

# WHISTLEBLOWER POLICY

The overall purpose of this policy is to encourage coworkers to report matters without the risk of victimization or discrimination. This Policy enables coworkers to raise serious concerns they may have about matters occurring within or concerning Bufab, rather than overlooking a problem or seeking a resolution of the problem outside the company.

This policy applies to all Bufab's subsidiaries without exception.

Bufab shall encourage our coworkers to live up to this through:

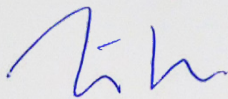
- Whistleblowing: by attracting management's attention to information about potentially illegal and/ or unethical practices, also known as wrongdoing.

Bufab shall protect any coworker who makes a disclosure or raises a concern under this Policy if the coworker:

- Discloses the information in good faith and believes it to be substantially true
- Does not act maliciously, or for personal or financial gain

Bufab shall also handle all information with confidentiality and anonymity.

In order to file a report, please contact Bufab's external whistleblower provider Mannheimer Swartling Advokatbyrå AB via e-mail: [hans.petersson@msa.se](mailto:hans.petersson@msa.se) or via telephone: +46 40 698 58 66. Reports may be provided anonymously if so desired. English is preferred, but other languages are also accepted.



Jörgen Rosengren, President & CEO, Bufab Group