

2025-02-13

## Whistleblowing Policy

**The purpose of the Whistleblowing Policy is to achieve and maintain an open business climate and high business ethics in the NIBE Group and across our value chain. A healthy speak-up culture of openness, integrity and accountability is essential in order to prevent, detect and react to suspected misconduct or non-compliance.**

### Scope

The NIBE Group encourages and expects all employees, job seekers, trainees, consultants, volunteers and other people who, in a work-related context, have or have had a work-related relationship with us, to report suspected misconduct using the appropriate reporting channels. This Whistleblowing Policy and the accompanying Whistleblowing Instructions describe how to raise concerns regarding actual or suspected serious wrongdoings.

The NIBE Group's whistleblowing service provides the right to anonymously report serious wrongdoings without being targeted with any subsequent sanction, disadvantage or other retaliation. In order to ensure this, the NIBE Group's web-based whistleblowing reporting channel is provided by an external supplier and the whistleblowing reports are received by minimum two specially appointed lawyers at a Swedish law firm.

Further instructions regarding the whistleblowing process, what can be reported and not, case management handling etc. can be found in the Whistleblowing Instructions.

### Data protection, Privacy and Prohibition of retaliation

Any processing of personal data will be made in compliance with applicable data protection legislation. The identity of the sender of the report will be protected and not disclosed to unauthorized persons. There is a strict prohibition of retaliation against anyone who report wrongdoings in good faith in accordance with this policy and the Whistleblowing Instructions applies.

### Responsibilities

The Managing Director of each company within the NIBE Group is ultimately responsible for ensuring that the business activities are operated in line with this policy. All employees and other concerned parties have an individual responsibility to understand and observe this policy. Anyone with knowledge of a suspected or actual serious wrongdoing is expected to report such conduct or irregularity either directly to a suitable manager or through our whistleblowing service.

Approved by the Board of NIBE Industrier AB 2025-02-13

