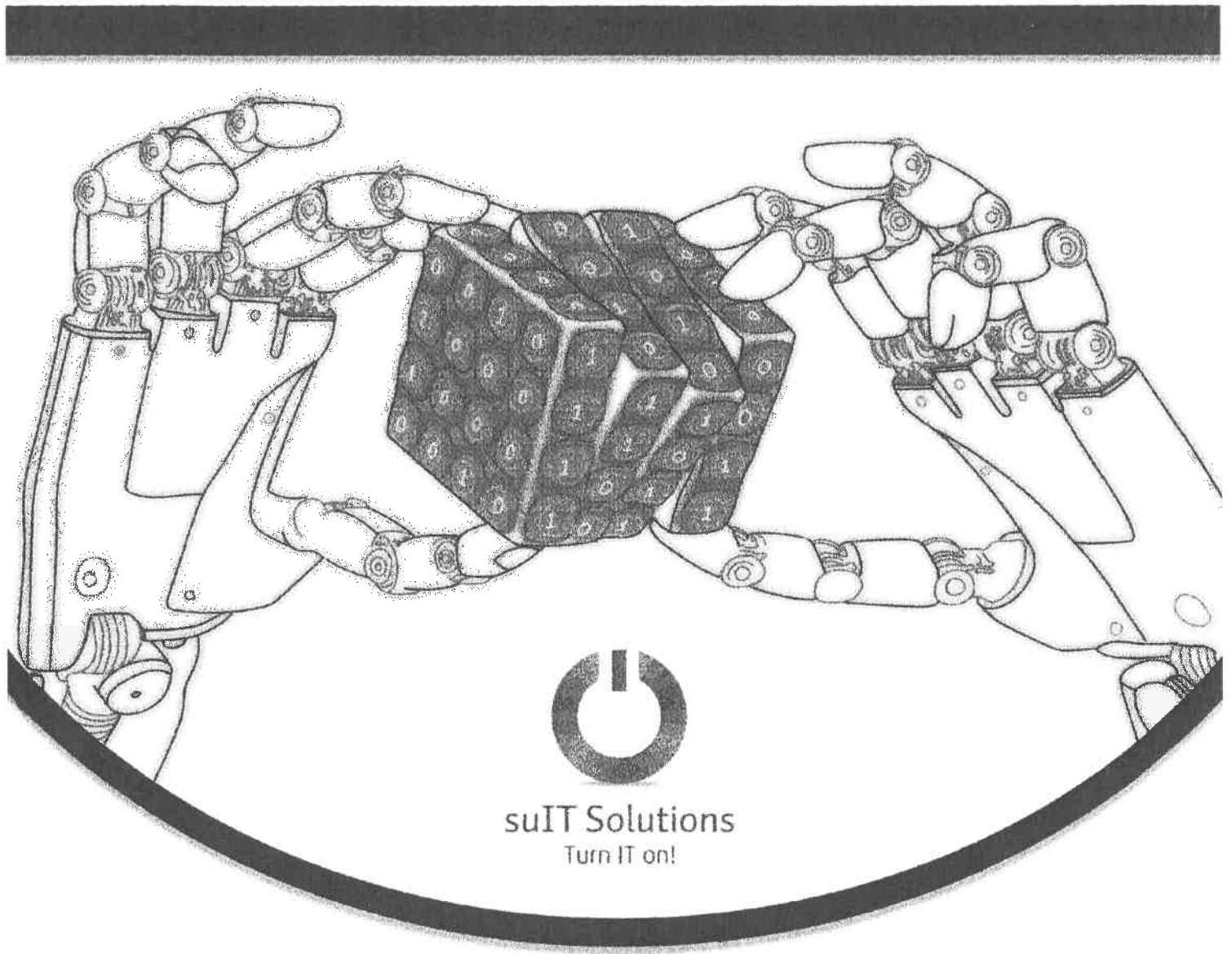
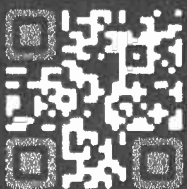




CODE OF ETHICS

Scope and Target Group : This policy is binding on all officers, managers, employees, contract colleagues of Suit Solutions Kft., as well as subcontractors and suppliers acting on behalf of the company.

