

September 2025

JLT Mobile Computers Code of Conduct

Long-term sustainability has always been a core value at JLT, woven into every aspect of our operations. Our mission is to empower customers' businesses by enabling hassle-free IT in challenging environments, helping them streamline operations in terms of time, cost, and resource efficiency. All our products are engineered from the ground up to withstand relentless daily use in the harshest industrial settings, and their reliability is reflected by some units that have been serving customers for up to fifteen years without requiring service. With main production, including box-build, handled locally in Sweden, we maintain strict control over quality and the environmental footprint from design to delivery.

At JLT, we view sustainability as encompassing three equally important pillars: environmental responsibility, social engagement, and sound governance (which includes economic considerations). These three pillars guide every decision we make, ensuring that our business practices benefit our customers, our communities, and the environment.

This commitment to building durable products forms the foundation of trust with our customers. As we continue to grow, sharing stories and customer testimonials will further highlight the tangible value that JLT delivers in sustainable technology solutions.

The concept of conducting business in this context includes more than just securing new deals. There is an emphasis on acting ethically and sustainably. Procedures, processes, and practices are regularly reviewed and optimized to maintain operational quality. This code of conduct provides guidelines for actions within both internal operations and the supply chain, including upstream and downstream activities.

JLT's business operations are based on mutual trust. The company seeks to engage with partner organizations that adhere to ethical standards and respect human rights, labour rights, environmental considerations, and anti-corruption measures. Business partners and significant suppliers are expected to follow these requirements and provide evidence of compliance within their own operations and throughout their supply chains. To ensure adherence to the code of conduct, JLT may request supporting documentation or evaluation forms. If violations of the code of conduct are identified, JLT may terminate the agreement.

Reporting non-conforming incidents

If any situation or conduct arises that appears inconsistent with our principles, we expect our employees, business partners, or suppliers to promptly bring the matter to our attention.

Employees may contact their manager or use the reporting form available on the website. This form is also accessible to individuals outside the organization. To submit a report, visit jltmobile.com/nonconformingincident and complete the designated form.



If there is uncertainty regarding whether a situation violates JLT's code of conduct, a report should be submitted. It is preferable to review cases that may not involve non-conformance rather than overlook potential ethical issues within the company. Local laws and cultural norms are considered during the reporting process. Individuals who report suspected breaches of this code in good faith will not face negative consequences.

Handling of reported non-conforming incidents

All incoming reports of situations or behaviours that do not comply with this code of conduct and the information provided will, as far as reasonably possible, be treated confidentially.

The website hosting the online form generates Internet connection logs that include IP addresses; however, such data is excluded from the reported information, which is processed anonymously.

The CEO and Finance & HR manager are authorised to review submitted cases and are the only individuals with access to incident reports received via the online form. All information is handled in accordance with applicable data protection laws and regulations.

About JLT

The history of JLT began in 1994, at a time when the Internet was emerging, industrial computers were relatively rudimentary, and mobile broadband remained a future prospect. Over subsequent decades, JLT established itself as a pioneer within the rugged computing market by elevating design and quality standards, thereby introducing reliable computing solutions to industries unsuited for conventional office equipment.

Currently, JLT is recognized as a leading Swedish PC manufacturer, having shipped over 130,000 computers globally. The company's mission continues unchanged: to empower customers' businesses by facilitating dependable data communication in demanding environments.

JLT is trusted by prominent organizations worldwide for delivering vehicle-mount rugged computers renowned for their reliability and performance. Beyond supplying hardware, JLT serves as a comprehensive partner, offering support that spans device selection, system design, integration, and ongoing service. Our specialized expertise and proactive approach ensure seamless operations for our customers at all times.

Our corporate values

Customer Empathy

Their world is our world.

We strive to find deeper insights and use our expertise to make a difference.

Collaboration

Success is a joint effort.

We believe that bringing together people with varied backgrounds and perspectives fuels innovation and strengthens our team. Our commitment is to openness and collaboration in everything we do.

Personal Accountability

It's up to us.

We take responsibility for our work and how our actions affect the bigger picture. We do what we say we'll do, and we're always realistic in what we promise.

