Whistleblower Channel – Terms of Use and Privacy Notice

Please read these Terms of Use and Privacy Notice carefully before submitting a report. By selecting "I accept" and submitting a report, you confirm that you have read and understood this document.

Our Whistleblower Channel provides a safe, secure and confidential way to report concerns about possible misconduct or breaches of law. It has been established in accordance with Directive (EU) 2019/1937 and applicable national legislation by AEG Power Solutions Group.

You may submit a report anonymously where permitted by applicable law. Reports made honestly and in good faith are welcomed and protected. The Company does not tolerate retaliation against anyone who raises a concern in good faith, even if the concern is not ultimately substantiated.

1. Who these Terms apply to

These Terms apply to all companies within the AEG Power Solutions Group. When submitting your report, please select the company from the drop down menu to which your concern relates.

2. Purpose of this Whistleblower Channel

AEG Power Solutions Group encourages individuals, wherever possible and appropriate, to first seek resolution through established management, Human Resources, Legal, Compliance, or other ordinary reporting channels. However, the Whistleblower Channel may be used where the reporting person reasonably believes that raising the matter through ordinary channels may result in retaliation, may compromise the impartial handling of the matter, or where the matter has previously been raised through ordinary channels without an appropriate response or resolution.

The purpose of this channel is to provide a secure and confidential mechanism for reporting concerns about suspected misconduct, regulatory breaches, or other serious wrongdoing so that such concerns can be investigated fairly and addressed appropriately. We encourage anyone with genuine concerns to report them as early as possible.

3. What can be reported?

Use this channel to report information obtained in any work-related context concerning suspected breaches of law or serious misconduct such as:

- Fraud, theft, corruption or bribery.
- Conflicts of interest.
- Breaches of EU or national legislation.
- Harassment, discrimination, bullying or other inappropriate workplace behaviour.
- Health, safety, environmental or product safety concerns.
- Financial crime, money laundering or sanctions violations.
- Data protection, privacy or cybersecurity incidents.

- Competition law, tax or public procurement violations.
- Any other serious misconduct that could harm employees, customers, the Company or the public.

If you are unsure whether your concern belongs in this channel, we encourage you to submit it. If appropriate, we will direct it to the correct process.

4. What should not be reported?

This channel should not normally be used for routine HR or customer service matters such as:

- Salary, payroll or benefits questions.
- Annual leave requests.
- General service complaints.
- Personal disagreements that do not involve severe misconduct.
- Knowingly false or malicious allegations.

5. Who is protected?

Protection applies to employees, former employees, applicants, agency workers, contractors, suppliers, shareholders, directors, trainees, volunteers and others who obtain information in a work-related context. Protection may also extend to people assisting a reporting person and certain persons connected to them, as provided by applicable law.

6. Reporting in good faith

Please provide information that you honestly believe to be accurate. You do not need to have conclusive evidence before making a report. However, deliberately false or misleading reports are not protected by law and may have legal consequences.

7. Anonymous reports

Anonymous reporting is available where permitted by law. If you provide contact details, we will normally acknowledge receipt within seven calendar days where required by law. We may contact you if additional information is needed.

8. What happens after you submit a report?

Your report will be reviewed only by authorised persons responsible for managing the Whistleblower channel. Reports are assessed confidentially. If an investigation is opened, it will be conducted fairly, objectively and within the applicable legal timeframes. Complex investigations may require additional time where permitted by law.

9. Confidentiality

Your identity and the information you provide will be protected as required by law. The subject of a report will not be informed of your identity solely because a report has been made. Your identity will only be disclosed where legally required, for example by law or by a competent authority and only to the extent necessary.

10. Fair treatment

Everyone involved is entitled to fair treatment. A person who is the subject of a report is presumed innocent until the facts have been established. Subject to applicable legal and

confidentiality requirements, that person will be given a reasonable opportunity to respond to the allegations and to present their views.

11. External reporting

Nothing in these Terms of Use restricts or limits any right that you may have under applicable law to report concerns to competent authorities, regulatory bodies, law enforcement agencies, or other public authorities.

12. Privacy Notice

Personal data is processed solely for the purpose of receiving, assessing, investigating and resolving reports, taking appropriate follow-up actions, and complying with applicable legal and regulatory obligations.

- Data Controller: the relevant AEG Power Solutions Group company responsible for receiving and handling the report.
- Legal Basis: compliance with legal obligations, compliance with whistleblower protection legislation, and, where applicable, the legitimate interests of preventing and addressing misconduct and establishing, exercising or defending legal claims.
- Recipients: authorized personnel responsible for managing and investigating reports, service providers supporting the operation of the Whistleblower Channel, professional advisers, and competent authorities where required by law.
- International Transfers: personal data may be transferred internationally where necessary and in accordance with applicable data protection laws and appropriate safeguards.
- Retention: personal data will be retained only for as long as necessary to fulfil the purposes described above and in accordance with applicable legal retention requirements.
- Your Rights: subject to applicable legal limitations, you may exercise your rights under applicable data protection laws by contacting the Group Data Protection Officer using the contact details available on the Company website.

Further information on the processing of personal data in connection with the Whistleblower Channel is available in the Company's Privacy Notice.

Acceptance

By selecting "I accept" you confirm that you have read and understood these Terms of Use and Privacy Notice. You understand how this Whistleblower Channel should be used and acknowledge that the information you submit should be truthful and provided in good faith to the best of your knowledge.