2026. 07.01.



www.suitsolutions.eu

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2. GENERAL PRINCIPLES

Suit Solutions Kft. strictly complies with the laws in force in Hungary and the European Union, as well as internationally recognized principles, including the Universal Declaration of Human Rights and the fundamental conventions of the International Labor Organization (ILO).

We maintain our ethical expectations by integrating them into the Company's integrated management system according to ISO 9001:2015 and ISO/IEC 27001, and through its review cycle.

3. HUMAN RIGHTS AND LABOR POLICY

3.1. Zero Tolerance for Child Labor

Suit Solutions Ltd. strictly prohibits any use of child labor. We only employ persons who have reached the minimum legal working age.

3.2. Prohibition of Forced Labor and Human Trafficking

We strictly reject all forms of forced labor, slave labor, and human trafficking. All employment is voluntary.

3.3. Anti - Discrimination & Harassment

We have zero tolerance for all forms of psychological harassment (mobbing), sexual harassment and discrimination (based on gender, age, race, religion, sexual orientation, etc.).

3.4. Equal Treatment and Working Conditions

We ensure the principle of equal pay for work of equal value and strictly adhere to legal working hours and rest periods.

3.5. Human Rights of External Stakeholders

We also expect our suppliers and subcontractors to fully respect human rights.

3.6. Occupational Health and Safety

We provide a safe and healthy working environment for our employees, including the conditions for safe remote working. We support the development of our employees through regular training and professional exchange of experience.

4. BUSINESS ETHICS AND ANTI-CORRUPTION POLICY (ETHICS POLICY)

4.1. Anti - Bribery & Corruption

to offer, give, request or accept any bribe, undue advantage or kickback .

4.2. Gifts and Hospitality

Business gifts and hospitality may only be given or accepted if they are of a customary size, transparent and do not influence decision-making. Value limit: HUF 25,000 per occasion and per person; above this, prior management approval and registration are required. Under no circumstances may cash or cash equivalents (vouchers, prepaid cards), benefits be given or accepted to a civil servant, nor benefits to a person who is involved in decision-making in an ongoing request for proposals, tender or contract award procedure affecting the Company.

4.3. Conflict of Interest

Employees are required to report any situation where their personal interests may conflict with the interests of the company.

4.4. Data Protection & Privacy

We take personal data protection (GDPR) and information security very seriously.

4.5. Fair Competition

cartels with competitors .

4.6. Money Laundering Prevention

We only do business with partners with transparent ownership and financial backgrounds and cooperate in relevant customer due diligence procedures.

4.7. Contractual Validation

We enforce the principles contained in this chapter as anti-corruption provisions in our business contracts and expect our subcontractors and suppliers to comply with them.

5. ENVIRONMENTAL RESPONSIBILITY

We are committed to reducing the environmental impact of our operations. Our actions to date include electrifying our company vehicle fleet and reducing energy consumption; the results of these are regularly compiled and published.

6. SUPPLIER AND PURCHASING REQUIREMENTS

In our procurement and tendering decisions, we give preference to partners who have demonstrable quality, information security and sustainability practices and who accept the principles of this Code.

7. WHISTLEBLOWING SYSTEM

Anyone who ethical offense or human yogi grievance perceive , confidentially announcement can do so at the dedicated email address : etika@suitsolutions.eu . The applicants complete comprehensive protection is entitled to retaliation all shape strictly forbidden .

8. COMPLIANCE AND REVIEW

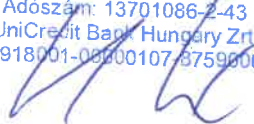
Compliance with the Code is the obligation of all employees; violation of it has labor law consequences. Management supports the implementation of the Code by personal example. The Code is reviewed annually.

9. APPROVAL AND DECLARATION

As the executives of Suit Solutions Kft., we certify that this Code of Ethics is the official internal policy of the company.

Budapest, 2026. 07.01.

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