

COMPETITION POLICY

1 Introduction

In INNA we believe in fair trade and honest competition based on integrity, service quality, price and customer service. We believe that fair and open competition benefits consumers and promotes innovation.

This policy outlines INNA's commitment to conduct business fairly and in full compliance with all applicable competition and antitrust laws in all countries and markets it operates in.

Code of Conduct Policy is INNA's top policy, which collects all other policies together. Different policies are described shortly in our Code of Conduct Police and made reference to each specific policy. This Competition Policy applies to all employees and top managements of all companies belonging to INNA Finland, INNA Sweden and INNA Denmark ("INNA" or "INNA Group") and the Board of Directors of INNA companies and covers all business activities.

2 Core principles

INNA is committed to following competition laws in all forms of business. We compete on the merits of our products and services, not through anti-competitive practices. We do not engage in activities that unfairly restrict competition or harm consumers.

We make business decisions independently, without coordination with competitors.

We do not share competitively sensitive information with competitors.

We strictly prohibit any agreements or understandings with competitors that could:

- Fix, control, or manipulate prices
- Divide or allocate markets, territories, or customers
- Restrict or limit production or supply

We do not engage in joint bidding or development cooperation with a competitor without a genuine and objective need for cooperation. All considered collaborations are reviewed case by case.

Where we hold a significant market position, we acknowledge our responsibility and make sure not to abuse such a position.

All proposed mergers, acquisitions, and joint ventures will be reviewed for competition law compliance before completion.

3 Implementation

In addition to this Policy, INNA has internal instructions for its employees.

Internal instructions are intended to ensure that all INNA employees know and understand the rules of competition law and are able to act in accordance with them in practice.

3.1 Responsibilities and organisation

Each employee and manager and member of the Board of Directors must understand and comply with this Competition Policy and internal instructions. Managers are required to ensure that their teams fully understand and are expected to comply with the standards and requirements stipulated in the Competition Policy and internal instructions.

If any questions arise about the content of this Competition Policy, or how it should influence the everyday work or a specific matter, please reach out to INNA Group's country-specific CEO.

3.2 Training

INNA provides training to its employees and Board members on competition compliance according to our Compliance program. Trainings are repeated at regular intervals.

We ensure that whenever needed, our employees have access to competent and timely advice in addressing questions relating to antitrust legislation.

4 Reporting concerns and consequences of violation

If you become aware or suspect a possible violation of law, rule, or regulation, or a violation of this Policy or any other of INNA's policies, you shall contact INNA Group's country-specific CEO, Head of business unit or your closest supervisor.

You can also raise concerns through INNA's whistleblowing system, available in country specific web pages. INNA will not tolerate any attempt to take adverse action against an employee for reporting a genuine concern regarding suspected wrongdoings. Retaliation against anyone who speaks up is a violation of the Code of Conduct and will not be tolerated.

INNA does not tolerate any illegal or unethical behaviour. Failure to follow this Policy is taken seriously and may result in disciplinary action appropriate to the violation, including, but not limited to, termination of employment.

5 Review and follow-up

Compliance with this Competition Policy by all INNA entities and employees is monitored and reviewed on an ongoing basis, as appropriate. Any relevant matters identified are followed up internally.

Effective date	Version	Change description
20 December 2023	v1	original
2026	v2	updated