Our commitment to ethical behavior and solid ethical foundations are one of the most important elements of the operation of Liker Motors Kft. We are committed to fair business operations based on ethical culture and compliance.

In the long term, we can only face the challenges of the competitive market if we take moral responsibility for our principles both personally and as a company. During their activities, our employees are always obliged to act legally, ethically and in accordance with the interests of Liker Motors Kft.

Thank you for keeping our values and supporting us to do it right. Which not only means that we offer carefully crafted, fairly priced and high quality products and services, but also that we always keep fairness and honesty in mind. We only source materials from suppliers with an impeccable record of respect for human rights and compliance rules, we ensure the purity of our supply chain and we monitor that our entire operation complies with our Code.

ENGEDÉLYEZVE  
Liker István  
CEO  
István Liker  
Executive Director

### 1. Introduction



This is the CODE OF ETHICS AND BUSINESS CONDUCT of Liker Motors Kft., which contains our ethical commitment and serves as a guide for all stakeholders to develop appropriate business conduct. We at Liker Motors Kft. are committed to legal, ethical and transparent business

This document applies to all personnel who work for Liker Motors Kft. (including senior officers, directors, managers, managers, employees, temporary, hired, interns, subcontractors and consultants), as well as to those organizations with whom we do business. we get in touch.

Liker Motors Kft. expects its staff to be impartial and honest in all work-related matters. All staff are responsible for acting in good faith in general and for not doing anything that undermines the trust necessary for a working relationship.

The success of our business is based on the trust we receive from our employees, customers and investors. We gain credibility by sticking to our commitment to integrity and achieving our goals only in an ethical manner. All staff are expected to adhere to this Code in both their professional and personal conduct and to treat everyone with respect, honesty and fairness.



Liker Motors Kft. is constantly open to all questions and does not tolerate any punishment or retaliation against anyone who reports inappropriate behavior in good faith.

Senior officials and managers have a special responsibility to express the importance of this Code with their behavior. Senior officers and managers are responsible for dealing with any ethical issues that arise deal with risk in a timely manner. Employees are required to cooperate in the investigation of any potential or alleged ethical misconduct.

Behavior that does not comply with the Code can be considered a misdemeanor, on the basis of which a disciplinary procedure (directed at the application of adverse legal consequences) may take place, and in justified cases it may also result in the termination of the legal relationship.

We are committed to efforts to apply our values and standards to the entire supply chain of our suppliers, subcontractors, service providers and partners.

## 2. Ethical [Principles/Values]



The core values of Liker Motors Kft.:

- Honesty
- Trustworthiness
- Responsibility
- Reliability
- Fairness
- Respect for others
- Accountability
- Respect for the law

## 3. Ethical decision making

Ethical behavior means value-driven decision-making. A few key questions can help you identify an unethical, improper or illegal situation. Ask yourself:



- Is what I do legal?
- Is it consistent with the company's values and ethics?
- Does it comply with the Code and other rules/regulations?
- Do I respect the rights of others?
- How would you paint if you were on the headlines?
- Am I being loyal to my family, company and myself?
- Is this correct?
- What would I tell my child to do in the same situation?

#### 4. Legal compliance



Our commitment to fairness begins with compliance with laws and other regulations. We know and comply with the laws and regulations necessary for legal business conduct.

Our company strives to pay taxes, contributions and other public charges accurately.

We comply with all valid contractual obligations and do not abuse our rights.

We pay attention to the continuous availability of permits and notifications necessary for our activities.

We provide data services to state and local government authorities and bodies in accordance with the legislation.

Our staff must always comply with all laws and regulations, including the Code, and ensure that they operate in accordance with them.

#### 5. Sustainability: People + Profit + Earth



We are committed to meeting our current needs without compromising the opportunities of future generations. Therefore, we consider economic, environmental and social factors together during our operations and business decisions.

#### 6. Human rights



We are committed to respecting the dignity and human rights of all people and communities with whom we come into contact in the course of our work. We do not cause or contribute to human rights violations in any way. Our staff is obliged to treat everyone with dignity, respect and care and to uphold their human rights.

