
Whistleblowing Policy

O.F. Ahlmark & Co Eft. A.-B.

Ahlmarks strives for a transparent business climate and high business ethics. The opportunity for whistleblowing is essential to reduce risks and maintain trust in our operations by detecting and addressing suspected irregularities at an early stage.

This whistleblowing policy has been established to encourage and facilitate the reporting of any irregularities, illegal actions, or unethical behaviour within the company. The whistleblowing policy is available on Ahlmarks' website, www.ahlmarks.se.

Scope: This policy applies to all employees, contractors, suppliers, and other stakeholders involved in Ahlmarks, including subsidiaries. This includes temporary employees, volunteers, interns, consultants, and other workers, job applicants, and individuals who have previously belonged to any of these categories.

Definition of whistleblowing: Whistleblowing refers to the reporting of alleged irregularities, illegal actions, or unethical behaviour within the company. The Whistleblower Act applies when reporting, in a work-related context, information about misconduct that is of public interest. For other conflicts of interest, see Ahlmarks' Ethical Guidelines point 6.

Examples of irregularities may include:

- Violations of Ahlmarks' ethical guidelines, serious violations of the Group's or subsidiary's policies or laws and regulations.
- When an innocent employee is falsely accused of irregularities or crimes.
- Serious forms of discrimination and harassment.
- Environmental damage caused by the Group's operations.
- Health and safety risks caused by the Group's operations.
- Improper accounting, internal accounting control, and auditing.

Reporting: Whistleblowers are encouraged to report any irregularities as soon as possible, following the whistleblowing procedure available at each company. It is also possible to report to the parent company Ahlmarks. Reporting can be done via phone, email, or physical meeting. Physical meetings take place at the Ahlmarks building in Karlstad. Contact Kristina Löved Hedén (+46 54-14 97 31, kristina.loed@ahlmarks.se) or Anders Bergenheim (+46 54-14 97 12, anders.bergenheim@ahlmarks.se).

Anonymous reports will be accepted and evaluated as far as possible, provided sufficient information is provided to investigate the claims. For ease of investigation, provide the following information when reporting:

- Name and contact information of the reporter (voluntary)
- Your relationship to the organization
- A description of the misconduct
- Information about those involved
- Time and place, if possible
- Any available documentation
- If you have taken actions regarding the misconduct

Receipt and evaluation of reports: Receiving companies will promptly investigate and evaluate all reports of alleged irregularities. An investigative process will be established to ensure a fair and impartial assessment of the report.

Protection for whistleblowers: Ahlmarks will protect whistleblowers from reprisals, including dismissal, termination, harassment, or discrimination. All employees and stakeholders are encouraged not to retaliate against those who report honestly and in good faith. Those who knowingly report false information or commit a crime through reporting or obtaining information are not covered by protection.

Investigation and actions: All reports will be taken seriously and thoroughly investigated. Appropriate actions will be taken to manage and resolve reported irregularities.

Confidentiality: Information collected during the investigation will be handled confidentially and shared only with those involved in the process who have a need to know the information. The whistleblower's identity will be protected to the extent permitted by law. Handling of personal data/Data protection in accordance with Ahlmarks' Privacy Policy.