



Our Compass

Ericsson Code of Business Ethics



ERICSSON

A message from our President and CEO

Succeeding in a complex world

At Ericsson, we are at the forefront of creating a world where limitless connectivity improves lives, redefines business, and pioneers a sustainable future. Our position and the role we play comes with great responsibility, and we do not take it lightly.

We have built a tremendous global organization and are well positioned to thrive and succeed—with more than 100,000 diverse employees on six continents and we are continuing to grow well beyond our proud Swedish roots. To be a true industry leader, we must also be recognized as a global leader in how we conduct our business and how we operate in the world. This leadership requires our collective focus, and it begins with us having trust in ourselves, our colleagues, and the company: thinking critically, using good judgment, and always acting with integrity.

One of our core governance pillars, the Code of Business Ethics, sets out our expectations for our people and guides each of us as we make decisions, manage risk, and work with our fellow employees, customers, partners, owners, and other stakeholders.

Integrity and operational excellence

We operate in a complex business environment. Fierce competition, geopolitical tensions, climate change, economic uncertainty, and conflicts in many parts of the world are now the norm.

As a founding principle at Ericsson, we consider access to connectivity to be a fundamental human need, and we aim to support this everywhere, as long as our people are safe and so long as we can operate according to our core values and in the best interest of Ericsson.

Our ability to achieve this goal and navigate the complexities around us hinges first and foremost on our people and our culture. We must be optimistic and confident while committed to trust, transparency, open communication, ethics, and good judgment. We must continue to embed this into our everyday way of working and be committed to operational excellence and integrity at all levels, enabling us to adapt, compete, and succeed. With our people acting accordingly, we will positively impact society—wherever we operate.

We must continue to focus on our customers, delivering high-quality technologies and services. However, we always have to act in the best

interests of Ericsson. If something is not in line with our core values or in our best interests, we must walk away.

I am singularly focused on making sure that Ericsson is well-positioned for success for generations to come. But this requires that we all come together. We must ensure that mistakes of the past are not repeated in the future. To move effectively into the future, it is therefore necessary to understand and learn from the past.

We have often discussed the corrupt actions that led to our settlement with the US Department of Justice (DOJ) and the US Securities and Exchange Commission (SEC). We have made great strides to address the organizational weaknesses that allowed this misconduct to occur and build a stronger company. Still, we have more to do, and this will be a continuous journey well past the monitorship.

Our governance and our Compass

A company, the size of Ericsson, needs clear rules of the road on how our employees should act and operate. Our Compass is a key component of our Core Governance Pillars which are being introduced to bring clarity to **how we make decisions, ensure accountability and manage risk.**

Another one of the Core Governance Pillars which has been introduced and implemented over 2023 is our Material Group Risk Protocol and the Business Risk Committee, which governs how we manage material risks. More information about other group governance pillars will be shared throughout the coming months.

These pillars of governance form the foundation of how we operate together and bring the needed order, standards, and discipline to our work. They are designed to support and facilitate our work together — and not to replace our good and necessary human judgment and critical thinking.

Our long-term success is built on making good decisions, and this requires keeping each other well informed, asking questions and challenging ideas, and thoroughly considering the facts and risks around a decision. Not every decision will be perfect; there are outside factors that we do not always control, and problems will arise as the world around us comes into play. But we are in this together, and by taking the approach described above, moving forward thoughtfully, adapting, and evolving together, we will succeed.

We expect everyone to be comfortable speaking openly and challenging each other, and the Ericsson speak up hotline is always there to raise any concerns if anyone believes our ethical expectations as set out in our Compass are at risk. Let's always remember that asking questions and challenging what is occurring also comes with responsibility. It is not just about raising issues and risks but also about constructively engaging and putting forward solutions.

By following our Compass, we can be sure that our decisions and actions are ethical and that Ericsson is acting as a positive global force. Through this, we will continue to earn respect and sustain trust, not only from our colleagues, customers, vendors, investors, banks, and partners but, importantly, from society as a whole. We are each a guardian of Ericsson, and doing what is right should always come first.

Looking forward

I strongly believe that ethical leadership will give us a competitive advantage and continue to make all of us proud to be part of Ericsson. We are not doing this to check a box or simply to satisfy external expectations. We do what we do to become a stronger company and ensure success over the long term. Ultimately, operating at the highest standards and conducting business responsibly with integrity is the only way we can drive real and positive change. The future of our company depends on transforming our culture in a way that makes us stronger, and we are all accountable for playing our part in that cultural transformation.

In the end, our success is, and always will be, because of our people. I believe we have the best people in the industry, and there is no other team better equipped to tackle the challenges we face and capture the new opportunities in the future.

Let's set our sights on the future. Together, we are writing the next chapter in the book about Ericsson, which is built on industry leadership and leadership in how we conduct business. I know I can count on all of you!

