Code of Ethics

1. Definition of Haier Europe

1.1. For the purposes of this **Code** of Ethics, **Haier Europe** means:

(a) Candy S.p.A. and Haier Europe Appliances Holding B.V.

(b) all companies directly or indirectly controlled by Candy S.p.A.

1.2. Where business interactions occur with entities outside this definition, the same ethical principles and standards shall be promoted and encouraged through contractual arrangements.

2. Who this Code applies to

2.1. This Code applies to everyone who works for or acts on behalf of Haier Europe, including but not limited to:

(a) employees (including interns), managers, and directors;

(b) auditors, contractors, and consultants;

(c) suppliers, distributors, and other business partners.

Together, they form the **Haier Europe Community**.

2.2. Everyone within Haier Europe is expected to read, understand, and follow the principles of this Code. When in doubt, employees should contact their manager, Human Resources or the Legal Team for support.

2.3. In addition to the adoption of this Code of Ethics, some Italian companies within Haier Europe also adopt their own Organization, Control and Management Model pursuant to Legislative Decree 231/01. This Model reflects the specific characteristics and peculiarities of each company related to the compliance and crime-risk prevention framework relevant for corporate liability according to Italian legislation. For these companies, this Code of Ethics addresses the general ethical principles, which are then specifically developed within each Model, represents an autonomously adopted instrument and constitutes one of the elements of the organization's control system.

3. Purpose

3.1. The Code of Ethics explains how we turn Haier Europe's values into everyday behaviour. It helps each of us make the right decisions and ensures that we act with honesty, fairness and respect in every situation.

3.2. The Code of Ethics is not just a set of rules. It is a practical guide to help us choose the right path when facing ethical dilemmas, working with colleagues, partners, customers, or public institutions.

3.3. This Code of Ethics works alongside Haier Europe's internal policies and procedures, all of which are aligned with the same ethical principles. When laws, local customs or policies differ, we are expected to follow the higher standard of integrity.

3.4. Questions and concerns are welcome — when in doubt, employees should contact their manager, Human Resources, or the Legal Team for guidance before acting.

4. Own It Model

4.1. Haier's organisational model places people at the centre. Each employee is encouraged to think and act as an entrepreneur — identifying user needs, creating value, and taking full ownership of results. This mindset is embodied in the **Own It Model**, the cultural foundation that turns our values into daily actions.

4.2. The Own It Model is reflected in five behaviours that guide how we work, how we make decisions and how we are expected to contribute:

(a) Build Trust — act with transparency, keep commitments, challenge ideas respectfully, and foster open collaboration.

(b) Zero Distance — stay close to users and customers: listen actively, seek direct feedback, understand real needs, and measure success by user's impact.

(c) Entrepreneurship — focus on results, take ownership, act proactively and make change happen together.

(d) Agility — learn and adapt rapidly, take calculated risks and remain resilient in the face of uncertainty and change.

(e) Ecosystem — break silos and collaborate across teams, functions and partners; act as a change agent and stay curious to generate long-term shared value.

4.3. The Own It Model makes our ethical principles concrete. It empowers people to decide responsibly, ensures that decisions preserve trust, and fosters cooperation and accountability across the organisation. Together, these traits define how we are expected to behave — not just what we believe in.

5. Core Ethical Values

5.1. Haier Europe's ethical values express how we act and decide in our daily work. Each value reflects one or more traits of the Own It Model — *Entrepreneurship & Innovation, Zero Distance,* and *Ecosystem Thinking.*

(a) **Honesty & Integrity** — We act transparently and keep our commitments. Integrity builds the Trust that allows us to maintain Zero Distance with users, colleagues, and partners.

(b) **Commitment & Dedication** — We deliver quality, reliability and results through consistent effort and professionalism. This reflects Entrepreneurship, as dedication drives continuous improvement and accountability for outcomes and also supports Agility by ensuring resilience and discipline during change.

(c) **Initiative & Responsibility** — We take ownership of our actions and anticipate challenges. Acting responsibly ensures that our initiatives contribute positively to the organisation and its stakeholders. This reflects Entrepreneurship by taking ownership and making change happen and supports Ecosystem by enabling cooperation and shared accountability across teams.

(d) **Value Creation** — Our work must generate tangible and sustainable value for users, partners, and communities. This unites all five traits of the Own It Model by focusing on results (Entrepreneurship), staying close to user needs (Zero Distance), adapting to evolving challenges (Agility) and collaborating across internal and external networks (Ecosystem) to deliver shared long-term success.

