EG-POL-003
Effective date 1 Nov 2026

Evac Group Oy

Evac Group Whistleblowing Channel Policy

Table of Contents

Table of Contents 2

1. Introduction 3

2. Who can report a concern? 3

3. What to report? 3

4. When to raise a concern? 4

5. How to report a concern? 4

6. Whistleblowing protection 5

7. Prohibition of retaliation 5

8. The investigation process 5

9. How is your personal data processed? 6

10. Review and follow-up 6

Revision history 7

1. Introduction

Responsibility and trustworthiness are basic elements for Evac Group's (including its group companies) (hereinafter "Evac" or "Company") operations, and we want our employees and partners to trust us. We are committed to conducting our business ethically, with integrity and in accordance with applicable laws, regulations, our Code of Conduct and our company values. Through our whistleblowing channel, we strive to ensure the implementation of our operating principles while maintaining trust in our operations.

The purpose of this Policy is to describe how such suspected misconduct or unethical behaviour can be reported, how Evac Group's whistleblowing channel is managed, and how the investigation process works.

This Policy applies to all employees and other contractors of Evac and its Board of Directors when they act in their capacity as directors of Evac. Managers should ensure that their teams fully understand and are expected to comply with the standards and requirements stipulated in this policy.

If you have any questions about the content of this policy, please reach out to Group General Counsel.

2. Who can report a concern?

Reports in the whistleblowing channel can be made by employees, directors, managers, trainees, job applicants, members of the Board of Directors, officers, consultants, shareholders as well as any other third party (such as customers and suppliers).

You may also file a report if you previously have belonged to any of the above-mentioned categories and have received or obtained information during this time.

3. What to report?

The whistleblowing channel enables the reporting of suspected violation, misconduct or unethical behaviour related to regulation concerning, e.g.,

(i) corruption and bribery;
(ii) money laundering and terrorist financing;
(iii) public procurement and competition;
(iv) transport safety;
(v) consumer protection; and
(vi) protection of the environment.

The following constitutes examples of irregularities that shall not be reported in the whistleblowing channel:

(i) general expressions of dissatisfaction;
(ii) alcohol and drug related concerns;
(iii) minor thefts at work;
(iv) bullying and harassment;
(v) discrimination;

(vi) data protection;
(vii) occupational health and safety; and
(viii) minor accidents and incidents.

These types of matters should be reported to your local HR or management.

Especially breaches of local employment laws, such as equality and non-discrimination, occupational health and safety and data protection laws, require timely investigation and resolution and therefore are not suitable to be reported anonymously via whistleblowing channel.

4. When to raise a concern?

All Evac employees are obliged to raise a concern without delay if they become aware of a potential or suspected misconduct or a violation of Evac Group's Code of Conduct. This obligation applies to suspected misconduct or unethical behaviour *e.g.,* corruption, bribery or breaches of law related to public procurement, transport safety, consumer protection and protection of the environment.

5. How to report a concern?

Primarily, we encourage you to contact your supervisor, another member of management, the occupational safety and health representative, or HR. If you feel you cannot be open with your information, you can also report the matter anonymously through the whistleblowing channel. Our whistleblowing channel is web-based, and it can be accessed via a laptop, a tablet or a smartphone.

Link to whistleblowing channel: WhistleB, Whistleblowing Centre

You can file a report in the whistleblowing channel in writing, orally or in a physical meeting. The oral report may be made by telephone or, at the request of the whistleblower, in a personal meeting within a reasonable timeframe. You should contact Evac Group CFO in case you would like to report orally.

To make it easier for Evac to investigate your report, we encourage you to be as specific as possible. If the information you provided is too general, you may be asked to provide additional information.

When you file a report, try not to include sensitive personal information, such as information relating to racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic or biometric data, health, sex life or sexual orientation, if it is not necessary to describe your concern.

A link to the whistleblowing channel can be found from the intranet and our website (see also above). At the end of the reporting session, you will receive a unique case code and password, which must be saved carefully. You need the case code and the password every time you log in to the system, where you can read your submitted report, give additional information, or discuss with the person processing the report. Evac Group's CFO and Chief People & Culture Officer process received reports and present them (as explained below) to Evac Group's CEO and the Board of Directors of the top holding company, who then shall decide on possible further actions.

