

TREND4MEDIA CODE OF ETHICS

Conflicts of Interest

Conduct yourself and Trend4Media's business with honesty and integrity, avoiding both actual and apparent conflicts of personal or professional interests.

Legal Compliance

All participants commit to:

- Comply with the laws, rules, and regulations of federal, state, and local governments, foreign governments, and other appropriate private and public regulatory agencies that govern our business. While it is difficult to know the details of these laws, it is important to know enough to determine when to seek advice from appropriate personnel.
- Provide full, accurate, and timely reports and disclosures when requested by the proper authorities.
- Comply with all laws and regulations relating to antitrust regulations, fair competition, and pricing.
- Refrain from making or accepting any improper payments or kickbacks, or asking others to do so.
- Adhere to international human rights conventions.

Company Information and Assets

All participants commit to:

- Report information accurately, honestly, and as promptly as possible.
- Represent our business and products accurately, openly, and honestly.
- Act with integrity at all times in business transactions and with business information.
- Refrain from using confidential or proprietary information for personal gain.
- Safeguard company property and information.
- Keep confidential all information designated as such concerning the business interests, affairs, or trade secrets of the company or any of its subsidiaries or affiliated companies.

Workplace Practices

All participants commit to:

- Promote ethical behavior in the workplace.
- Promptly report dishonest, unethical, or illegal activities by other members to appropriate parties.
- Comply with this Code of Ethics, knowing that failure to do so may result in disciplinary action.
- Ensure that the workplace is free from discrimination and harassment and respect diversity and every individual.

Availability

All investors, shareholders, and other individuals in contributing roles must prioritize and ensure continuous availability to guarantee a smooth process flow.

Reporting and Enforcement

Any breach of the above policies may result in disciplinary action. Internal theft, fraud, or other serious abuses, such as accounting and auditing irregularities, affect everyone. In the most serious cases, the negative impact on a company's reputation and financial well-being can even lead to the loss of jobs. If a participant becomes aware of theft, fraud, or other abuses in the workplace, they should not ignore it.

If a participant suspects possible violations of the Code of Ethics or laws, they have the responsibility to contact human resources or another responsible party at Trend4Media immediately.

Regardless of how any suspected violation is reported, there will be no form of reprisal for doing so. Trend4Media will fully investigate all matters related to alleged violations and take appropriate action. It is everyone's responsibility to help create and ensure an effective workplace. All participants are expected to fully participate in any investigation of alleged misconduct.

Management

Trend4Media UG