6. Haier Europe's Principles

This section explains how Haier Europe's values and the Haier Attitude translate into our daily conduct within the organisation — how we act, decide, use resources, and work with one another responsibly.

PART 1: OUR CONDUCT AND WORKPLACE

6.1. *Human Rights*

(a) We are committed to respecting and protecting human rights in accordance with internationally recognized human rights standards.

6.2. *Conditions of Employment, No Forced Labour*

(a) To every extent possible, work performed must be on the basis of recognized employment relationships established through national law and practice. We do not avoid obligations to employees under labour or social security laws and regulations arising from the regular employment relationship through the excessive use of fixed-term contracts, labour-only contracting or apprenticeship schemes where there is no real intent to impart skills.

(b) We are committed to a living wage approach. Compensation paid to employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In any event, wages should always be enough to meet basic needs and to provide some discretionary income. Deductions from wages as a disciplinary measure shall not be permitted.

(c) We ensure that working hours comply with national laws and industry benchmark standards. Regular working hours shall not exceed 40 hours per week. Overtime shall be voluntary, shall not be requested on a regular basis and shall be compensated in accordance with the law. The total working hours (regular + overtime) shall not exceed 48 hours in a seven-day period, except in exceptional circumstances.

(d) We respect the right of all personnel to form and join trade unions of their choice and to bargain collectively without fear of discrimination or retaliation. In countries where the right to freedom of association is restricted by law, the company facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

(e) We have a zero-tolerance approach to modern slavery, including forced, bonded, or indentured labour, human trafficking, and prison labour.

(i) Freedom of Movement: Employees must be free to leave their employer after reasonable notice.

(ii) No Fees: We strictly prohibit the charging of recruitment fees to workers.

(iii) Document Retention: Workers shall not be required to lodge 'deposits' or original identity papers (such as passports) with their employer.

(iv) Debt Bondage: We prohibit any form of debt bondage where workers are forced to work to pay off a debt.

6.3. *Diversity, Respect and Equal Opportunity*

(a) Haier Europe values diversity as a source of innovation and strength.

(b) We treat everyone with fairness, dignity and respect, and provide equal opportunities in all employment decisions — from recruitment to career development.

(c) Discrimination, harassment, bullying or any form of intimidation are never tolerated.

(d) Everyone has a duty to help maintain a workplace free from such behaviour and to speak up if they witness or experience it.

(e) We strictly prohibit forced, compulsory or child labour and expect all business partners to uphold the same standards. Decisions about people must be based on merit, performance and objective criteria — never on personal characteristics such as gender, age, nationality, religion, disability, sexual orientation, or political opinion.

6.4. *Professionalism*

(a) Acting professionally means using knowledge, judgment and integrity in everything we do. We make decisions based on facts, respect others and take ownership for our results.

(b) Professional ethics include:

(i) acting competently and responsibly in our area of work;

(ii) maintaining independence and honesty in all professional judgments;

(iii) co-operating openly across teams and countries;

(iv) continually developing our skills and staying up to date with best practices and regulations.

(c) Each of us is expected to stay connected with his/her professional community, participate in training, and share expertise with colleagues. Managers must lead by example and create an environment that supports learning and accountability.

6.5. *Health and Safety*

(a) Haier Europe is committed to providing a safe and healthy workplace for all employees, contractors and visitors. Protecting people's wellbeing is a shared responsibility and a key part of sustainable performance.

(b) Everyone must follow health and safety laws, internal policies,procedures and training. Managers must promote a culture of prevention.

(c) No task is so urgent that it justifies compromising safety. Unsafe conditions or incidents must be reported immediately so that corrective action can be taken.

6.6. *Conflicts of Interest*

(a) A conflict of interest arises when personal interests — financial, family, or otherwise — could influence, or appear to influence, professional judgment or decision-making.

(b) We must avoid both actual conflicts (for example, purchasing goods or services from a company owned by a close relative, holding shares in a competitor, or using company opportunities for personal gain) and apparent conflicts, where a situation might reasonably be perceived by others as compromising impartiality even if no improper action occurs.

(c) Employees should exercise sound judgment, disclose situations early and seek advice whenever in doubt. All potential conflicts must be reported promptly to a manager, Human Resources, or the Legal Team for review and guidance.

(d) Full disclosure and transparency protect both the individual and Haier Europe's integrity. The aim is not to prohibit personal relationships or external interests, but to ensure they do not interfere — or appear to interfere — with objective business decisions.

