

ETHICAL CODE OF TIBIEL EOOD

Tibiel EOOD upholds integrity, professionalism, and responsibility as the guiding principles of all its operations. The Company's Ethical Code embodies our unwavering commitment to ethical business conduct, respect for individuals, and the promotion of sustainable development. Our Principles- Integrity and Transparency – We act honestly and fairly in all our relationships with clients, partners, and colleagues.

COMPLIANCE – We strictly follow Bulgarian and EU legislation, international standards, and corporate governance best practices.

RESPECT AND EQUALITY – We treat everyone with dignity and do not tolerate discrimination or harassment in any form.

CONFIDENTIALITY – We safeguard sensitive information and respect the trust of our clients and partners.

RESPONSIBILITY – We take ownership of our work, ensuring professionalism, reliability, and loyalty.

OUR COMMITMENTS – To Clients and Partners – We build transparent, long-term, and mutually beneficial relationships.

TO SOCIETY – We support initiatives that contribute to the community and uphold the highest ethical standards.

TO THE ENVIRONMENT – We conduct our business responsibly, minimizing environmental impact and promoting sustainability.

AGAINST CORRUPTION – We maintain a zero-tolerance policy towards bribery, corruption, and misuse of influence.

OUR WORKPLACE – We foster a safe, healthy, and respectful working environment, where diversity is valued and employees are empowered to grow.

OUR RESPONSIBILITY – Every employee and partner representing Tibiel Ltd. shares the duty to uphold this Code. We encourage open communication and reporting of any unethical behavior, ensuring transparency and accountability at all levels.

Approved by Manager of TIBIEL EOOD