

Principles of the TI-Electronic Code of Ethics and Conduct

Compliance with and compliance with the law

At TI-Electronic, all employees must comply with applicable laws at all times. These legal requirements must be taken into account by TI-Electronic employees and enforced. However, TI-Electronic employees are required to comply with internal regulations approved by the Company's Board of Directors and employee representatives. TI-Electronic aims to create an environment of trust at all levels of the company that allows employees to speak freely. Thus, TI-Electronic recognizes the freedom of trade unions to organize and not to use any form of discrimination against their activities.

Respect for persons

Respect for people is a daily, fundamental principle of our company. The addressees of this Code ensure fair, equal and respectful treatment of all persons in our environment.

Equal treatment. There is no discrimination, Harassment

At TI-Electronic, we guarantee all of our employees equal treatment by law, respect, and non-discrimination based on race, age, gender, religion, nationality, and anything else. All of our employees must adhere to this foundation and support its adherence. At TI-Electronic, we investigate and report harassment in the workplace and call on all of our employees to report any such situation.

Respect for human rights

All TI-Electronic employees are required to comply with the laws and regulations of all countries in which TI-Electronic operates.

TI-Electronic complies with both national and international child labor laws. We do not employ children under the age of 16 under any circumstances, and we pay close attention to ensuring that our suppliers and customers comply with this rule, in accordance with ILO and child labor regulations in the countries in which we operate.

At TI-Electronic, we believe that work is not a duty but a right, which is why we condemn all forms of forced labor that are performed against personal will and under duress.

Data protection

Under no circumstances may any TI-Electronic employee disclose confidential information about our company to any person outside of TI-Electronic or to any natural or legal person. However, the dissemination of this type of information within the company is not permitted unless it is justified in order to perform the tasks of the given job.

If you need to disclose confidential information to suppliers and / or customers, do so with the utmost responsibility and always inform your immediate supervisor.

Conflicts of interest and transparency

All decisions made by TI-Electronic employees must be based on the best interests of our company and never on personal interests. When selecting our employees and suppliers, we always consider only professional conditions and are never guided by personal interests.

If, in the exercise of his authority, any employee of TI-Electronic finds himself in a situation where he may have doubts as to the objectivity of that decision, as he may automatically and immediately inform the employee and / or supplier with whom he has relatives and / or friends. this situation must be decided by your immediate supervisor and then always in the light of the values of our company.

TI-Electronic employees are not permitted to offer or accept gifts, meals, services, or other benefits to or from our affiliates under any circumstances, except for invitations of symbolic value related to normal business practices or courtesy.

Corporate identity

The image of our company is very important to us, so we encourage our employees to follow and promote our values of honesty, equality and respect, and pro activity, which we at TI-Electronic's Board of Directors strive to promote on a daily basis. make TI-Electronic a dynamic, up-to-date company that promotes creativity, achieving its goals and operating responsibly.

Corporate Social Responsibility

At TI-Electronic, we work to make our company more socially committed, and we promote initiatives that help us learn about our commitment to corporate social responsibility. In this sense, we work closely with non-profit organizations, set up food banks for the needy, organize solidarity competitions and set up special employment centers that integrate communities of people with intellectual disabilities into the world of work through our production facilities.

Budapest, 2025.03.11.

Tommy-Invest Elektronikai Ltd.