

## Whistleblower Policy

### 1. Purpose and commitment

Dynamic Energy Supply is committed to providing a safe environment for our employees and business partners to speak up if they witness misconduct. We urge everyone to report any behavior that violates our Code of Conduct or international law.

### 2. Who can report?

The Whistleblower Line can be used by both internal and external stakeholders, including:

- Employees and former employees.
- Business partners, consultants, and agents.
- Suppliers and customers.

### 3. What to report?

Even if you are not certain or do not have all the evidence, we encourage you to share as much information as possible regarding concerns such as financial crime, bribery, environmental violations, or serious safety risks.

### 4. Confidentiality and anonymity

The Dynamic Energy Supply Whistleblowing System is hosted on a secure, external website to ensure concerns can be raised safely:

- **Anonymity:** Reports can be made anonymously.
- **Confidentiality:** All cases are kept confidential, whether personal information is provided or not.

### 5. Zero tolerance for retaliation

Dynamic Energy Supply has zero tolerance for retaliation taken against whistleblowers and witnesses alike. No individual will face adverse consequences for reporting a concern in good faith.