

Whistleblower Policy

Enerco Group AB (including its subsidiaries) has a value-based way of conducting its business based upon four pillars: responsibility, respect, innovation, and prosperity. The ambition is to be a transparent and trusted company which actively avoid deviations from these values or violations of other laws and regulations. Therefore, Enerco promote and appreciate reports of any misconduct to continuously improve.

To achieve this ambition Enerco will:

- Provide a whistleblower function including a system that enables anonymous and confidential reporting
- Make the function easily available for all stakeholders such as employees, customers, consultants, and suppliers.
- Engage an external part to manage the function including initial assessments and recommended actions.
- Nominate a committee to manage reports and errands in a responsible way
- Ensure that all whistleblowers are protected from reprisals.

This policy was assumed by the board of directors on March 10, 2022. The board is responsible for keeping the policy up to date and revised when necessary.

The policy appeals to the Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law.

Hofors, 2022-03-10



Niklas Pettersson, President Enerco Group AB