

Tapflo Group Whistleblower Policy

Introduction and scope

The objectives of the Tapflo Whistleblower Policy are to establish a policy and procedure to prevent, detect and correct improper activities. This is to inform employees or business partners guidelines on how to act if for any reason employees or business partners are not comfortable speaking to a manager or do not believe the issue is being properly addressed.

If an employee or business partner does not believe that Tapflo Group's regular channels of reporting and communication can or should be used to express his/her concerns, an employee may contact the Chair of the Tapflo International Ltd Board or the Chair of the Tapflo Production Ltd Board, the parent company of the Tapflo Group it regards. Reports may be done named or anonymously with the reports being handled as confidential, such as via e-mail, phone, letter, or in a meeting.

Employee or business partners can report serious incidents or abuses in the company, such as e.g.,

- Financial crime, including bribery, corruption, fraud, illegal anti-competitive measures, or other law infractions.
- Material violations of policies and the Tapflo Code of Conduct.
- Embezzlement, private benefit, misappropriation of funds, or conflict of interest.
- Major shortcomings of security in the workplace, transport, or production.
- Major breaches of environmental regulations or pollution of the environment.
- Serious forms of discrimination and harassment.

It is recommended to describe the claim and facts relating to the case arising from the reported problem. Please, refer to or attach the possible relevant documents to the case.

In doubt or questions regarding Tapflo Group Whistleblower Policy, please contact your superior manager, Tapflo Group's CEO Per Antonsson per.antonsson@tapflo.com – March 2022