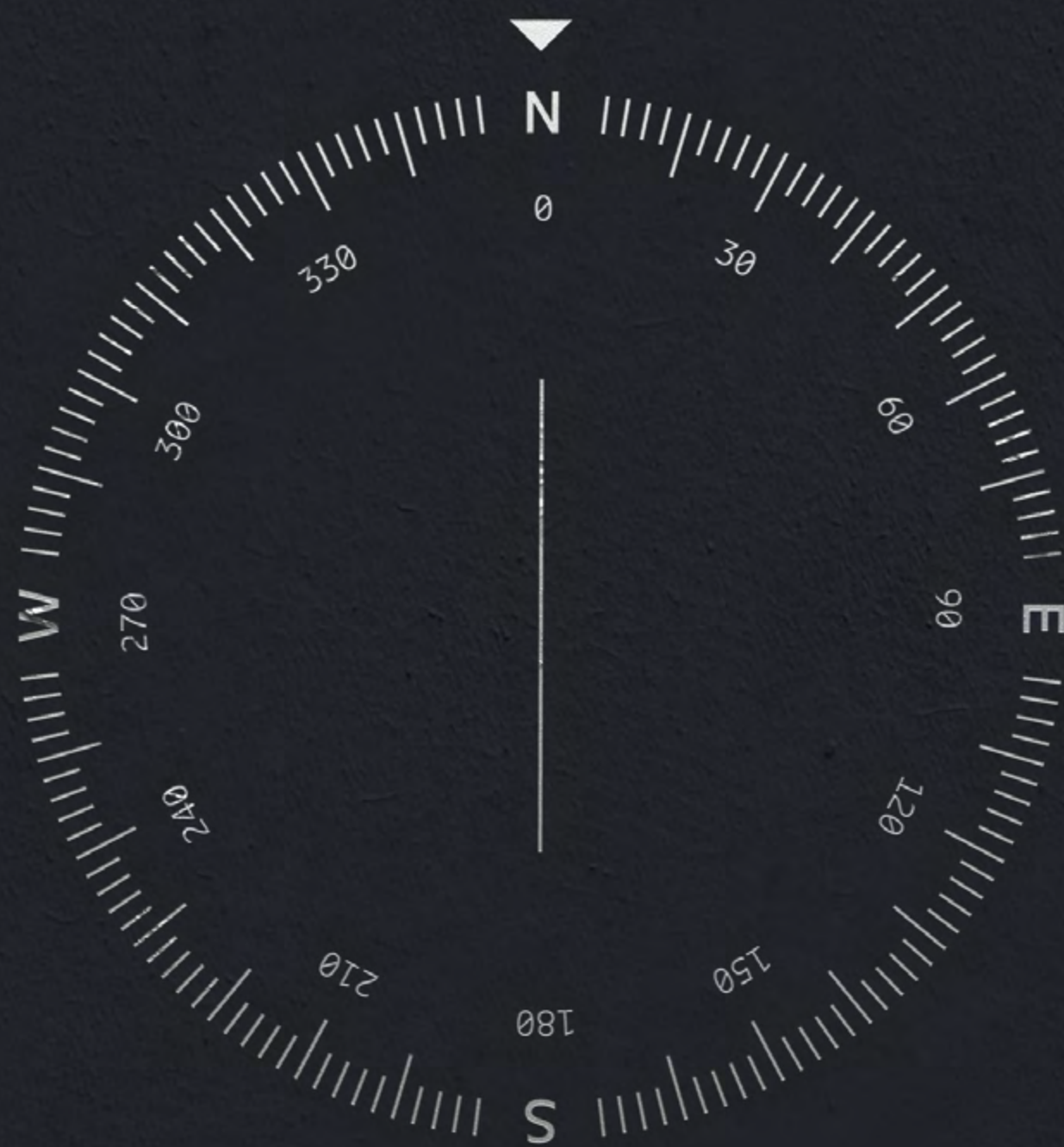
All the best,

Börje Ekholm
President & CEO





Use our Compass



Our Compass is your guide to Ericsson's ethical principles and expectations. It's aligned to our values of professionalism, respect and perseverance, which enable us to lead with integrity. By referring to it often, you can be confident that your actions and decisions are in line with Ericsson's requirements for ethical business conduct.



Always remember the 3 Ps
when you act for Ericsson

P¹

What is the **purpose** of my action?

- Is there a legitimate business reason for this action?
- Is the action in Ericsson's best interests?
- What risks could this action carry? How can I mitigate them?

P²

What **principles** should guide my action?

- Is the action legal and consistent with our Compass and steering documents?
- Is the action ethical and in line with our values?

P³

How will my action be **perceived**?

- How would my action look if it appeared on the news?
- Will my action negatively impact Ericsson's reputation?

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Our Code, our Compass

We are committed to conducting our business ethically and responsibly – always.

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Stay aware of Ericsson's ethical expectations

Our Compass sets out our company's expectations for how we conduct business.

The Code of Business Ethics is our Compass and one of Ericsson's core pillars of corporate governance. The Compass guides us to conduct our business professionally, respectfully and with integrity.

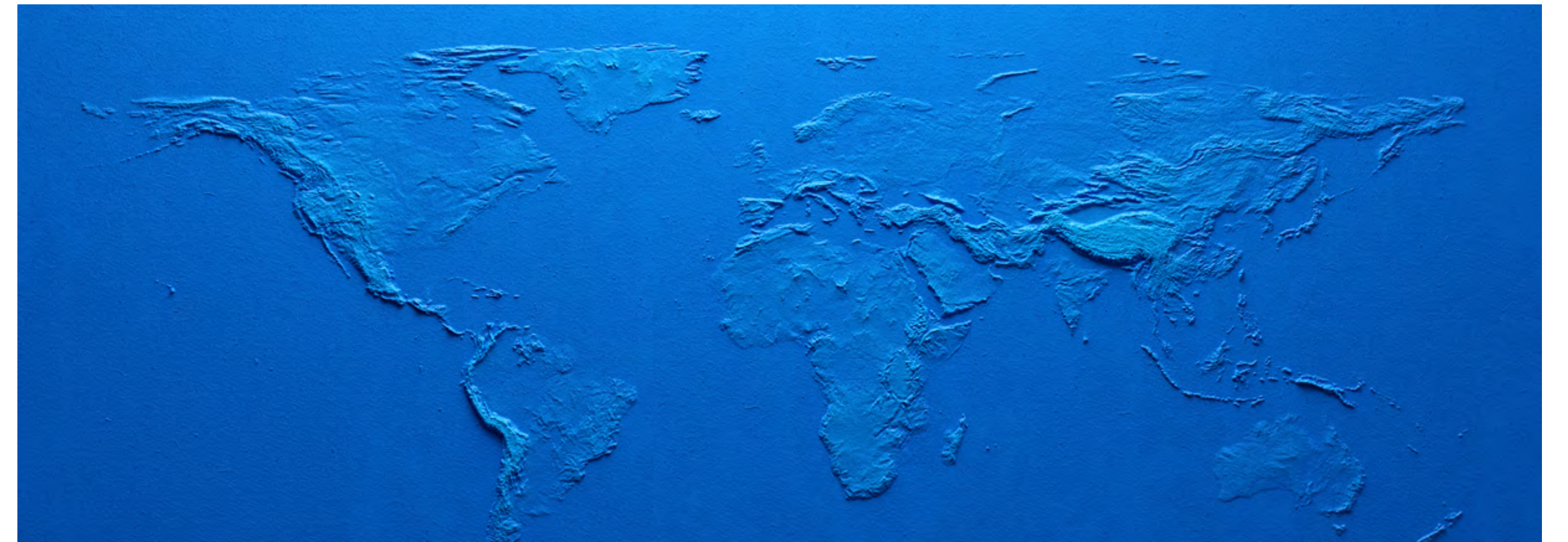
The Compass applies not only to regular employees of Ericsson, but also to any person over whom Ericsson controls the day-to-day work and members of the Board of Directors of all entities directly or indirectly controlled by Ericsson. We require third parties who work with Ericsson to adhere to the values contained in our Compass by committing to our Code of Conduct for Business Partners.

