

## Whistleblower Protection at INNIO (Whistleblower Policy)

### Commitment to Integrity and Transparency

At INNIO, our dedication to upholding the highest standards of compliance and data protection is unwavering. Each member of our team plays a crucial role in maintaining these values. We understand the importance of your voice in identifying and addressing any concerns or potential misconduct within our organization.

### Your Role as a Whistleblower

When you observe activities that may violate our ethical standards, compliance policies, or legal obligations, we encourage you to speak up. This might include issues such as financial irregularities, safety concerns, unethical business practices, or any form of discrimination or harassment.

### Confidential and Safe Reporting Process

You can initiate a report with the assurance of confidentiality and protection. Whether you choose to reveal your identity or prefer to remain anonymous, your decision will be fully respected. Your report will be handled with utmost discretion to safeguard your privacy and security.

If you wish to raise a concern anonymously, please allow for the possibility of further inquiries by providing an email address that does not provide a way to determine your identity.

### Specialized Response Team

Your report will be addressed by a team of experts, representative of our diverse global workforce. This team is specifically trained in handling sensitive issues and conducting fair, unbiased investigations. Their approach ensures that every report is given the attention and seriousness it deserves.

### Scope of Reports

The scope of your report can range from minor policy deviations to serious ethical concerns or legal violations. Whether it's a case of financial mismanagement, breaches of confidentiality, or concerns about workplace safety, your report is an essential tool for us to address potential issues promptly and effectively.

### Investigation and Resolution

Upon receiving your report, a comprehensive investigation process is initiated. Our compliance and legal teams work diligently to examine the facts, assess the situation, and determine the appropriate course of action. This process is designed to be thorough, fair, and impartial.

### Feedback and Follow-Up

Within three months of your report, you will receive detailed feedback regarding the outcome of the investigation. This communication will inform you of the steps taken in response to your report, demonstrating our commitment to resolving issues effectively and transparently.

### Protection Against Retaliation

It is our policy to protect all whistleblowers who act in good faith from any form of retaliation or adverse employment action. This protection is extended to anyone who, in good faith, reports a concern or participates in an investigation. We are committed to ensuring that you can raise concerns without fear of reprisal.

### **Continuous Improvement and Ethical Standards**

Your reports are invaluable for continuous improvement and maintaining high ethical standards at INNIO. By identifying areas of concern, you help us strengthen our policies and practices, ensuring a responsible, ethical, and compliant workplace.

### **Your Contribution Matters**

We thank you for your dedication to integrity and your active role in preserving the ethical standards of INNIO. Your courage and commitment in reporting concerns make a significant difference in fostering a culture of transparency and accountability within our organization.

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