

QUESTIONS RELATING TO THE WHISTLEBLOWING CHANNEL CAN BE DIRECTED TO:

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WHISTLEBLOWING

Bruks Siwertell Group's aim is to conduct business in a long-term, sustainable way. We are dedicated to ensuring that irregularities that could seriously damage the Group, our companies, or our personnel are highlighted and investigated as early as possible. We have developed a whistleblowing policy to make it easier for those who wish to provide information about irregularities that are in breach of applicable legislation. All reports are received and handled by an external agent. It is always Bruks Siwertell Group who ultimately assesses the report and decides what measures are to be taken.

Please note that only persons directly connected to Bruks Siwertell Group's operations are protected by the whistleblowing provisions, which are set out in the Protections for Persons Reporting Irregularities Act (SFS 2021:890). More information is available here.

SCAN THE QR-CODE:
And view the Page online, where you will have access to more information

Reporting via internal whistleblowing channels
Reporting can take place in writing via the website wb.2secure.se or verbally over the phone on **+46 (0)771-177 99 77**. You can choose to remain anonymous in both of these reporting channels. If you would like to report via an in-person meeting, this can be requested by registering a report on the website wb.2secure.se. The in-person meeting will be held, by agreement, either with a representative from Bruks Siwertell Group or with their provider of whistleblowing services, 2Secure.

When registering a new report on wb.2secure.se, you must state the company-specific code **bsg545** to identify that the report is being made for Bruks Siwertell Group. On the website, you will be asked to answer a number of questions about the matter to which the report relates. You can remain anonymous and are assigned a unique case number and password, which must be saved so that you can actively log into the website, monitor the report and communicate with the case officer at 2Secure.

Once a report has been registered, it is processed by experienced case officers at 2Secure, who will contact Bruks Siwertell Group's primary contact person based on a predetermined contacts list. If the primary contact person is the subject of the report, another person on the contacts list will be informed. It is always Bruks Siwertell Group who ultimately assesses the report and decides what measures are to be taken.

Reporting via external whistleblowing channels
In addition to reporting to Bruks Siwertell Group's internal whistleblower channel, you can report externally to a competent authority within a specific area of responsibility, or to one of the European Union (EU) institutions, bodies and agencies.

About statutory informant protection
In addition to the ability to report suspected irregularities in accordance with whistleblowing legislation, there is also a right to freedom of disclosure and

acquisition in accordance with the Swedish Freedom of the Press Act and the Swedish Fundamental Law on Freedom of Expression. This means that it is possible for an employee, with certain exceptions, in both private and public sectors, to submit, with impunity, otherwise confidential information for publication to mass media covered by the Swedish Freedom of the Press Act and the Swedish Fundamental Law on Freedom of Expression, or the Swedish Public Access to Information and Secrecy Act (SFS 2009:400). This extended protection relates to a prohibition against investigation and a prohibition against retaliation.

The prohibition against investigation means that a government agency or other public body may not, as a general rule, investigate who has submitted a notification for publication.

The prohibition against retaliation means that the general public may not take measures that have negative consequences for an individual because they have exercised their freedom of expression and disclosure.