PART 2: ACTING WITH INTEGRITY

6.7. *Integrity in Business and Anti-Corruption*

(a) Haier Europe operates with integrity and transparency in all business dealings. We strictly prohibit any form of corruption, bribery, or improper advantage, whether direct or indirect, public or private.

(b) No employee or business partner may offer, promise, give, request, or accept anything of value to influence a business decision, secure an improper benefit, or gain preferential treatment.

(c) Prohibited incentives include, but are not limited to, cash payments, gifts, favours, entertainment, travel, hospitality, discounts, services, donations, employment opportunities, or the free use of property or facilities.

(d) Modest business courtesies or promotional items may be offered or received only when they are lawful, transparent, infrequent, and appropriate, and never intended to influence a decision.

(e) All business transactions and payments must be accurately recorded and supported by legitimate documentation. Hidden accounts, false invoices, or off-book payments are strictly forbidden.

(f) Any situation that may create, or appear to create, a conflict of interest must be avoided and reported immediately. Employees must not take part in decisions involving family members, close personal relationships, current or former employers, or any party with whom they have a personal interest that could influence their judgment.

(g) These standards apply to the Haier Europe Community, regardless of local practices or customs.

6.8. *Integrity in Business Courtesies*

(a) Gifts and hospitality may support legitimate professional relationships, but they must never create an obligation or appear to influence a business decision.

(b) Employees must not offer or accept any gift, entertainment, or hospitality that:

(i) exceeds reasonable value or frequency;

(ii) could influence, or appear to influence, objective and impartial decision-making;

(c) violates law or Haier Europe's internal policies and procedures.

(d) Modest courtesies of symbolic value may be acceptable when lawful, transparent, and consistent with normal business practice.

(e) Employees must not solicit gifts, benefits, or kickbacks. If a gift cannot be declined for cultural or practical reasons, it must be reported and surrendered to Human Resources.

(f) All expenses and business courtesies must be properly authorised and documented.

6.9. *Fairness and Impartiality in Business Decisions*

(a) Business relationships and recommendations must be based on objective and impartial criteria, fairness and Haier Europe's interests.

(b) Employees may not:

(i) accept or request referral fees, commissions, or remuneration from business partners or clients;

(ii) engage suppliers, vendors, or other business partners without transparent assessment and proper authorisation;

(iii) make recommendations that could provide personal benefit to themselves or others.

(c) All such arrangements must follow documented internal policies and receive prior management approval.

6.10. *Financial Crimes, Anti-Money-Laundering and Sanctions*

(a) Haier Europe prohibits all forms of financial crime, including money-laundering, terrorist financing, and sanctions violations.

(b) All transactions must be legitimate, transparent and traceable, supported by accurate documentation showing their true purpose.

(c) Employees must not conduct business with unverified counterparties, sanctioned entities, or anyone suspected of criminal activity. Payments must occur only through approved banking channels.

(d) Any suspicion of money-laundering, sanctions violation, or irregular payment must be reported immediately and the transaction suspended pending review.

6.11. *International Trade Compliance*

(a) Haier Europe respects all import, export and trade-sanction laws in every country where it operates.

(b) Employees involved in cross-border activities must ensure that products, technologies and services are not supplied to restricted countries, entities, or for prohibited end-uses.

6.12. *Fair Competition and Antitrust Integrity*

(a) Haier Europe competes vigorously and fairly in all markets. We comply with antitrust and competition laws prohibiting price-fixing, market-sharing, or other collusive practices.

(b) We do not exchange sensitive market information with competitors or participate in any discussion that could restrict competition.

(c) All employees involved in trade associations or industry events must ensure that their participation does not create even the appearance of anti-competitive behaviour.

6.13. *Responsible Communication and Use of Social Media*

(a) We communicate transparently, accurately and respectfully, both inside and outside the company.

(b) Employees must avoid sharing confidential information, making statements that could harm Haier Europe's reputation, or expressing personal opinions as official company views. Only authorised spokespeople may speak on behalf of Haier Europe.

(c) Use of social media must comply with company policies and reflect professionalism and respect for colleagues, customers and business partners.

PART 3: PROTECTING INFORMATION AND ASSETS

6.14. *Personal Data and Privacy*

(a) Personal data means any information that identifies a person, such as name, contact details, or employment data. Sensitive personal data includes information such as racial or ethnic origin, political or religious beliefs, health status, or sexual orientation.

(b) We respect the privacy of employees, customers, users, and business partners. Haier Europe processes personal data only for legitimate business purposes and in accordance with applicable law, including the EU General Data Protection Regulation (GDPR).