We are responsible for complying with all applicable laws and regulations. In addition, we are required to adhere to our Compass and all Ericsson steering documents applicable to us based on our geography, job role, or the activity we are undertaking. Any requirement in this document to comply with our Compass always includes the requirement to comply with the applicable steering documents. Finally, if any of the requirements in our Compass differ from legal requirements, you must always apply the more demanding standard.

We use technology, including artificial intelligence, in a responsible, fair, and ethical way. This includes focusing on human oversight to ensure safety, inclusiveness, transparency, data privacy, accountability, and overall societal and environmental wellbeing.

Violations of our Compass can lead to disciplinary action, including termination of employment – regardless of your position in the company. At the same time, we understand that people sometimes make honest mistakes despite good intentions. If that happens, or if you have a question or concern, be accountable, transparent, and speak up.

If you're unsure how our steering documents apply to you, please do ask your line manager for guidance. You can also turn to the relevant functions such as the People Function or Group Function Legal Affairs & Compliance. For example, the Compliance Office, the [Compliance Consultation Desk](#), and the [Ethics & Compliance Portal](#) offer advice and relevant approvals on ethics and compliance matters.



Learn more

Useful links

- [Our company story](#)
- [Ericsson on the Move](#)
- [EGMS App - PowerApps](#)

CoBE Relevant Documents:

- [See section 1.1. of CoBE Relevant Documents](#)

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Know your responsibilities when working for Ericsson

We act with integrity at all times.

In line with our purpose and values, we must act responsibly, with honesty and integrity when we conduct business as representatives of Ericsson, no matter what role we are in. This means we must always act with integrity, even if it means losing a business opportunity. In addition, the obligation to act with integrity requires each of us to raise a compliance concern if any of us knows of, or suspects, violations of the law, our Compass, or our steering documents or have any other information that could put Ericsson or its reputation at risk.

When requested, you must fully cooperate in any investigations, audits, or assessments conducted by Ericsson or a legitimate third party, including providing access to and never destroying or altering work-related data, records, or communications wherever they reside.

And if you are a manager, member of the Executive Team or member of the Board of Directors, you have an especially important role – you are responsible for driving a culture of integrity and compliance!

Leaders and line managers must:

- Encourage and support team members to ask questions and talk to them about challenging ethical situations
- Ensure team members are properly trained and know how to comply with our Compass and steering documents
- Avoid putting pressure on teams at the risk of implicitly encouraging unethical conduct or breach of our steering documents
- Report potential misconduct and support team members when they raise concerns

Learn more

Useful links

- [Compliance @ Ericsson](#)

CoBE Relevant Documents:

- [See section 1.2. of CoBE Relevant Documents](#)



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Learn more

Useful links

- [Reporting Compliance Concerns](#)

CoBE Relevant Documents:

- [See section 1.3. of CoBE Relevant Documents](#)

Raise ethics and compliance concerns

We must all speak up if something doesn't seem right.

If something doesn't seem right:

- Talk to your line manager or the superior of your manager
- Talk to someone in the People Function or Group Function Legal Affairs & Compliance, or
- Contact the [Ericsson Compliance Line](#). (When using the Ericsson Compliance Line, you can choose to remain anonymous where permitted by local law.)

The [Ericsson Compliance Line](#) is hosted by an independent third party, which handles all reports securely and confidentially. It is available 24/7 to all internal and external stakeholders in over 60 languages.

We must speak up when we see or suspect breaches of our Compass. Failure to speak up can lead to disciplinary action. Your concerns will be assessed by the Allegation Management Office who may ask further questions. They may be investigated by Corporate & Government Investigations or handled by other relevant functions.

You will be protected from retaliation when you raise a genuine compliance concern in good faith – we do not tolerate retaliation in any form.

If you're a line manager or other trusted person and someone raises a compliance concern to you, you must report it to Group Function Legal Affairs & Compliance or the [Ericsson Compliance Line](#). Although it may be necessary to speak with the reporting person to better understand the nature of their concern before you report it, it's important that you do not try to carry out your own investigation because there could be complex legal issues involved.

Managers should feel empowered to resolve some matters, such as performance issues and process non-adherence, but must raise compliance concerns about business ethics and misconduct.

You always have the right to raise concerns with your trade union or works council representatives – but you must also report potential violations of our Compass through the proper Ericsson channels.

You are not required to waive your rights to participate in a legal process once you have made a report. If you report a compliance concern via Ericsson channels, you will not be required to sign a non-disclosure agreement.





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Our people and workplace

You can reach your full potential and thrive in an inclusive and supportive workplace. We respect the dignity of every human being and work in accordance with all internationally recognized human rights and labor rights, including those in the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

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Treat everyone respectfully, inclusively and with dignity

We foster a supportive work environment based on respect.

Treating our colleagues with respect, dignity, and inclusion brings out the best in everyone, and it's the right thing to do. At Ericsson, ensuring the psychological safety of our employees is paramount and there is no room for harassment, threats, bullying or violence against anyone.

We do not tolerate any forms of harassment, discrimination, retaliation, threats or acts of violence, including:

- Physical, oral, or written harassment directed at employees or any third party in the line of work (whether at the office, outside the office or online)
- Bullying, intimidation, hostility, humiliation, discrimination, or psychological mistreatment
- Offensive or disparaging remarks, jokes, images, or name-calling
- Unwanted attention or physical contact or other invasions of privacy or personal space
- Behavior intended to disturb or prevent normal work activities

We know that diversity makes us stronger as a company. Having a diverse and inclusive workplace helps ensure that we attract the best global talent, foster innovation, and bring greater value to our customers. We want everyone to feel valued and included.

We must all contribute to ensuring Ericsson is a place where everyone can grow and feel empowered – regardless of factors such as their personal background, cognitive perspectives, or disability.

You must:

- Recruit, reward, and promote people based on merit
- Prevent nepotism or discriminatory practices
- Avoid any conduct that could make an employee feel excluded or unwelcome. This applies within or outside working hours, inside or outside Ericsson premises and during external events or business travel.

Learn more

CoBE Relevant Documents:

- [See section 2.1. of CoBE Relevant Documents](#)
- Check with local People function for local steering documents



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Provide just and favorable working conditions and respect trade union rights

We uphold everyone's right to just, safe, and favorable working conditions and to form and join trade unions and bargain collectively.

You must respect all colleagues' freedom of association and right to collective bargaining, and not unlawfully limit these rights. You are not permitted to treat anyone differently based on their choice to join – or not join – a trade union or similar organization and trade union representatives must be able to communicate effectively with employees.

This includes:

- Receiving a written document in a language you understand, outlining the basic terms and conditions of your employment
- Fair and reasonable pay, and terms and conditions, which at a minimum include a living wage
- Adequate rest and leisure to support a healthy work life balance, including working hours in accordance with international standards
- Forming or joining independent trade unions as well as collective bargaining.

