

## TEN POINT CODE OF ETHICS

1. The Code applies to all companies and employees of the TMK Group.
2. The Code establishes how to run and develop our business correctly, performing one's job in good faith and respecting colleagues, partners and clients on a daily basis.
3. The key principle for conducting our Company's business is legality. We are also guided by the generally accepted rules of conduct and of business ethics, and by common sense.
4. The Company's purpose is to generate profit. Each and every employee must act conscientiously, perform their job duties exclusively in the interests of the Company, and do everything in their power to protect the rights and interests of the Company and its shareholders.
5. The Company adheres to the principles of equality, respect for personal dignity, politeness and professionalism. Discourtesy, discrimination and denigration of human dignity are unacceptable.
6. The Company is guided by the principle of fair and open competition.
7. In its activities, the Company pursues a Zero Tolerance policy toward corruption, commercial bribery, fraud, theft and money laundering. Such actions are not only illegal, they also undermine the business and the welfare of its participants.
8. Employees are a valuable asset of the Company, which endeavours to provide safe working conditions for each and every staff member and demands strict observance of the health and safety rules.
9. The Company adheres to high standards of information security against unlawful use. It protects not only commercially sensitive information but also the personal data of its employees, shareholders and partners.
10. The Company's employees must comply strictly with the Code and assist the Company in putting a stop to any unlawful conduct or breaches of the Code.