(c) A Data Protection Officer can be contacted for queries. High-risk processing requires a DPIA. Cross-border transfers occur only with adequate safeguards (e.g., standard contractual clauses, local approvals).

6.15. *Systems and Data Protection*

(a) Information systems are essential to Haier Europe's business operations and decision-making. We must use these systems responsibly and safeguard them against cyber risks.

(b) Employees must:

(i) use authorised software, secure passwords, and multifactor authentication where available;

(ii) keep devices locked when unattended and never share login credentials;

(iii) be alert to phishing and social-engineering attempts;

(iv) avoid installing unauthorised programs or connecting personal devices to company networks without approval;

(v) keep antivirus, firewall and security patches up to date;

(vi) report immediately any suspected data breach, malware infection, or security incident to the IT function;

(vii) refrain from forwarding, storing, or backing up company data — including documents, emails, attachments, messages, or any other business information — on personal devices, personal cloud services, or private email accounts.

Such practices expose Haier Europe to data-protection, confidentiality, cybersecurity, and record-keeping risks, as information stored outside our protected environment cannot be secured, monitored, or recovered by the company.

(c) Electronic information and communications must be accurate, lawful and aligned with company policies. Falsifying electronic documents or tampering with systems is prohibited. Everyone shares responsibility for maintaining the confidentiality, integrity, and availability of Haier Europe's data and systems.

6.16. *Data Ethics and Responsible Use of Artificial Intelligence*

(a) Haier Europe is committed to the ethical collection, analysis and use of data and artificial intelligence.

(b) We ensure transparency, fairness and accountability in data-driven decisions and respect privacy and human dignity.

(c) Automated processes or artificial intelligence tools must be designed and used responsibly, in compliance with applicable regulations and company policies and under appropriate human oversight.

(d) We classify artificial intelligence systems by risk; we ban use prohibited by law. High-risk systems require risk management, data governance, human oversight, logs, robustness/cybersecurity and conformity checks. General-purpose AI usage must follow transparency rules and internal deployment standards.

(e) Any AI-based solution, software, or tool used for work purposes outside those officially provided or approved by the IT Department must be reported to IT before use. IT will verify that such solutions comply with the EU AI Act, data-protection legislation and Haier Europe's internal governance standards. Employees must cooperate fully with this assessment and avoid deploying unapproved AI tools that could create legal, ethical, or cybersecurity risks.

6.17. *Confidential and Privileged Information*

(a) Confidential information includes all non-public data concerning Haier Europe's business, users, products, strategies, financial performance, or personnel. Such information must be handled with care, used only for legitimate business purposes and disclosed solely by authorised personnel.

(b) Because Haier Europe includes listed entities, some information may qualify as privileged information under market-abuse regulations. Disclosing such information or using it for personal or third-party benefit (insider trading) is strictly prohibited.

(c) Employees must never communicate confidential or privileged information to unauthorised persons, including media, investors, or external stakeholders, nor provide recommendations based on such information.

(d) Everyone must protect confidential data in all formats (digital or paper) and report any suspected misuse or leakage immediately to their manager, Human Resources, or the Legal Team.

6.18. *Intellectual and Industrial Property*

(a) Haier Europe recognises the importance of intellectual and industrial property (IP) as a key asset of our innovation and competitiveness. We respect and protect both our own IP rights and those of third parties.

(b) Employees must ensure that all inventions, designs, trademarks, creative works, software, data and know-how developed within their work are duly recorded and, where applicable, protected in the name of Haier Europe.

(c) It is prohibited to use, copy, disclose, or commercialise any IP, trade secrets, industrial designs, or models belonging to third parties without proper authorisation or licence.

(d) Everyone has a role in preserving Haier Europe's IP by:

(i) using confidential information and technical data only for legitimate business purposes;

(ii) labelling proprietary documents and files appropriately (e.g. "Confidential – Haier Europe Property");

(iii) avoiding public disclosure of sensitive information before formal protection (e.g. patent filing);

(iv) reporting any suspected misuse, loss, or infringement of Haier Europe's IP rights to the Legal Team.

6.19. *Financial Information and Operational Data*

(a) All business and financial information must be accurate, complete and timely. Records and reports — whether financial, contractual, or operational — must reflect the true nature of transactions.

(b) Falsifying, concealing, or misrepresenting data is strictly prohibited. Information must be kept and archived in accordance with Haier Europe's internal policies and procedures, internal controls and applicable laws. Employees must cooperate fully with audits and regulatory inspections.

