

Tykoflex AB

Statement pursuant to the Norwegian Transparency Act

Report for the financial year 2025

2026-03-31

1. Introduction

This statement has been prepared in accordance with the Norwegian Transparency Act (Åpenhetsloven). Its purpose is to describe how Tykoflex AB works to ensure respect for human rights and decent working conditions within its own operations and throughout its supply chain.

2. About Tykoflex

Tykoflex AB develops, manufactures, and sells enclosures and couplings for communication solutions. The company is headquartered in Sweden and operates internationally.

The business is certified in accordance with ISO 9001, ISO 14001, and ISO 45001, demonstrating a systematic approach to quality, environmental management, and occupational health and safety.

3. Policies and Governance

Tykoflex operates based on a clear set of values and a Code of Conduct applicable across the entire organization.

Code of Conduct

Our Code of Conduct establishes that we:

- Respect human rights in accordance with the UN Global Compact
- Do not tolerate child labor, forced labor, or illegal labor
- Ensure fair working conditions and non-discrimination
- Provide a safe and healthy working environment
- Oppose corruption and unethical business practices



Working Conditions and Rights

We actively promote:

- Non-discrimination and equality throughout the organization
- Fair remuneration based on collective agreements and objective criteria
- Freedom of association and fair employment conditions

Occupational Health and Safety

We maintain a systematic approach to occupational health and safety, including:

- Continuous reporting and follow-up of risks, incidents, and accidents
- Regular safety inspections to identify and mitigate risks
- Access to occupational healthcare, health checks, and preventive measures for all permanent employees

Whistleblowing Function

We provide a whistleblowing function that allows employees and external parties to anonymously report serious misconduct without risk of retaliation.

4. Due Diligence Approach

Tykoflex AB conducts due diligence in a systematic and risk-based manner in line with the OECD Due Diligence Guidance for Responsible Business Conduct.

The purpose is to identify, prevent, mitigate, and account for potential and actual adverse impacts on human rights and decent working conditions within our operations and supply chain.

4.1 Integration into Policies and Governance

Tykoflex has established policies and governing documents covering human rights and working conditions, including a Code of Conduct, occupational health and safety policies, and HR-related guidelines. These apply to all employees and form the foundation of our work.

Responsibility for compliance is anchored in senior management and integrated into the company's management system.



4.2 Identification and Assessment of Risks

Tykoflex conducts ongoing risk assessments of its suppliers.

As part of our risk management strategy, we have made a strategic decision to be highly restrictive when sourcing from suppliers outside the EU. Approximately 99% of our suppliers are based within the EU, significantly reducing exposure to high-risk regions.

Supplier assessments are conducted:

- when onboarding new suppliers
- at least every three years for existing suppliers
- earlier if required, for example in the event of deviations

The assessments cover several risk areas, including environmental impact, quality, sanctions compliance, working conditions, and hazardous materials.

4.3 Measures to Prevent and Mitigate Risks

Identified risks are managed through:

- requirements set out in our Code of Conduct and supplier requirements
- regular supplier assessments
- limiting sourcing from high-risk countries
- dialogue with suppliers in case of identified deviations

Corrective actions are taken when necessary, and supplier relationships may be reassessed.

4.4 Monitoring and Follow-up

The effectiveness of implemented measures is monitored through:

- recurring supplier assessments
- reassessments in case of deviations or incidents
- internal follow-up within the management system

This ensures continuous improvement.



4.5 Communication and Transparency

Tykoflex communicates its efforts through this annual statement and by responding to information requests from the public in accordance with legal requirements.

4.6 Remediation of Adverse Impacts

Tykoflex has established processes to identify and manage deviations and incidents, including:

- systems for reporting risks, near-misses, and accidents
- a whistleblowing function for anonymous reporting of serious misconduct

These mechanisms enable adverse impacts to be identified, investigated, and addressed in a structured manner.

5. Identified Risks

Based on our operations and supplier structure, we assess that:

- The risk of serious human rights violations is relatively low in our direct supply chain, as a result of our strategy to primarily work with established suppliers within Europe
- Risks may exist in:
 - indirect supply chains
 - global raw material supply chains
 - suppliers outside the EU (to a limited extent)

6. Measures

To address identified risks, we work with:

- systematic supplier assessments
- clear requirements through our Code of Conduct and supplier agreements
- continuous follow-up and reassessment in case of deviations
- restriction of sourcing from high-risk countries
- internal procedures for reporting and managing deviations

7. Results and Follow-up

- No significant adverse impacts related to human rights or working conditions have been identified during the reporting period
- Our processes for supplier assessment and occupational health and safety follow-up are functioning as intended
- Our systematic approach contributes to a safe and secure working environment

8. Future Priorities

TykoFlex will continue to develop its efforts by:

- further strengthening supplier assessments
- maintaining a high proportion of EU-based suppliers



9. Right to Information

Tykoflex responds to requests from the public regarding how we address human rights and working conditions in our operations and supply chain.

For inquiries, please contact:

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10. Approval

This statement has been approved by the company's management.

Date: 2026-03-31

Location: Tyresö

Tykoflex AB

Richard Petersson Wigh

2026-03-31

