Whistle Blowing Policy

We are committed to fostering a culture of openness, integrity, and accountability. The Whistle Blowing Policy empowers employees and stakeholders to report unethical, illegal, or unsafe conduct without fear of retaliation. By promoting transparency and protecting whistle blowers, Alliad strengthens its ethical foundation and safeguards its operations.

This policy is supplementary to Alliad's Code of Business Ethics and Conduct and is fully aligned with its principles and commitments which provides a structured approach to reporting concerns, ensuring that all disclosures are handled confidentially, investigated thoroughly, and resolved appropriately. It supports responsible governance and reinforces our commitment to ethical conduct.

ALLIAD IS COMMITTED TO

- **Safe reporting Channels** - Providing secure and confidential mechanisms for reporting misconduct, including anonymous options.
- **Protection from retaliation** - Ensuring that whistle blowers are protected from retaliation, discrimination, or adverse consequences.
- **Timely and fair investigation** - Investigating all reports promptly, fairly, and with respect for all parties involved.
- **Ethical culture** - Promoting a workplace culture where speaking up is encouraged and valued.
- **Stakeholder Engagement** - Engaging with stakeholders to understand concerns and improve reporting systems.
- **Training and Awareness** - Educating employees and managers on how to recognize misconduct and use reporting channels effectively.
- **Monitoring and Accountability** - Tracking reports and outcomes to identify trends, improve processes, and ensure accountability.
- **Compliance and Reporting** - Aligning with global whistle blower protection laws and voluntarily disclosing relevant data to stakeholders.
- **Collaborative Partnership** - Aligning with global whistle blower protection laws and voluntarily disclosing relevant data to stakeholders.

Through these commitments, Alliad ensures that ethical concerns are addressed responsibly and that all individuals feel safe to speak up.

Implementation

Our Whistle Blowing Policy is implemented through:
- Structured framework that includes secure reporting channels: any concerns and/or complaints shall be sent over and communicated to ethics@alliad.com
- Protective measures: Retaliation of any kind against a personnel member as a result of his or her good faith reporting of an actual or suspected Code or law violation is strictly prohibited.
- Stakeholder engagement: All personnel shall cooperate fully with the compliance officer, Alliad General Counsel, any representatives of the Alert Line or anyone else who is conducting any investigation, audit, inquiry or other review on behalf of Alliad Transparent

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resolution processes.

Compliance

We comply with global whistle blower protection laws and maintain internal procedures to ensure fair treatment and resolution of all reports.

Competency and Training

Training programs to educate employees on recognizing misconduct, reporting procedures, and their rights under this policy. Managers receive additional guidance on handling disclosures.

Measurement & Continual Improvement

We monitor reporting trends and outcomes to identify areas for improvement. The policy is reviewed regularly to ensure effectiveness and alignment with best practices.

Consultation and Participation

Employees are encouraged to speak up and consult ethics officers when in doubt. Stakeholder engagement is key to maintaining trust and improving systems.

Communication

This policy is communicated to all employees, contractors, suppliers, and partners. Responsibility for its application lies with every member of the Alliad community.

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