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**Eltronic Group**  
ENGINEERING IMPACT

# Whistleblower Policy

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## 1 Scope

This policy applies to all Eltronic Group and its subsidiaries. If a company stipulates a policy in compliance with separate laws and regulations, this policy can be denied.

## 2 Basis

The basis for this policy is always ruling national and international law. There can be specific regulations and "methods" locally, stipulating stricter regulations, in which case, this policy must be assessed and evaluated.

## 3 Purpose

The purpose of this policy is to govern all Eltronic Group-related companies similar and within the same framework – as to uphold the highest standard for law obeying governance.

## 4 Targets

Eltronic Group and its subsidiaries are expected to comply with this policy and are requested to formulate targets for this.

## 5 Ownership

This policy is owned and governed by the Eltronic Group HR Director in co-operation with all-time members of the Board.

## 6 Evaluation

Policy evaluation will be performed yearly and marked with the latest version number.

## 7 Policy

It is the policy of the Group, that business is conducted in a legal and fair way, therefore, any conduct in violation of Group values, policies, or laws can be reported free of fear of reprisal, by employees, suppliers, and customers.

Any such reporting must be able to be performed anonymously and in complete confidentiality and the identity of the reporter must be protected.

### 7.1 Policy Statements

We will live up to our policy by:

Ensuring that a whistleblower portal is publicly accessible and that the system is effective.

Informing employees, suppliers, and customers about our policy and system for whistleblowing.

## 7.2 Group Targets

1. All people within Eltronic Group and subsidiaries must have knowledge of the whistleblower system.