Learn more

Useful links

- [Business and Human Rights Statement](#)
- [Respect for human rights](#)

CoBE Relevant Documents:

- [See section 2.2. of CoBE Relevant Documents](#)
- Check with local People function for local steering documents



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Learn more

Useful links

- [Health, safety and well-being](#)

CoBE Relevant Documents:

- [See section 2.3. of CoBE Relevant Documents](#)

Ensure health, safety and well-being

We work together to ensure a safe and healthy work environment for all.

We'll do everything we can to keep you safe and well at work and we expect you to do everything you can to look after yourself and anyone else working with or alongside you. Our goal is zero work-related fatalities, injuries, and illnesses. We all need to work together to achieve Target Zero, and Ericsson Care is our holistic approach to achieving this.

You must:

- Always work responsibly and safely, use the right tools and personal protective equipment, complete assigned safety training, and follow health and safety rules (including Lifesaving Rules) to ensure no harm comes to our employees or suppliers
- Proactively help to create an environment that promotes health, safety, and well-being for all
- Identify, raise and mitigate health and safety risks
- Promote a psychologically safe speak-up culture, where everyone can report the factors that are a barrier to safety and well-being
- Prevent psychosocial risks and poor work design by promoting healthy workloads and role clarity and avoiding conflicting demands
- Not work under the influence of alcohol or illegal substances
- Not work under the influence of medication if doing so could jeopardize anyone's health or safety
- Report any health and safety incidents via the [Global Incident Reporting Tool](#) to prevent recurrences
- Speak up and stop working if you are concerned about your or your colleague's or supplier's health, safety, or well-being. If the situation is not corrected, you must contact your line manager and local health and safety representative and report the issue in the [Global Incident Reporting Tool](#).



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Prohibit and prevent forced labor, human trafficking and child labor

We work here because we have freely chosen to do so, and we support the rights of children.

At Ericsson, any form of slavery exploitation – including human trafficking and forced, coerced, bonded or compulsory labor – is strictly prohibited. All work performed for Ericsson must be voluntary, consensual, and free from coercion or threats. We are all free to leave our employment or assignment after giving reasonable notice according to applicable law. You shall never accept any demands to leave deposits of money or identity papers with Ericsson or a recruitment agency.

You are prohibited from purchasing for yourself or others or allowing others to purchase for you sexual services – or other services of a sexual nature – while on company-sponsored trips or in connection with company business, regardless of local legislation.

We uphold and defend the rights of children and ensure child protection measures are implemented in all our interactions with children. We firmly prohibit child labor and apply precautionary principles to avoid causing harm to children throughout our operations. An individual's age must be verified and documented during the hiring process to ensure that they are of appropriate working age.



Presence of forced labor

Forced labor is prevalent on a global scale and present in many industries. You should especially consider this risk when hiring migrant workers, using labor brokers, or utilizing a temporary workforce. You must not ask prospective employees to pay recruitment fees or other service-related costs. This applies whether a recruiting agency is used or not. Ericsson is committed to the “employer pays principle” and will reimburse any recruitment fees borne by a worker.



Learn more

Useful links

- [Business and Human Rights Statement](#)
- [Respect for human rights](#)

CoBE Relevant Documents:

- [See section 2.4. of CoBE Relevant Documents](#)

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Our business, customers and suppliers

We are committed to doing business with integrity and transparency and being a responsible corporate citizen.

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Conduct business with integrity – and zero tolerance for corruption

We do not use improper influence to win business.

Reputation and trust are hard-won and easily lost. At Ericsson, we never seek to improperly influence actions by anyone. Offering or giving any benefit to a public official, colleague, customer, or other third party as a way to gain an undue advantage is called bribery, and it is strictly prohibited. You must also not demand or accept any such benefits from anyone.

We have no tolerance for any form of bribery or corruption. In addition, Ericsson will not contribute directly or indirectly to political parties or individual politicians except to support voluntary employee contributions permitted under local law and supported by public reporting regulations.

You must always ensure that gifts, entertainment, hospitality, sponsorships, donations, and employment opportunities comply with our steering documents and the law. Here are examples of mandatory requirements designed to help act lawfully and compliantly:

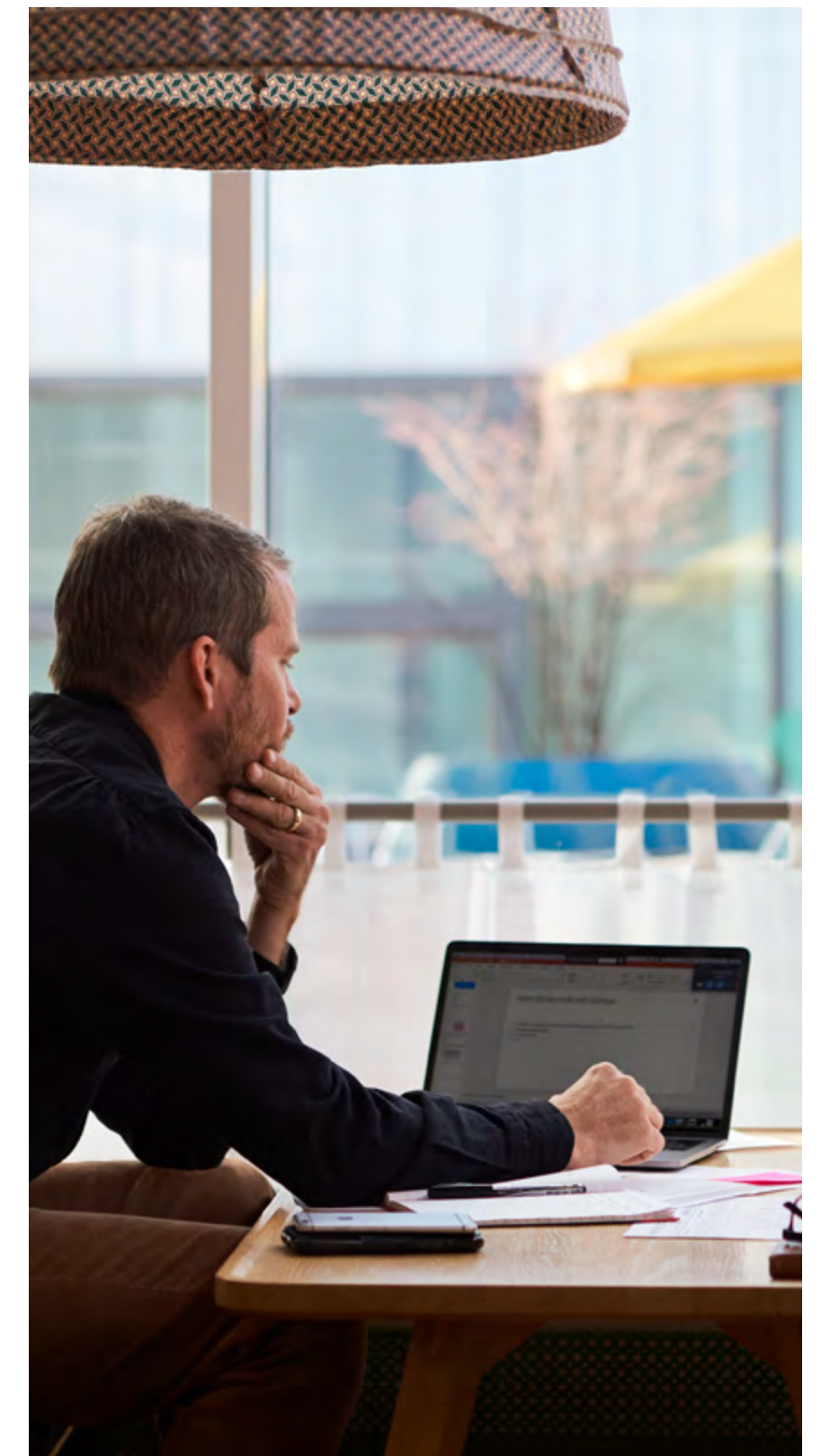
- Never provide any personal benefits to individuals, such as cash, cash equivalents, loans, vacations, or similar benefits