6.20. *Company Reputation*

(a) Haier Europe's reputation is one of its most valuable assets. Every employee contributes to preserving and strengthening it through responsible behaviour, ethical decision-making and respect for our values in all internal and external interactions.

(b) We must act with professionalism, honesty and respect in our dealings with colleagues, customers, business partners, institutions and the public. Inappropriate conduct, careless communication, or failure to follow our ethical principles can damage trust and the company's image.

(c) Managers are responsible for promoting and exemplifying conduct that reflects Haier Europe's integrity, innovation and sense of responsibility.

6.21. *Company Assets*

(a) We must protect Haier Europe's assets — both tangible (equipment, materials, facilities) and intangible (brands, technology, know-how, information). Assets must be used responsibly and only for legitimate business purposes.

(b) Any sale, transfer, loan, or disposal of company property requires proper authorisation. Everyone is responsible for preventing misuse, damage, loss, or waste of company resources.

PART 4: SUSTAINABILITY AND RESPONSIBILITY

6.22. *Sustainability and Environment*

(a) Haier Europe integrates environmental, social and governance (ESG) principles into its operations.

(b) We are committed to reducing our environmental footprint, using resources efficiently, and designing products and processes that support sustainable development.

(c) This includes controlling emissions, managing waste responsibly, avoiding hazardous materials and promoting energy efficiency and circular-economy practices across our supply chain. Everyone contributes to these goals and to Haier Europe's positive impact on people and the planet.

(d) In addition to minimizing our impact, we are committed to strict legal compliance:

(i) Permits: We maintain all required environmental permits, licenses and registrations and strictly follow their operational and reporting requirements.

(ii) Measurement: We implement systems to measure, track and report on energy consumption, water usage, and waste generation to drive continuous improvement.

(iii) Hazardous Materials: Chemical and other materials posing a hazard to humans or the environment are to be identified, labelled and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.

6.23. *Conflict Minerals*

(a) Haier Europe is committed to ensuring our products do not contain minerals that finance armed conflict or human rights abuses. We comply with applicable laws and international standards regarding 'Conflict Minerals' (Tin, Tantalum, Tungsten, and Gold - 3TG), as well as Cobalt and Mica. We expect our suppliers to exercise due diligence on the source and chain of custody of these minerals to ensure they are conflict-free, in accordance with the OECD Due Diligence Guidance.

6.24. *Product and Marketing Integrity*

(a) Our products reflect Haier Europe's reputation. They must always be safe, reliable and of high quality. We comply with all consumer-protection laws and internal standards designed to prevent product defects and ensure safety.

(b) Marketing and communication must be truthful, clear, and supported by evidence.

(c) We avoid misleading statements, false comparisons, or unsubstantiated claims about performance or sustainability. All employees involved in product communication are responsible for ensuring accuracy and transparency.

6.25. *Community*

(a) Haier Europe seeks to contribute positively to the communities where it operates, creating employment, developing local skills and supporting inclusive economic growth.

(b) We act as responsible corporate citizens by engaging transparently with local stakeholders, sharing information about our operations and listening to community concerns.

(c) Where possible, Haier Europe supports initiatives that promote social wellbeing, education, innovation and environmental sustainability.

7. Relationship with Stakeholders

7.1. *Relationship with Suppliers*

(a) Haier Europe maintains responsible and efficient procurement processes to ensure that all suppliers are selected and managed fairly and in accordance with applicable laws and internal procedures.

(b) Suppliers must comply with all legal requirements and the principles of Haier Europe's Code of Ethics, including respect for human rights, environmental protection and fair labour conditions.

(c) Suppliers must agree not to sub-contract the production of Haier Europe goods or services without our prior written consent. If approved, sub-contractors must agree to comply with this Code of Ethics in full.

(d) Supplier selection and evaluation must follow approved procurement procedures and be based only on objective business criteria such as quality, reliability, cost and sustainability.

(e) Employees involved in procurement must document key decisions and maintain accurate records for traceability. Direct or indirect personal involvement with a supplier must be disclosed before any engagement.

(f) Any attempt by a supplier to improperly influence a decision, or any irregularity in the procurement process, must be reported immediately to the Procurement function or the Legal Team.

7.2. *Relationship with Customers*

(a) Haier Europe is committed to building long-term relationships with customers based on trust, quality and transparency. Every interaction with users and business clients must reflect professionalism, respect and Haier Europe's commitment to create value for the customer.

