

WHISTLEBLOWER PROTECTION POLICY EXTERNAL STAKEHOLDERS ECOCHAIN TECHNOLOGY B.V.

Confidential - Version 1 - February 2025

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Document Owner: Ecochain's Ethical Committee

Purpose whistleblower protection policy external stakeholders:

Ecochain Technologies B.V. is committed to maintaining the highest integrity, accountability, and transparency standards in its operations. This policy provides external stakeholders, including contractors, suppliers, customers, and any other third parties, a clear and safe mechanism for reporting concerns related to unethical conduct, violations of laws or regulations, or any other actions that may negatively impact the company's values and reputation.

This policy aims to protect whistleblowers from retaliation or discrimination resulting from their engagement with the grievance mechanism and promotes a culture of honesty and responsibility.

For who is this policy?

This policy applies to all external stakeholders of Ecochain Technologies B.V., including but not limited to:

- Contractors
- Suppliers
- Customers
- Business partners
- Consultants
- Other third-party vendors

Reporting mechanism:

External stakeholders are encouraged to report any concerns or grievances related to unethical practices, fraud, corruption, violation of company policies, or illegal activities within Ecochain Technologies B.V. Reports can be made via the following channels:

- **Ethical committee:** grievance@ecochain.com
- **Dedicated confidential Officer:** Maarten Dunhof maarten.dunhof@arbond.nl, +316 14241641 (this contact option is exclusively available for independent contractors)

The company ensures that all reports will be received and processed confidentially.

Protection against retaliation:

Ecochain Technologies B.V. strictly prohibits retaliation or discrimination against any external

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stakeholder who, in good faith, reports a concern or grievance under this policy. Retaliation includes, but is not limited to:

- Termination of contracts or business relationships
- Negative performance evaluations or references
- Harassment or intimidation
- Denial of services or opportunities
- Any other adverse action as a result of the whistleblower's report

Any external stakeholder who believes they have been subjected to retaliation for reporting a concern or grievance should immediately contact the Confidential Officer. All such claims will be taken seriously and investigated promptly.

Confidentiality:

Ecochain commits to maintaining the confidentiality of the whistleblower's identity to the fullest extent possible, consistent with the law and the need to conduct a thorough investigation. The company will not disclose the whistleblower's personal information to unauthorized persons.

Investigation and follow-up:

Once a report is received, Ecochain will promptly assess the matter and take appropriate action to investigate the concern. The company will ensure that investigations are conducted fairly, impartially, and promptly.

External stakeholders who file reports may request to be kept informed of the progress of the investigation and any actions taken. However, due to confidentiality and privacy concerns, Ecochain may not be able to disclose all details of the investigation or outcome.

False or malicious allegations:

While Ecochain encourages external stakeholders to report concerns in good faith, it is important to note that false or malicious allegations can harm the company and its employees. Any external stakeholder found to have intentionally made false or malicious allegations may face termination of their relationship with Ecochain or other legal actions, as appropriate.

Accountability:

The Ecochain Ethics Committee or designated officer is responsible for overseeing the implementation of this policy, ensuring investigations are conducted appropriately and there are no acts of retaliation. Regular audits of the grievance mechanism will be conducted to ensure its effectiveness and fairness.

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Review and amendments:

Ecochain will review this policy periodically to ensure it remains effective and compliant with applicable laws and regulations. Any necessary amendments will be made promptly and communicated to all external stakeholders.

Contact information:

For any inquiries regarding this policy or to report a concern, please contact:

- **Ethics officer:** Lisa Overmars
- **Email address:** lovermars@ecochain.com
- **Phone number:** 06-27185675

By providing a safe and secure means of reporting concerns, Ecochain demonstrates its commitment to maintaining ethical standards, transparency, and a culture of respect and fairness for all external stakeholders.