

## Whistleblowing Guidelines

We all want to work and live in an environment where we trust each other and are trusted, where we are treated fairly, and where we work for a company that is economically viable - and we all have a role to play in making that a reality.

Any wrongdoing, whether it involves a breach of law or internal policies, a conflict of interest, fraud, harassment, bribery, or any other misconduct such as anticompetitive practices, discrimination, or environmental, health, and safety (EHS) threats - negatively impacts the company, its culture, and its financial performance. We do not tolerate such actions, and as a company, we are committed to addressing them promptly, carefully, objectively, and fairly.

Our employees, customers, suppliers and other stakeholders play a critical role. If you witness wrongdoing, please intervene if it is safe to do so.

Never hesitate to report misconduct. This is how we can stop it and prevent it from recurring.

We understand that it takes courage to raise concerns, and we want to assure you that all reports will be handled with the utmost care, diligence, and respect.

**We encourage all employees, customers, suppliers and other stakeholders to report any wrongdoing or inappropriate behavior they become aware of. We genuinely want to hear your concerns, understand the issues, and take appropriate actions to address them - because that is how we strengthen our organization and uphold our values.**

**Here is how you can report a concern, and what you can expect in return.**

If you have information or a good faith belief that a violation of the law, of the Artemyn Code of Conduct, company policy, or any form of wrongdoing or inappropriate behavior is occurring or has occurred, we encourage you to report it as soon as possible.

You may report the matter *orally or in writing*, and in your preferred language. You are free to choose **whom to contact**:

- Your line manager (or your usual commercial contact, if you are an Artemyn commercial counterparty), or a more senior manager
- Your site manager (this also applies to external reporters)
- Human Resources
- The Legal Department
- Any member of Artemyn management

*If you are not comfortable reporting to any of the individuals listed above, if you do not have their contact information, or if you prefer to report anonymously, you may send an email to our dedicated whistleblowing resource, supervised by a designated member of the Artemyn Legal Department: [whistleblowing@artemyn.com](mailto:whistleblowing@artemyn.com)*

We encourage internal reporting whenever possible so that we can respond quickly and effectively. Where appropriate under applicable law, you may also raise concerns or complaints with the relevant state authority or court.

If you are unsure whether a violation has occurred, you are welcome to speak with any of the individuals listed above - they can help assess the situation and guide you.

If your concern is not being adequately addressed, you are encouraged to escalate the matter to another individual, including someone at a more senior level, or report it through our [dedicated whistleblowing email channel](#) managed by the Artemyn Legal Department.

(!) Please do not attempt to investigate the matter on your own, as doing so may negatively impact both you and the company, and compromise the effectiveness of the investigation. Know that a good faith belief is all that is required to make a report - we will take care of the rest.

### What Happens After You Report

Anyone who receives a report of wrongdoing has a responsibility to respond and take appropriate action. When necessary, a dedicated team will be assigned to investigate the matter. All reports are handled with the utmost seriousness, sensitivity and confidentiality.

Unless you have submitted your report anonymously, we will follow up with you to explain how your concern was addressed and, where appropriate, to share the outcome of the investigation and any actions taken.

If a violation is confirmed, Artemyn will determine and implement the appropriate corrective measures. This may include disciplinary action, legal proceedings against responsible individuals, and recovery of Artemyn's assets, where applicable.

### No Retaliation for Good Faith Reporting

We take all reports seriously, and your comfort, safety, and trust are essential to us. All reports are handled confidentially to protect all parties while an investigation is ongoing.

We strictly prohibit any form of retaliation - including dismissal, demotion, harassment, or any adverse action - against anyone who raises a concern in good faith, even if it is not ultimately substantiated. This protection applies regardless of the outcome of the investigation and is aligned with applicable whistleblower protection laws.

We are committed to upholding these standards and ensuring a safe environment for everyone to raise concerns without fear of retaliation.