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JOBRO SHEET METAL TECHNOLOGY AB and JÖNKÖPINGS MODELLTILLVERKNING AB (hereinafter referred to as JMT) strive to maintain an open corporate climate, high business ethics, and always seek opportunities for improvement.

Anyone suspecting wrongdoing that violates the law or may be of public interest to disclose has the opportunity to speak up with protection against retaliation. You can choose to provide your information anonymously.

What can be reported:

- Wrongdoing that violates the law
- Wrongdoing that is of public interest to disclose

If the report does not fall within the above framework, the matter should be reported according to JOBRO SHEET METAL TECHNOLOGY AB or JMT's internal guidelines, policies, or procedures.

Who can report:

- Employees
- Volunteers and interns
- Individuals working under the control and supervision of the company (e.g., hired consultants)
- Shareholders actively engaged in the company
- Self-employed individuals
- Individuals part of a company's administrative, managerial, or supervisory body

How to make a report:

Option 1: Report to a manager within JOBRO SHEET METAL TECHNOLOGY AB's or JMT's organization or to the corporate management.

Option 2: Report anonymously through the whistleblowing reporting tool as per the instructions below.

Reporting Tool:

To secure the whistleblower's anonymity, an external and independent reporting tool is provided. The reporting channel is encrypted and password-protected.

- Whistleblowers do not need to provide evidence for their suspicion, but accusations should not be made with malicious intent or knowledge of falseness.
- It is crucial for whistleblowers to describe all facts in the report, including conditions believed to be less significant. Allegations should be carefully developed, and any relevant documentation should be attached.

Reporting via Internal Whistleblower Channels:

Reporting is done in writing via the website wb.2secure.se or orally by phone at 0771-77 99 77. Anonymity is an option on both reporting channels. If a physical meeting is preferred, it can be requested by registering a report on the website. The physical meeting is held either with a representative from JOBRO SHEET METAL TECHNOLOGY AB/JMT AB or their whistleblowing service provider 2Secure by appointment.

When registering a new report on wb.2secure.se, use the company-specific code "jsm382" to identify that the report is for JOBRO SHEET METAL TECHNOLOGY AB/JMT AB. The website will prompt you to answer several questions related to the report's subject. You can remain anonymous and will be assigned a unique case number and password to actively log in to the website, follow the report, and communicate with the 2Secure case handler.

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Once a report is registered, experienced handlers at 2Secure process it. They contact JOBRO SHEET METAL TECHNOLOGY AB/JMT AB's primary contact person based on a predetermined contact list with multiple names. If the primary contact person is the subject of the report, another person on the list will be informed. JOBRO SHEET METAL TECHNOLOGY AB/JMT AB ultimately assesses the report and determines the actions to be taken. When reporting through JOBRO SHEET METAL TECHNOLOGY AB/JMT AB's internal reporting channels, whistleblowers are entitled to protection under the law (2021:890) on protection for individuals reporting misconduct.

Reporting via External Whistleblower Channels:

In addition to reporting to JOBRO SHEET METAL TECHNOLOGY AB/JMT AB's internal whistleblowing channel, you can report externally to a competent authority within a specific responsibility area or any of the EU's institutions, bodies, and agencies. Even when reporting externally, you are entitled to protection under the law (2021:890) on protection for individuals reporting misconduct. Competent authorities and external reporting channels have been appointed for various areas, including the following: Arbetsmiljöverket, Boverket, Elsäkerhetsverket, Ekobrottsmyndigheten, Fastighetsmäklarinspektionen, Finansinspektionen, Folkhälsomyndigheten, Havs- och vattenmyndigheten, Integritetsskyddsmyndigheten, Inspektionen för strategiska produkter, Inspektionen för vård och omsorg, Kemikalieinspektionen, Konsumentverket, Konkursverket, Livsmedelsverket, Läkemedelsverket, Länsstyrelserna, Myndigheten för samhällsskydd och beredskap, Naturvårdsverket, Post- och telestyrelsen, Regeringskansliet, Revisorsinspektionen, Skatteverket, Skogsstyrelsen, Spelinspektionen, Statens energimyndighet, Statens jordbruksverk, Styrelsen för ackreditering och teknisk kontroll, Strålsäkerhetsmyndigheten och Transportstyrelsen.

About Legal Protection for Whistleblowers:

Whistleblower legislation, the law (2021:890) on protection for individuals reporting misconduct, provides protection to whistleblowers under certain conditions. In addition to the opportunity to report suspected wrongdoing under whistleblower legislation, there is also a right to freedom of expression and information under the Freedom of the Press Act and the Fundamental Law on Freedom of Expression. This means that an employee (with some exceptions) in both the private and public sectors can disclose otherwise confidential information to the media covered by these laws without legal consequences.

For employees in public service or other areas where whistleblower protection applies according to the law (2017:151) on protection for whistleblowers in certain private activities or the Public Access to Information and Secrecy Act (2009:400), there is extended protection. This extended protection includes prohibitions on investigation and retaliation.

The prohibition on investigation means that, as a general rule, an authority or other public body may not investigate who provided information for publication.

The prohibition on retaliation means that the public entity may not take measures resulting in negative consequences for an individual because they have exercised their freedom of expression and reporting. Violations of the prohibitions on investigation and retaliation are punishable by fines or imprisonment for up to one year (Chapter 3, Section 4 of the Freedom of the Press Act and Chapter 2, Section 4 of the Fundamental Law on Freedom of Expression).

Who Receives the Report:

In whistleblower cases, JOBRO SHEET METAL TECHNOLOGY AB and JMT AB collaborate with 2Secure, an external and independent entity. All reports are received and handled by 2Secure's case handlers, who have extensive

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experience in investigations and global capacity if needed. 2Secure works in consultation with JOBRO SHEET METAL TECHNOLOGY AB/JMT AB's whistleblower committee. All assessments and decisions on actions to be taken are made by JOBRO SHEET METAL TECHNOLOGY AB/JMT AB's whistleblower committee.

Feedback:

After registering a report, the whistleblower can log in again with their credentials to see any follow-up questions/comments from the 2Secure case handler. The report can be tracked via wb.2secure.se if the whistleblower has saved the case number and password generated during the report.