- Be diligent when providing anything to public officials (or their family members), and remember that pre-approvals and more restrictive rules apply
- Obtain the necessary pre-approvals and document them
- Never make an improper payment to expedite or secure a routine governmental action (facilitation payments), such as the issuance of a visa, permit, or license
- Not use personal funds or someone else's funds to do something that you couldn't do with corporate funds, for example purchasing illegal gifts such as ivory, narcotics, or sexual services
- Consult GFMC Government & Advocacy or Group Function Legal Affairs & Compliance prior to meeting with government officials



Public officials are members, employees, or representatives of:

- Governments – whether national, regional, or local
- State-owned or state-controlled companies
- The military, police, and courts
- Political parties, candidates for public office, and politically exposed persons
- Public international organizations (for example, the United Nations or the World Bank)
- Royal families



Learn more

Useful links

- [Anti-Corruption Compliance](#)
- [Gifts, entertainment and hospitality](#)
- [Contributions at Ericsson](#)

CoBE Relevant Documents:

- [See section 3.1. of CoBE Relevant Documents](#)

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Useful links

- [Conflict of Interest](#)
- [Compliance consultation desk](#)
- [E&C Portal](#)

CoBE Relevant Documents:

- [See section 3.2. of CoBE Relevant Documents](#)

Act in Ericsson's best interest

We act swiftly and transparently to disclose anything that may be a conflict of interest.

In our work for Ericsson, situations can arise where our professional judgment could be seen to be impaired by other competing interests related to relationships and roles we maintain outside of Ericsson. This is called a conflict of interest, and it is not inherently wrong. However, we each have a responsibility to put Ericsson's legitimate business interests first. Whenever we become aware of a potential conflict of interest, we don't ignore it; we ensure that it is properly disclosed and handled.

You must:

- Avoid conflicts of interest when manageable
- Disclose all situations, transactions, and relationships that could lead to or be perceived as a conflict of interest via the [Ethics & Compliance Portal](#). The Compliance Office and People Function will help you manage the situation.

Examples of potential conflicts of interest include:

- Doing business with third parties that employ, or are owned by your family members, friends, or former Ericsson colleagues
- Hiring or supervising anyone with whom you have a personal relationship
- Working in your free time for Ericsson customers or suppliers
- Working outside Ericsson or taking on engagements or directorships that interfere with your job performance, require you to use Ericsson's confidential and proprietary information or assets, or would create intellectual property
- Engaging on behalf of Ericsson with customers, suppliers, or other external stakeholders of a company in which you have ownership or other significant financial interest



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Useful links

- [Compliance consultation desk](#)

CoBE Relevant Documents:

- [See section 3.3. of CoBE Relevant Documents](#)

Compete on the merits of our technologies and offerings

We compete fairly.

We do not seek competitive advantages through illegal or unethical business practices. You must not improperly obtain or use confidential information, including competitive bidding information, belonging to others. You must always act within applicable competition, anti-trust, and fair-trading laws and regulations in all your dealings with customers, competitors, and suppliers. This means you must not enter into any agreements or otherwise participate in discussions that could give rise to competition concerns, such as price fixing or fixing other terms of purchase or sale, the sharing of competitively sensitive information or other cartel-like behavior. This includes agreements with third parties not to hire each other's employees or fix wages. Abuse of a dominant market position is also prohibited.

You must check with Group Function Legal Affairs & Compliance before negotiating exclusivity or non-compete agreements or if you have concerns about any other competition matters.



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Useful links

- [Ericsson Responsible Sourcing](#)
- [TPM at Ericsson](#)

CoBE Relevant Documents:

- [See section 3.4. of CoBE Relevant Documents](#)

Engage only with third parties who share our commitment to integrity

We only work with third parties who abide by the same standards of integrity that we demand of ourselves.

Working with third parties can present significant risks that we must carefully navigate – so that the values we stand for aren't compromised. Our business continues to build upon a large network of third parties, such as distributors, partners, suppliers, agents, or consultants. Their actions reflect on our company's reputation as much as our own. We only engage with suppliers and other partners who share our high standards about integrity, human rights, health and safety, and the environment. We conduct business with integrity, responsibly and in compliance with the legal requirements and governmental regulations of the countries in which we operate, and expect our third parties to comply with all applicable laws and regulations.

You must:

- Act as a true business owner
- Work only with qualified, approved third parties that go through our responsible sourcing processes, including our enhanced

Third Party Management (TPM) process. Never use a third party to do something that Ericsson employees are not allowed to do themselves.

- Engage in truthful and transparent interactions with third parties and ensure that they sign and commit to our Code of Conduct for Business Partners (or equivalent)
- Actively monitor any conditions upon which a third party approval decision was made, and be vigilant about red flags, material changes, and warning signs
- Keep accurate third party records, act on any non-conformities, and prohibit any attempt to influence decisions through improper payments
- Implement effective risk mitigation, including corrective actions and remedies where applicable, including contract termination for repeated and/or severe violations
- Be especially careful when working with anyone who holds (or used to) a prominent public position, or a family member or close associate of such a person (PEP or Politically Exposed Person).



