

# Whistleblowing Policy

At Hr Björkmans Entrémattor AB, we have a deeply rooted set of values based on five fundamental principles: we are all business-minded, we are quality, we prioritise sustainability, we are different, and we are one team. These principles form the foundation of our business operations and define how we act in all our relationships and activities.

We are committed to actively preventing deviations from these values, misconduct, or violations of laws and regulations. We value an open corporate culture where reporting potential misconduct is encouraged and appreciated. Through this openness and willingness to address problems in a constructive way, we can safeguard our continued success and integrity as a company.

To achieve this, Hr Björkmans Entrémattor AB shall:

- Provide a whistleblowing function that enables anonymous reporting and ensures confidential handling of all whistleblowing cases.
- Make the function available to all stakeholders, including employees, suppliers and customers.
- Engage an external party to administer the function, conduct an initial assessment of submitted reports and provide recommendations on how the cases should be handled.
- Guarantee that persons who, in good faith, report suspicions of misconduct are not subjected to retaliation or negative consequences.

This policy is in accordance with 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.

Malmö, 17 December 2023

Carl-Johan Björkman  
**CEO, Hr Björkmans Entrémattor AB**