Continuous Improvement

There's always a better way.

We are committed to excellence in everything we do, and we are always searching for new perspectives and opportunities.

At the workplace

Principles

- We are strictly against all kinds of bribery, money laundry, corruption, facility payment, breakages against the declarations of human rights, child or forced labor and do only allow working hours that are compliant with national laws and industry standards.
- We are committed to providing a safe and inclusive workplace that allows all employees to perform their best, stay healthy physically as well as mentally, and to have a good work-life balance.
- We follow local labor laws and standards, pay fair wages that are consistent with industry standards, and give a purposeful health care allowance compliant with local laws of employment in the countries we operate in.
- We have a culture that encourages teamwork and dedication, resting on the four pillars of our corporate values: collaboration, personal accountability, customer empathy and continuous improvement. We have zero tolerance for any type of discrimination or harassment.
- We respect the employees' right to join a trade union.
- We are dedicated to keeping our employees motivated and to making sure they are developing personally as well as in their job role. Therefore, we have regular company activities for teambuilding, alignment, inspiration and continuous training.
- We have annual performance reviews for all employees, and everyone has their own development plan with clear goals tied to the overall company strategy.
- We believe that having a wide range of backgrounds, perspectives, and experiences is a true strength, and we are committed to fostering an open, collaborative environment. Our aim is to cultivate an inclusive culture where every individual is treated with respect, valued, and appreciated, regardless of race, ethnicity, religion or belief, gender or gender identity, sexual orientation, age, disability, or any other personal attribute.

Supporting policies/procedures/guidelines

Work environment policy, Employee handbook

Business practices

Principles

- The JLT group has subsidiaries in several countries, both within the EU and in other regions. All companies within the JLT group comply with the laws and regulations that apply to each specific region, country, and state and to the regulations governing export of products.
- A foundation of JLT's business model is working in partnership with local sales and/or support partners. One of the bases for such partnerships is that we have the same expectations for the local partners as for one of JLT's subsidiaries.

- We exercise good judgment and follow local regulations in which markets we operate, regarding the exchange of business amenities, including gifts, dinner events, travelling, and other activities.
- We are committed to excellence in everything we do, and we are always searching for new perspectives and opportunities.
- We take responsibility for our work and how our actions affect the bigger picture. We do what we say we'll do, and we're always realistic in what we promise.
- We are transparent and truthful in all relations, internally as well as externally, and we handle any confidential information securely and with discretion.
- We put great emphasis on understanding the world we operate in and the needs of our customers. We strive to continuously find deeper insights and use our expertise to make a difference.
- We take environmental responsibility and are committed to minimizing the harm of our business to the environment by acting with awareness and consideration, for example efficient energy use at our local offices.
- We strive to choose components and materials for our products with an environmental impact on our mind.
- We use carbon neutral shipping options from our transportation partner to offset the emissions of the shipment's transport.
- We always weigh the benefits of travel against environmental footprint, using digital remote meetings when possible, and with the environment as a parameter when choosing ways of travel.
- We prioritize venues for company events that are in places that minimize travel, with a clear climate policy/certification and sustainable food options.
- We will not knowingly procure specified metals that originate from facilities in the Conflict Region that are not certified as Conflict Free. Our suppliers must ensure that Conflict Minerals are not used. If the use of minerals considered to be non-Conflict Free is discovered in any material, parts, or components that we procure, we will take appropriate actions to transition the product to be Conflict Free.

Supporting policies/procedures/guidelines

Travel policy, Conflict Minerals Policy

Corporate assets

Principles

- We use all company assets, material as well as immaterial, with care and protect them from damage. JLT owned SW code, even if developed by external resources, is stored as far as possible in JLT's repositories.
- We are accurately and efficiently managing and reporting our finances and following all legal requirements including the European Market Abuse Regulations (MAR) and local tax regulations.
- We are cautious with what information we make public as well as how and when it is being communicated, ensuring that we follow all requirements in being a listed company.
- We respect the privacy of personal data and handle all personal information securely and follow applicable legal requirements.

Supporting policies/procedures/guidelines

Communications policy, GDPR-policy, IT-policy, Privacy policy, Stock trading policy