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Respect international trade and anti-money laundering laws

We adhere to applicable laws and regulations governing international trade and anti-money laundering.

The European Union (EU), the United States (U.S.), and other jurisdictions enforce trade and sanctions laws, including export and customs controls, embargoes, and sanctions. These laws limit the persons, countries, and entities with whom we can do business, as well as the hardware, software and services we may provide. They also limit from which countries Ericsson as a company, and we as employees, can carry out work.

You must:

- Be aware of any sanctions, import or export controls that might apply to your business dealings on behalf of Ericsson before doing such business and ensure that a license is obtained when required
- Ensure that Ericsson's sanctions screening process is performed before onboarding new third parties and regularly after that

Contact Trade Compliance within GFLA Global Risk & Regulatory when in doubt and before travelling to any sanctioned country for guidance on use of your work phone and computer. We support free and fair trade and are committed to complying with applicable anti-boycott regulations. Always seek advice from Group Function Legal Affairs & Compliance if you are unsure of the legality of an action or if you are asked to participate in a boycott.

We are vigilant about financial record-keeping and reporting requirements, anti-money laundering laws and regulations, and laws and regulations applicable to terrorist financing. Money laundering is an illegal activity where someone attempts to hide the true origins of money obtained through crime. Terrorist financing is when funds are used to support terrorist activities. Ericsson does not allow any activities resulting in money laundering or terrorist financing. When working in areas that have known terrorist activity take extra precautions prior to giving any resources to an unknown party.

You must:

- Never engage in a business transaction if you suspect that it involves funds connected with criminal activity
- Adhere to all Ericsson responsible sourcing and due diligence requirements and report any red flags
- Prior to traveling to areas with known terrorist activities ensure that you have the Ericsson Security Office requirements and advice

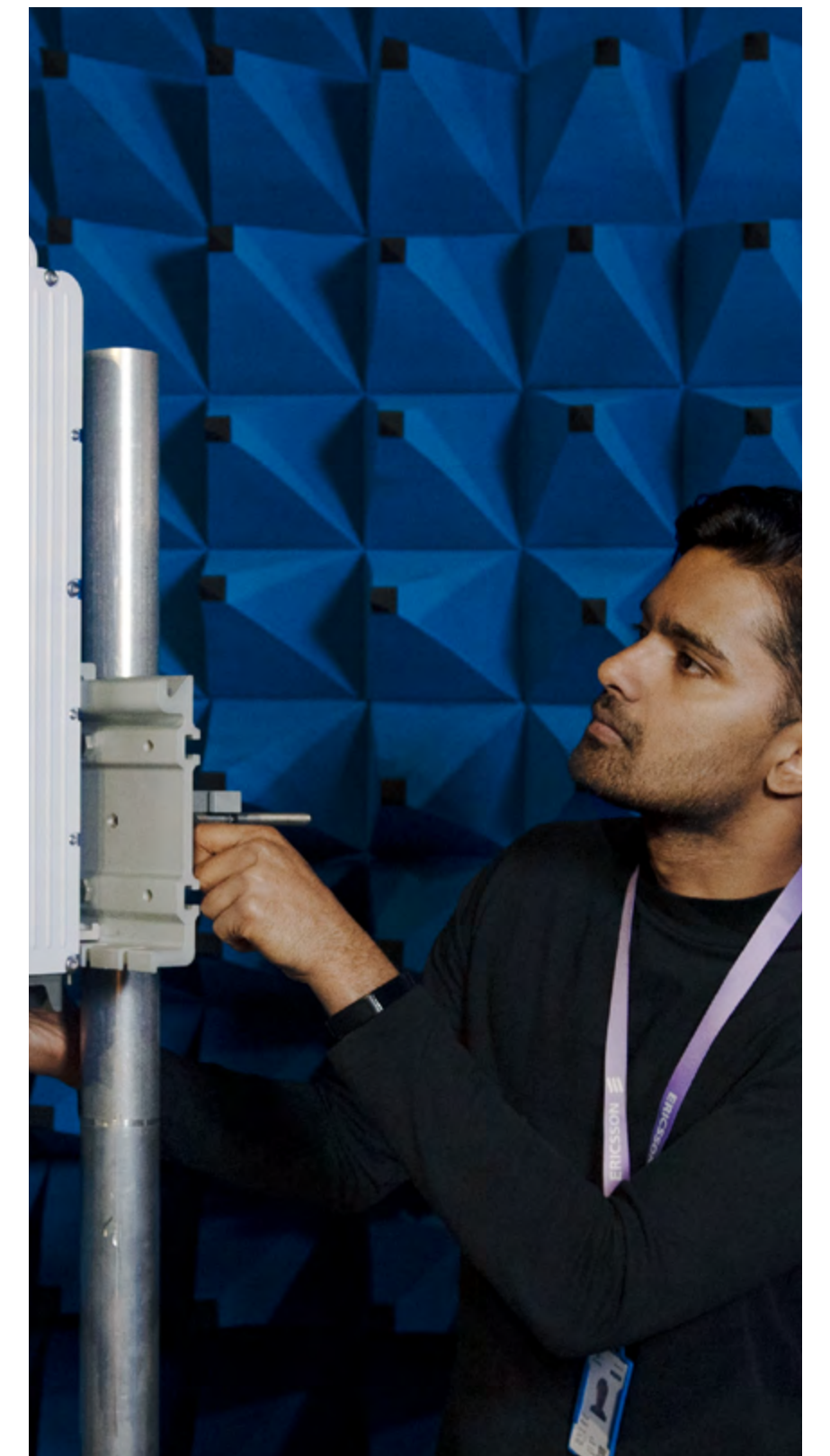
Learn more

Useful links

- [GFLA Trade Compliance](#)
- [Trade Compliance Portal](#)

CoBE Relevant Documents:

- [See section 3.5. of CoBE Relevant Documents](#)





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Our assets and intellectual property

We are committed to protecting our company's assets and intellectual property as well as information and assets entrusted to us by our colleagues, customers, and third parties

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Protect confidential information and intellectual property

We use confidential information and intellectual property for proper and authorized purposes.

Our technical and financial information, as well as our intellectual property, are critical to our success. This includes research and development information, patents, business, and product plans and strategies, and customer and supplier information.

