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## **Code of Ethics of the HOPI Family Group**

The Code of Ethics is a fundamental document describing the principles of ethical behavior of employees within the HOPI Group. Its aim is to share common values and establish a unified understanding of their expression in everyday work practice. The Code of Ethics is binding for all employees of the HOPI Group (hereinafter referred to as “employees”).

One of the core principles of this Code is the awareness that employees, through their actions, may expose both the HOPI Group and themselves to criminal, administrative, or civil liability. Employees must therefore act in a way that prevents criminal activity or violations of legal and internal regulations.

The employer does not tolerate any breach of the Code of Ethics and may consider such breaches as serious violations of duties arising from legal regulations related to the work performed. The Code of Ethics also expresses the HOPI Group’s commitment to ethical conduct towards employees, business partners, clients, and collaborators.

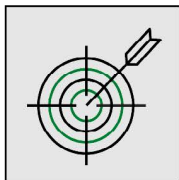
### **VALUES OF THE PIŠKANIN BUSINESS FAMILY**

- As shareholders, we think and act as a strong, united family, and present ourselves as such externally.
  - The company aims to grow and operate profitably, striving to become a leader in its business segment.
  - We are characterized by joy and enthusiasm for what we do.
  - We serve as role models for future generations of our family, and must be hardworking and committed. Our passion is the brand:
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- The logo for HOPI HOLDING, featuring the word "HOPI" in a bold, black, sans-serif font above the word "HOLDING" in a smaller, black, sans-serif font, both enclosed within a green rectangular border.
- We treat each other as equals and work together as a team, with mutual respect.
  - Our motto is: “We approach the future by drawing on experiences from the present and the past.”

- We are not interested in achieving short-term profits at the expense of long-term and sustainable success.

#### MISSION AND VALUES OF THE FAMILY GROUP

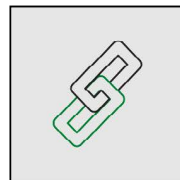
- Through **motivated employees** and the use of **modern technological tools**, we aim to create products in the form of services or physical goods **demand by the market**, enabling the group to generate resources for its **long-term development** while **bringing added value to society**.
- **Core corporate values of HOPI Holding:**



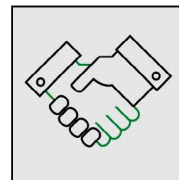
PURPOSE



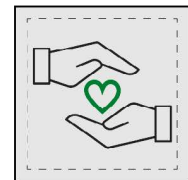
ENTREPRENEURSHIP



TRUST



FEEDBACK  
CULTURE



SOCIAL  
RESPONSIBILITY

- Each company within the HOPI Group defines its own fifth corporate value.

#### **WE COMPLY WITH LEGAL REGULATIONS AND INTERNAL RULES**

- Ethical principles and respect for the law are the foundation of our behavior and corporate culture.
- We comply with all relevant domestic and international laws, standards, and regulations.
- We act as a socially responsible enterprise.
- Any violation or attempted violation must be reported to company management.

## **WE VALUE OUR EMPLOYEES**

- Relationships with and among employees are based on respect for individuals and their human rights.
- We do not tolerate any form of discrimination, harassment, or bullying.
- Our relationships with employees always follow procedures and conditions set by legal regulations.
- We fairly reward our employees for their work performance.
- We provide opportunities for education and development, working with their potential and enabling professional growth.
- We fulfill all legal information obligations towards employees and public authorities.
- We responsibly address employee complaints.

## **WE CONSISTENTLY ENSURE SAFETY AND HEALTH PROTECTION**

- The safety and health of our employees is a priority. We create favorable working conditions and ensure all work activities are performed safely.
- We regularly train employees in safe work practices and health protection.
- We provide personal protective equipment in accordance with legislation.
- We ensure medical fitness assessments through occupational health examinations.
- In case of injury or accident, we apply our investigation system and take measures to prevent recurrence.



*Don't worry be HOPI*

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## **WE VALUE OUR BUSINESS PARTNERS**

- We build mutually beneficial relationships and promote our values and business principles in dealings with partners.
- All information and data are treated as confidential (unless publicly available) and must not be used for personal gain.
- We respect intellectual property rights and confidentiality of trade secrets and other sensitive information.
- We protect information in accordance with legal regulations, contracts, and business ethics.

## **WE CONDEMN ANY FORM OF UNETHICAL BEHAVIOR**

- We uphold zero tolerance for bribery.
- Employees are strictly guided to avoid any corrupt practices that could harm the company's reputation.
- We avoid contracts that could lead to or suggest conflicts of interest between personal activities and business.
- If a conflict of interest arises or is likely, employees must inform their direct supervisor.
- We commit to secure and transparent collection, processing, and storage of third-party information used solely for legitimate business purposes.
- We strictly oppose any unfair practices, including deliberate deception to gain unjust or illegal advantage. We comply with legal and ethical standards in all areas of our activity.
- We actively prevent any form of money laundering. We refuse to participate in concealing the origin, ownership, or purpose of illegally obtained funds and ensure our activities meet legal and ethical standards.

- We commit to preventing any fraudulent behavior that intentionally deceives or harms others to gain unfair or illegal advantage. Our processes are designed to ensure transparency and fairness.

## **ESG (ENVIRONMENTAL, SOCIAL, GOVERNANCE)**

### **➤ WE PROTECT THE ENVIRONMENT (E)**

- We strive to protect the environment.
- We minimize harmful emissions, waste, and the use of limited resources (energy, water, raw materials).
- We aim to reduce the environmental impact of our services and products.
- We support innovations and technological development with positive environmental and societal impact.
- We promote sustainable employee mobility through public transport, shared rides, or eco-friendly vehicles.

### **➤ WE SUPPORT SOCIAL RESPONSIBILITY (S)**

- We support projects and initiatives that contribute to local community development and improve living conditions.
- We encourage employee volunteerism and create opportunities for societal engagement.
- We ensure a safe and healthy working environment.
- We promote diversity in the workplace, believing that varied perspectives foster innovation and strengthen our organizational culture.
- We support equal opportunities for all employees.
- We promote corporate social responsibility as a key element of our culture.

- We seek ways to positively contribute to our communities and society through various CSR activities and projects.

➤ **WE GUARANTEE TRANSPARENCY AND FAIRNESS (G)**

- We pay special attention to ensuring transparent and fair governance.
- We implement processes that ensure decisions are based on ethical principles and social responsibility.
- We ensure ethical leadership at all levels of the organization.
- We conduct internal audits and controls to verify compliance with legal regulations.
- GDPR – We responsibly protect personal data.
- Whistleblowing – We provide an internal reporting system – the Ethical Line for HOPI Group employees.

Dne ..... 1.4.24  


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