#### 7. Decent employment and working conditions



We are committed to promoting equality in the workplace and implementing fair and fair employment and compensation practices. We firmly oppose the direct and indirect use of child, slave or forced, compulsory or bonded labor in any form. We condemn all forms of illegal, unfair or unethical employment that exploits the workforce, destroys the social security system, or serves to avoid taxes, e.g. undeclared or "gray" work and withholding of wages.

Our staff are required to behave fairly and treat their colleagues and others with full respect.

## 8. Discrimination and harassment



We provide equal opportunities during employment and do not tolerate any form of discrimination, harassment or rough treatment. It is based on any feature or circumstance that is irrelevant from a professional point of view, such as e.g. direct or indirect discrimination is not permitted due to gender, marital status, age, national or social or ethnic affiliation, color, religious or political opinion, disability, sexual orientation, interest representation membership, property, birth or other status. Any discriminatory behavior, harassment, intimidation or bullying is prohibited.

All staff are expected to adhere to the highest standards of behavior based on mutual respect in all their oral and written communications and to refrain from any harassment, defamation or any behavior that others may perceive as violent, intimidating, humiliating or offensive.

## 9. Health, Safety and Environment



We provide a clean, safe and healthy work environment and are committed to maintaining a healthy environment. Our goal is to minimize the impact of our activities on the natural environment. We make efforts to reduce the use of finite resources, such as energy and water, and the emission of harmful substances, such as waste.

All personnel must at all times comply with all applicable health, safety and environmental laws, regulations and rules.

## 10. Fair competition and business operations



Our cooperation with our partners is based on trust and mutual benefits in accordance with competition law. We are committed to ethical and fair competition as we sell our products and services based on their quality, suitability and competitive pricing. We make independent pricing and sales decisions and do not cooperate or coordinate our operations with competitors in a prohibited manner .

We refrain from conduct that harms the competition or the good reputation of our partners, as well as the credibility of our competitors.

We do not offer or solicit illegal payments or favors, or engage in illegal arrangements designed to exclude certain customers. However, we are committed to complying with all applicable trade regulations, restrictions, sanctions and import-export embargoes.

We do not allow behavior that violates fair competition during competitive negotiations and tenders.

We do not withhold payments to our partners in bad faith, illegally or unjustifiably, and we do not allow such practices in our supply chain, we fight against the unethical practice of "chain debts".

Our staff are responsible for ensuring fair business practices in their work and for complying with all competition, consumer protection and advertising rules. Customers and business partners must be treated fairly and equally in all cases, products and services must be presented with fair and accurate information (fair marketing and advertising), and all relevant information must be shared.

## 11. Anti-corruption



We strongly condemn and do not tolerate all forms of corruption. It is prohibited to directly or indirectly offer, promise, give, request or accept any unfair advantage or benefit for any business purpose. The unfair advantage or benefit can be money, cash substitute (e.g. voucher), gift, credit line, discount, travel, personal advantage, accommodation or service. In order to ensure or speed up regular procedures, we do not allow bribes (or "bribes") to be paid to officials or employees of economic operators. Corruption also includes influence peddling, when someone gives the appearance of unfairly influencing a decision-maker. Corruption, either for the purpose of obtaining business or for the purpose of obtaining another economic advantage, is considered a serious abuse. Likewise, accepting a bribe or allowing another to accept a bribe is a serious offence. Our staff must be able to account for any benefits gained in doing business and must not give or accept any bribes or behave in any other corrupt manner.

## 12. Gifts and hospitality



Any behavior that may give the appearance of seeking, receiving or giving exceptional treatment in exchange for personal benefits must be avoided. We will not give or accept anything that constitutes or reasonably appears to be an unfair business inducement, violates any law, policy or principle, or otherwise creates an embarrassing/uncomfortable situation. Our staff should never use personal funds to do something that could not be done with company funds.