You must:

- Not discuss confidential information in public places or on the internet
- Only access or share confidential information if there is a legitimate business reason to do so
- Only store confidential and business-related information on Ericsson-authorized devices and cloud services
- Accompany your visitors at Ericsson's offices and facilities
- Not take or use Ericsson information when you leave the company – all company information belongs to Ericsson.

- Not attempt to improperly obtain confidential information belonging to other companies or third parties

We all have a responsibility to watch out for security threats – such as malware or phishing – and follow best practices to protect Ericsson's information and assets.

You must:

- Keep your computer and mobile devices updated with the latest appropriate software versions and change your passwords when prompted
- Not share user IDs (signums) or passwords
- Use the software provided for securely connecting your laptop to Ericsson's network when away from the office
- Only use authorized or approved software, devices and messaging apps
- Encrypt emails containing any confidential or personal information
- Report all potential security incidents via the [Security Incident Management System \(SIMS\)](#).

Learn more

Useful links

- [Report security and privacy incidents](#)
- [Compliance consultation desk](#)
- [Security at Ericsson](#)

CoBE Relevant Documents:

- [See section 4.1. of CoBE Relevant Documents](#)



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Use company information and assets responsibly

We do not engage in any form of insider trading, and use company assets for legitimate purposes only.

Inside information is non-public and material information about Ericsson or other companies that would, if disclosed, have a significant effect on the price of financial instruments and securities, such as shares, bonds or derivatives. Using this information or providing it to others to trade in financial instruments and securities is illegal. It is called insider trading, and it must be avoided without exception.

You must:

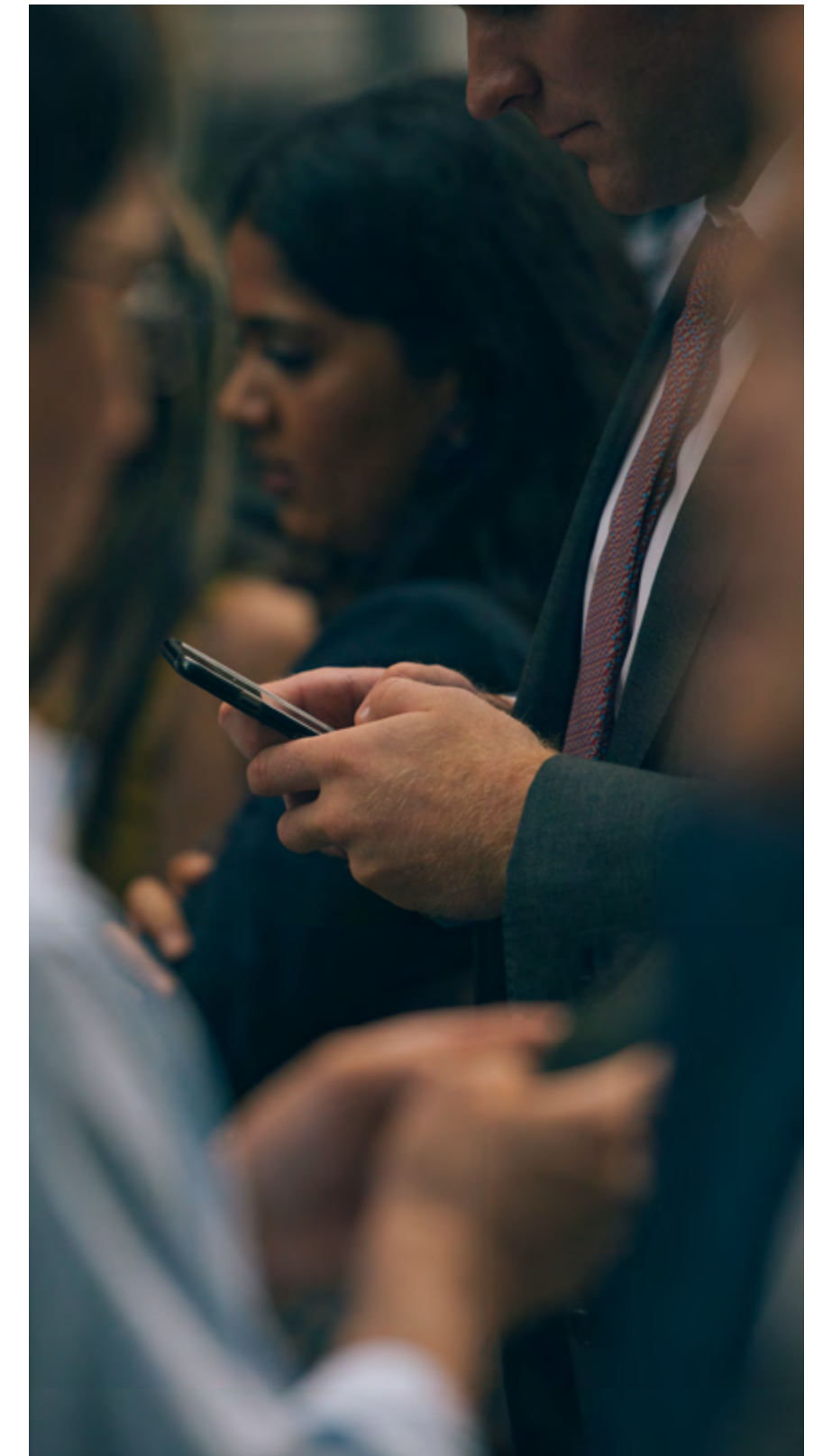
- Not buy or sell financial instruments and securities when having inside information or tell others to do so
- Not share inside information with anyone including colleagues except on a strict need-to-know basis, as approved by the project leader
- Check with Group Function Legal Affairs & Compliance before trading if you are unsure if you have inside information



All Ericsson employees are recommended not to trade in Ericsson financial instruments and securities during 30 days before the publication of financial reports even if you do not possess inside information.



Use Ericsson's IT systems and resources only for business-related activities. You are responsible for protecting company assets from misuse, waste, theft, and loss. This includes not using Ericsson's IT resources for any activity that is illegal, harassing, sexually oriented, defamatory, racially inflammatory, in violation of human rights, or related to child sexual abuse.



Learn more

Useful links

- [Security at Ericsson](#)

CoBE Relevant Documents:

- [See section 4.2. of CoBE Relevant Documents](#)

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Useful links

- [Reporting security and privacy incidents](#)

CoBE Relevant Documents:

- [See section 4.3. of CoBE Relevant Documents](#)

Protect personal data

We process personal data responsibly and in accordance with data privacy laws.

