

WHISTLEBLOWING REPORTING FORM AND GUIDELINES FOR STAKEHOLDERS

This form enables you to report suspected misconduct anonymously in situations where you are unable or prefer not to raise the matter directly with your designated contact person. Karico Oy is committed to protecting individuals who report concerns in good faith from any potential adverse consequences arising from their disclosure. Karico Oy actively encourages all stakeholders to report any observed irregularities, unethical behavior, or suspected misconduct to ensure proper investigation and to enable timely corrective actions.

What type of concern would you like to report?

(Please select the most appropriate option(s); multiple selections are allowed.)

- Violation of the Code of Ethics
- Corruption or financial misconduct
- Discrimination, harassment or inappropriate conduct
- Occupational health and safety or working conditions
- Environmental violation or negligence
- Information security or data protection breach
- Other serious concern

Please describe the incident or concern in as much detail as possible

- What happened?
- When and where did it take place?
- Who was involved?
- Has this happened multiple times before or after the incident you are now reporting of?
(Please provide your response in free text below.)

Do you have any evidence that could support the review and investigation of this matter?Yes No

You may refer to documents, event logs, recordings, or other relevant materials.

Supporting evidence can be submitted via email to whistleblowing@karico.fi, to your designated contact person, or directly to a member of the company's management team.

To protect your anonymity, we recommend using an anonymous email account (e.g., via ProtonMail or Gmail) when submitting any supporting documentation.

Please do not submit any documents that could reveal your identity unless you explicitly choose to do so.

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You may, if you wish, provide contact details, such as an anonymous email address, to enable follow-up communication regarding the investigation of your report. Anonymous email accounts can be created via services such as ProtonMail or Gmail. To preserve your anonymity, please do not use your work email account or any personally identifiable credentials unless you are willing to be identified.

Reports of suspected misconduct are handled by Quality Manager Mikko Palkonen, who has access to messages sent to whistleblowing@karico.fi. If you prefer that your report is not processed by this individual, you are encouraged to submit it directly to your supervisor or to another member of the company's management team.