(b) All information provided to customers — including product specifications, pricing, performance and after-sales conditions — must be accurate, clear and complete. Misleading statements, omissions, or exaggerations that could influence a customer's purchasing decision are strictly prohibited.

(c) Customer data and personal information must be collected, stored and used solely for legitimate business purposes and in accordance with applicable data-protection laws and company policies.

(d) Complaints, claims, and service requests must be handled promptly, fairly and with empathy. Employees are expected to record and escalate any issue that may affect product safety, compliance, or customer trust.

(e) Employees must avoid any conduct that could create a conflict of interest with customers or give the impression of favouritism. Discounts, incentives, or marketing initiatives must follow internal approval procedures and comply with applicable competition and consumer-protection laws.

7.3. *Relationship with Competitors*

(a) Haier Europe competes actively and fairly in all markets. Interactions with competitors must always comply with competition and antitrust laws and reflect our commitment to ethical business conduct.

(b) When participating in trade associations, consortia, or other industry initiatives, employees must ensure that such participation serves legitimate professional or technical purposes only, such as improving standards, safety, or innovation. These forums must never be used — or appear to be used — to exchange sensitive commercial information or influence market behaviour.

(c) It is strictly prohibited to discuss or agree with competitors on prices, sales conditions, market allocations, customers, production volumes, or any arrangement that may limit competition.

(d) Employees should immediately leave any meeting or discussion where anti-competitive topics arise and report the incident to the Legal Team.

7.4. *Relationship with Governments and Public Authorities*

(a) Haier Europe interacts with public authorities, agencies and state-owned entities with the highest standards of integrity and transparency. Dealings with public officials require particular attention, as violations of anti-bribery or procurement laws can result in severe penalties for both the company and individuals involved.

(b) Before engaging in any transaction, tender, or agreement with a public body, employees must ensure that:

(i) the counterpart and intermediaries have been duly verified through Haier Europe's third-party due-diligence process;

(ii) all approvals and documentation are complete, accurate and traceable;

(iii) communications and commitments are made only by authorised persons; and

(iv) all applicable local and international anti-corruption, public-procurement and conflict-of-interest rules are observed.

(c) No employee or intermediary may offer, promise, or give anything of value — directly or indirectly — to public officials to obtain or retain business, secure a permit or authorisation, or influence a decision.

(d) Any interaction with public servants must be at arm's length and professionally justified. Gifts, favours, donations, or hospitality involving public officials are only permissible when explicitly authorised under company policy and local law.

(e) Any uncertainty or concern about dealing with a public administration must be promptly referred to the Legal Team for guidance before proceeding.

8. Implementation of this Code

8.1. *Governance and Interpretation*

(i) The responsibility for the application and interpretation of the ethical standards set out in this Code rests with the administrative body of Candy S.p.A., and inparticular with the Audit and Risk Committee (hereinafter referred to as the "**Board**"). The Risk and Compliance Committee will be responsible for monitoring the application of the Code and assist the Board in interpreting the Code by submitting proposals and opinions.

(b) Where matters concerning the interpretation or application of this Code may affect, or appear to affect, the impartiality or interests of one or more members of the Board, the matter shall be referred to an independent consultant, appointed by the unaffected members of the Board, who shall issue a binding opinion on the case.

8.2. *Disciplinary Actions*

(a) Any violation of this Code may constitute a breach of the employee's contractual obligations and a disciplinary offence, which may lead to disciplinary action or other measures necessary to protect Haier Europe's interests and reputation.

(b) Disciplinary measures shall be proportionate to the seriousness of the violation and applied in accordance with applicable labour laws, internal policies, and collective agreements.

8.3. *Monitoring and Reporting*

(a) Haier Europe promotes awareness and understanding of this Code through regular communication and training. Each manager is responsible for ensuring that their teams are familiar with the Code and apply it in their daily work.

(b) Employees and third parties are encouraged to report in good faith any suspected violation of the Code, the law, or internal policies via the following whistleblowing channels:

Haier Global Compliance Hotline
https://secure.ethicspoint.eu/domain/media/en/gui/101937/index.html
Email
690legal@haier.com
Post
Att. *Haier Europe Internal Audit Department*
Haier Europe Appliances Holding BV
c/o Candy Hoover Group S.r.l.
Via Trento20/A-22
20871, Vimercate (MB) – Italy

Haier Europe strictly prohibits retaliation against anyone who raises concern or participates in an investigation conducted in good faith. All reports and investigations will be handled with confidentiality and respect for the rights of all parties involved.