We may offer and accept occasional gifts or hospitality that are customary and consistent with the reasonable ethical principles of the market, as long as they are not excessive, infrequent, or show frequency, and do not create the impression that they are used to influence business decisions. Only low value gifts can be accepted. All other gifts must be politely declined or, if received as mail, returned. If return is not possible, it should be donated to a charity or community cause. It is the responsibility of the giver and the recipient to consider whether a gift is appropriate.

### 13. Asset protection and proper use of company assets



We are responsible for the security, protection and economical use of the company's resources. Our resources, such as time, materials, equipment and information, may only be used for legitimate business purposes. Occasional private use is permitted as long as it is not unlawful and does not affect performance or undermine work morale.

All personnel are required to comply with security measures and to treat both tangible and intangible company assets with respect, not to abuse or neglect them.

### 14. Confidentiality, information security, trade secret and intellectual property protection



We are committed to ensuring the completeness, confidentiality and accessibility of business information, therefore we use appropriate technical security solutions, which all personnel are obliged to maintain. A business secret includes all information that has not yet been made public and that would be harmful to the company or its customers or business partners if it became accessible to unauthorized persons. All

personnel are required to treat such information as confidential. All information security rules must be followed at all times.

We respect the intellectual property of others. We will not obtain, obtain or seek to obtain trade secrets or other proprietary or confidential information through improper means. We do not engage in the unauthorized use, copying, distribution or alteration of protected intellectual property.

### 15. Accounting, fair reporting and financial integrity

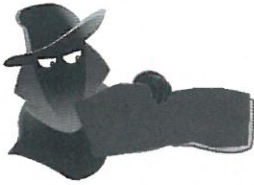


We maintain and compile our accounting, records, invoices and financial reports in sufficient detail, realistically and in a way that properly reflects our transactions. We condemn all forms of money laundering, so we are committed to doing business only with partners who conduct legitimate business from legitimate sources.

We are committed to fair taxation and refrain from any tax avoidance practices such as from failing to provide receipts or invoices or from settlement of untrue municipal accounts.

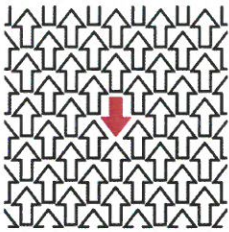
All staff are required to follow all accounting procedures and ensure proper recording and documentation of economic events and ensure that financial reports provided are complete, honest, accurate, timely and understandable. Unfairly influencing, manipulating or misleading an audit or any accounting audit is prohibited.

## 16. Fraud prevention



Fraud or fraudulent behavior - i.e. to deceive, steal, deceive or lie - is unethical and in most cases punishable. All forms of fraud (including, for example, false accounting of expenses, falsification or alteration of certificates or financial documents, misuse of company assets or theft of assets, making false entries in financial or non-financial records or reports) are prohibited.

## 17. Conflict of interest



Our decisions must be based on objective and fair judgment and avoid the possibility of unfair influence. A "conflict of interest" may arise if an employee's personal interest (which may be related to, for example, friendship or family relationships, a relationship with a customer, competitor, supplier or subcontractor) conflicts, or may potentially conflict with the interests of Liker Motors Kft. Judging whether a conflict of interest

exists is often not easy, so anyone who has questions about a conflict of interest should consult with management.

A conflict of interest may arise, for example, from the following situations:

- Employment (own second job or employment of a family member) or economic relationship with an existing or potential customer, competitor, supplier or subcontractor.
- Employing or supervising family members or closely related persons.
- Board or other board membership at another business company or other organization.
- A significant investment or interest in the business of a customer, competitor, supplier or subcontractor.
- A personal interest, benefit, or potential personal gain in connection with a corporate transaction.

## 18. Data protection, protection of personal data



We respect everyone's privacy rights and recognize the need of our customers, employees and other natural persons to be sure that their personal data is handled properly and only for legitimate business purposes. We are committed to complying with data protection legislation. We only acquire and process personal data that is necessary, and we provide appropriate information to those concerned about these activities. We ensure the confidentiality, completeness and accessibility of personal data with appropriate information security measures.

Our staff is obliged to follow the relevant legal requirements, apply appropriate practices, and comply with the procedures that ensure the legality of data management and processing.

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