We protect personal data and support global efforts to safeguard it. Personal data is information that can be related to an identifiable person. Examples include name, address, phone number, IMEI (International Mobile Equipment Identity), IMSI (International Mobile Subscriber Identity), photo, e-mail, and bank or credit card information.

We adhere to global privacy principles and applicable laws, including the EU General Data Protection Regulation (GDPR). We also have Binding Corporate Rules and contractual agreements regulating how we process and share data.

You must:

- Collect and process personal data in accordance with applicable laws, data protection principles and Ericsson steering documents and other instructions
- Ensure that people from whom we obtain personal data are informed and can understand why it is being collected and processed
- Use personal data only for legitimate business purposes and approved uses necessary for your job
- Share personal data securely only with people (within and outside Ericsson, including vendors, customers and other business partners) who are authorized to receive and process such data
- Report any suspected data breaches to the [Security Incident Management System \(SIMS\)](#)



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Maintain proper financial controls and prevent fraud

We record all financial information diligently, accurately, and honestly.

We have to take steps to prevent fraud and financial irregularities. We must ensure that our business transactions are recorded transparently and accurately. Making false or misleading entries in our records, or sidestepping internal controls, are strictly prohibited and may be illegal. Always check with Group Function Finance & Common Functions or your local finance support if you are unsure what to do or have finance-related questions or concerns.

Here are examples of mandatory requirements to ensure the integrity of our business records:

- Enter into written (never oral) contracts with customers and third parties
- Ensure our contracts reflect the substance of the commercial transaction
- Avoid giving unusual incentives or agreeing to terms that are not in Ericsson's best interest
- Follow signature and spending authority and relevant approval processes

- Record all financial transactions in accordance with applicable rules and Ericsson Accounting Directives and Instructions
- Never authorize the payment of vague or questionable expenses or third-party invoices that are poorly documented or incomplete
- Ensure expense reports and supporting receipts and documents are complete, truthful and accurate
- Use corporate cards for legitimate business expenses
- Provide all truthful and accurate supporting documentation needed to ensure accurate financial statements
- Use the correct GL account to ensure accurate accounting and check our costs regularly.

Learn more

Useful links

- [Ericsson Governance](#)

CoBE Relevant Documents:

- [See section 4.4. of CoBE Relevant Documents](#)



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CoBE Relevant Documents:

- [See section 4.5. of CoBE Relevant Documents](#)

Communicate responsibly

We speak on behalf of the company only if authorized to do so and take care when posting on social media.

Our reputation depends on the transparency, accuracy, and consistency of our public statements. That's why we have measures in place to ensure the right information goes out. These measures apply to statements you make publicly on social media or in articles, papers, speeches, or other statements relevant to Ericsson's business. While we promote freedom of expression, each of us is responsible and may be held accountable for social media posts or comments on internal platforms inconsistent with our values and our Compass.

You must:

- Use good judgment and do not publish or post confidential information about the company and/or the people associated with it
- Make clear that your views are your own and that you do not speak for Ericsson (unless you are authorized to do so)
- Not post anything that would cause embarrassment to or harm Ericsson's reputation
- Use Ericsson's internal communication and collaboration platforms (such as Teams, Yammer, SharePoint, and Outlook) respectfully and inclusively, considering the perspective of others





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Our social and environmental engagement

We are committed to respecting human rights, reducing negative environmental impact, and supporting socio-economic development across the communities in which we work.

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Promote the right to privacy and freedom of expression

We respect the right to privacy and freedom of expression, as the two most salient human rights related to the technology we deliver.

We strongly believe that our hardware, software, services, and solutions bring positive change to people. At the same time, we work to mitigate and minimize the risk of potential misuse of our technology.

We also strongly advocate for freedom of expression and privacy protections, individually and collectively with other stakeholders.

You must:

- Respect, promote, and support human rights through responsible decision-making, including during product development, the use and sales of our technology, and in business relationships with customers and suppliers
- Assess external requests and demands that may impact the freedom of expression or right to privacy of individuals and ensure such requests are legitimate, proportionate, and necessary before acting in response
- Consider the risks of misuse of our technology in business engagements, follow the correct procedures to mitigate such risks, and raise a concern if such risks are being ignored or not adequately addressed
- Act on indications of misuse and disengage where relevant
- Do not pursue business opportunities where we know that our technology will be misused, or where effective mitigations are not possible to implement

Learn more

Useful links

- [Business and Human Rights Statement](#)

CoBE Relevant Documents:

- [See section 5.1. of CoBE Relevant Documents](#)



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Useful links

- [Sustainability & Corporate Responsibility](#)
- [The Ericsson Lists of Banned and Restricted Substances](#)

CoBE Relevant Documents:

- [See section 5.2. of CoBE Relevant Documents](#)

Uphold our commitment to environmental sustainability

Our environmental sustainability programs make a difference for the world and create value for all stakeholders.

We use a science-based and triple bottom line (economic-social-environmental) approach to create a positive impact for stakeholders throughout our operations, across our portfolio, and in society. We are committed to minimizing the negative environmental impact of all our operations and activities. Environmental sustainability shall be an integrated approach spanning all our units – a mindset we share as part of Ericsson’s workforce.

You must:

- Contribute to Ericsson’s ambitions and targets related to the environmental impact of our operations and activities and our product sustainability
- Minimize business travel and consider surface transportation before air travel
- Follow all applicable environmental laws, regulations and standards in the markets we compete
- Provide all supporting documentation, information and data needed to ensure accurate environmental reporting
- Follow all environment-related product requirements, guidelines and recommendations
- Report any incidents with environmental impact via the [Global Incident Reporting Tool](#)



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Learn more

Useful links

- [Contributions at Ericsson](#)
- [Ericsson Response](#)

CoBE Relevant Documents:

- [See section 5.3. of CoBE Relevant Documents](#)

Empower and support local communities

We empower and support local communities to drive positive impact.

We carefully assess contributions such as memberships, co-marketing/joint activities, sponsorships, donations and academia collaborations to confirm that they are consistent with Ericsson's strategy of supporting worthy initiatives that can have the most significant impact. We perform due diligence to ensure contributions are free from any actual or potential conflicts of interest – or may have any association with improper payments.

To make a contribution, you must:

- Place a request for contributions in accordance with [the Company-wide Process for Contributions](#)
- Ensure that business approvals, compliance assessment and recipient review, documented agreement, payment execution and evidence are all captured according to the process
- Disclose any connections between contributions and Ericsson's customers,

suppliers, partners, public officials or Ericsson current or former employees

All active Ericsson full-time and part-time employees are eligible to participate in the [Ericsson Volunteers program](#) that supports their desire to support local communities and positively impact society.





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