

SEMCON WHISTLE-BLOWING POLICY.

The purpose of this Whistleblowing Policy is to allow people to anonymously report improprieties occurring within or pertaining to Semcon.



A whistleblower is a person who exposes information within an organisation which the public has an interest in its revealing, e.g., activity that is deemed illegal, dishonest or incorrect. The information of alleged wrongdoing can be classified in many ways: violation of company policy, law, regulation, or threat to public interest/ national security, as well as fraud and corruption. A whistleblower can be a Semcon employee or a person who is not employed by Semcon. Less important wrongdoings shall be reported to Semcon's HR department.

What can be reported:

Work-related information which the public has an interest in its revealing can be reported, including for example any below issues:

- Unlawful activity.
- Financial fraud (for example accounting manipulation, non-compliance with internal control procedures, misappropriation of assets or fraudulent statements).
- Bribery or corruption (for example conflicts of interest, bribery, sponsorships & donations, gifts or facilitation payments).
- Violation of competition laws (for example price fixing, exchanging price sensitive information, collusion with competitors).
- Serious endangerment to human health and life (for example serious environmental crimes, major deficiencies as regards the security at the workplace and any forms of discrimination or harassments).

- Activities which otherwise by law, treaty or agreement amount to serious improper conduct (for example discriminatory practices, use of child labour, human rights violations).
- Attempts to conceal any of the above.

Who are protected:

The aim of the whistleblowing procedure is to offer the person reporting anonymity. A whistleblower who discloses information in accordance with this Whistleblowing Policy is protected from disciplinary actions. The protection extends to the reporting person's, colleagues and relatives, anyone assisting the reporting person and legal entities the reporting person owns or works for. Semcon will respect the confidentiality of any whistleblowing complaint received. However, it must be appreciated that it may be difficult to follow up and verify anonymous complaints and to verify complaints if the complainant is not prepared to give their name. If anonymity is requested, however, Semcon will respect that confidentiality.

Any person who makes a disclosure or raises a concern under this Whistleblowing Policy will be protected from any disciplinary actions on the condition that the complainant:

discloses the information in good faith, believes it to be substantially true, does not wilfully submit false allegations, and does not commit a crime when reporting or collecting the information.

How to report:

A complaint or concern may be reported either directly to Semcon or to a relevant authority.

You choose how you wish to report. Your options are; using a form on Semcon's webpage, book an appointment to report in person, through a telephone call or directly to an authority.

Here is how to report using the form on Semcon's webpage.

1. Complete the form on Semcon's webpage with your title and a description of the issue to be reported. If your report concerns any of the Semcon group of companies (including any and all subsidiaries to Semcon AB, Semcon Sweden AB, Semcon Norge AS, Semcon Brazil – Serviços e Engenharia Ltda, Squeed AB, Squeed Stockholm AB, Squeed Göteborg AB, Tedsys AB and Goodpoint AB) the form can be found here: whistleblower.semcon.com
2. When finished, press the submit button to save the information anonymously.
3. You will automatically receive a link to the report that enables you to view the response.
4. Semcon's General Counsel as well as an external legal counsel receives the report. If it should be inappropriate for the matter to be handled by the General Counsel, the external legal counsel will handle the matter.
5. An initial response will be issued, which you can view by clicking the link received upon submitting your report (you are the only one that can see the information. No other employees at Semcon have access).

Here is how to report by telephone or during a physical meeting:

1. Call Semcon at +4631-721 00 00 and ask to be directed to the General Counsel.
2. Please note that Semcon may, according to law, be obligated to disclose information that could identify the reporting person, if you chose to report orally.

In addition, you can always make a report to a relevant authority in your country. In such case, the process and policy applicable at the relevant authority will apply.

How a report to Semcon is handled

1. You will receive confirmation that the matter is being handled within 7 days of leaving a report.
2. Semcon's General Counsel or the external legal counsel carries out an initial investigation and suggests actions to be taken. The investigation together with the suggested actions are communicated with the CEO. If the CEO should be subject to the report, the investigation together with the suggested actions are communicated with the chairman of the board of directors of Semcon AB.

3. The General Counsel or the external legal counsel and the CEO decides on actions to be taken.
4. Within 3 months of leaving a report you will receive information on what actions has been taken as a result of your report.

You have the option to opt-out of receiving confirmation and information.

You will be able to follow the handling as well as the outcome of your report on Semcon's web form by clicking the link received upon submitting your written report.

General principles for whistleblowing:

Semcon will not tolerate any attempt to apply sanctions or disadvantages or to discriminate against anyone who has reported a serious and genuine concern that they may have in accordance with this Whistleblowing Policy.

Semcon is striving to meet the highest standards of honesty and ensures that sufficient resources will be put into investigating any report made. However, it is important for anyone contemplating making allegations to ensure that they are sincere. No allegations should be made maliciously or with the knowledge that they are false.