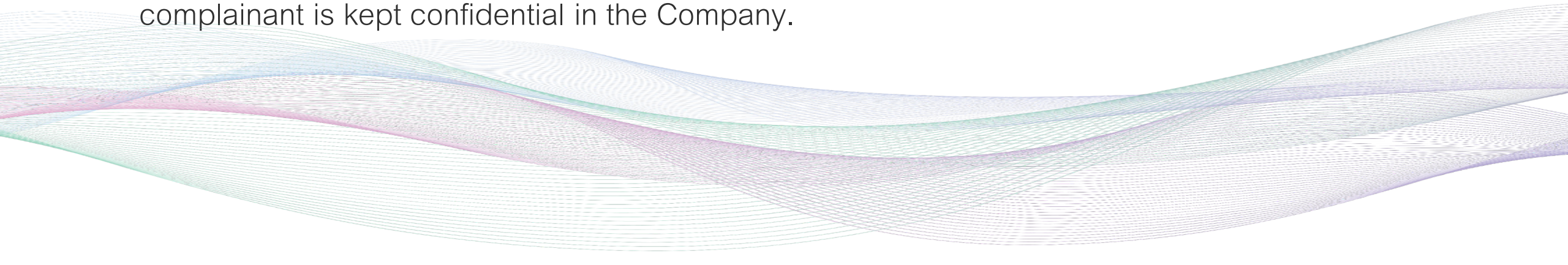


## Whistleblowing Policy

The Board of Directors gives employees and stakeholders an opportunity to give information or file a complaint on a matter which could constitute a violation of the law, dishonest or wrongful act of an employee, including irregular behavior which could cause a problem or loss to the Company. The Company also receives complaints on cases where the rights of an employee or stakeholder has been infringed or where they have been treated unfairly. Suitable channels and procedures have been provided by the Company in this regard.

The Company will hear and process all complaints impartially, transparently and fairly. Systematic and just measures for the protections are provided. Information provided by the complainant is kept confidential in the Company.

A decorative graphic at the bottom of the page consisting of several overlapping, wavy, semi-transparent lines in shades of light blue, green, and purple, creating a sense of motion and depth.