6. Whistleblowing protection

If you wish, you can report your concern anonymously. If you do not identify yourself, you will remain anonymous throughout the investigation process. The whistleblowing channel is encrypted and secured. It does not save meta-data related to reports, nor can it identify the whistleblower's IP address.

Evac Group's CFO and Chief People & Culture Officer receive the reports submitted through the whistleblowing channel and process them confidentially. Access to the whistleblowing channel by non-authorised persons is prevented. All reports are processed confidentially.

Evac Group is committed to protect everyone who reports concerns through the whistleblowing channel. However, all reports must be made in good faith, and anyone reporting should have reasonable grounds to believe that the information reported is true.

7. Prohibition of retaliation

Evac Group does not retaliate against the whistleblower or any other person, nor does it prevent or try to prevent anyone from reporting. Evac Group requests persons, who believe that they have been subjected to retaliation, to report such a retaliation matter through the whistleblowing channel without delay. Retaliation can be disadvantageous treatment.

Evac does not tolerate any illegal or unethical behaviour. Violations of this Policy are likely to damage Evac's brand and reputation. Failure to comply with this policy may result in disciplinary action appropriate to the violation, including, but not limited to, termination of the employment.

8. The investigation process

Preliminary actions and case assessment

Upon receiving a report, Evac Group's CFO and Chief People & Culture Officer assess the situation, evaluate the severity of the case and gather necessary additional information for assessing the case as a whole in accordance with a formal investigation process. They may also consult relevant group employees or directors on a need-to-know basis under strict confidentiality. After these steps, the report is presented to Evac Group's CEO. The Board of Directors receives a consolidated report on an annual basis, unless Evac Group CFO and Chief People & Culture Officer deem it necessary to report an individual case to the Board of Directors without delay. The whistleblower will get an acknowledgement of receipt within seven days of the receipt of the report at the latest.

Investigation

All reports are processed confidentially, and anyone involved in the investigation is bound to confidentiality. Anyone who may be involved with or connected to reported misconduct themselves will be excluded from all report processing immediately.

The whistleblower will receive feedback within three months from the acknowledgement of receipt at the latest, if not subject to other applicable laws. Feedback means the provision to the whistleblower of information on the action envisaged or taken as follow-up and on the grounds for such follow-up. In cases where a criminal offence is suspected and the matter is referred to the competent authority, the contact

information of the non-anonymous whistleblower will be disclosed to that authority, and the whistleblower will be informed thereof.

9. How is your personal data processed?

Evac Group Oy is the controller of any personal data collected via the whistleblowing channel. As controller, Evac Group Oy is responsible for ensuring that the personal data collected is processed in accordance with applicable laws and regulations on data protection. The contact details of Evac Group Oy for purposes of its role as controller are as follows:

Evac Group Oy (Business ID 2858665-6)
Linnoitustie 6 A, 00260, Espoo, Finland

→Evac Group Data Protection Policy

10. Review and follow-up

Compliance with this Policy by all Evac employees will be monitored through internal audits, and routine follow-ups of all reported matters.

Revision history

REV. NO.	DESCRIPTION	AUTHOR	APPROVER	APPROVAL DATE	EFFECTIVE DATE
1	First release	Sampo Kättö	CEO	17 Dec 2021	17 Dec 2021
2	Amendments	Sampo Kättö	CEO	20 Aug 2025	20 Aug 2025
3	Amendments	Sampo Kättö	The Board of Directors of CAVE BidCo Oy	23 Sep 2026	1 Nov 2026



Fresh water generation | Vacuum systems | Wastewater treatment | Wet waste treatment | Dry waste treatment | Marine growth prevention | Corrosion protection

Evac is the world's leading provider of integrated water and waste management systems, as well as corrosion-protection systems for the marine, offshore, and building industries. With offices across four continents and representatives in more than 70 countries, we are close to our customers wherever they are. We contribute to a better environment and cleaner seas by helping our customers eliminate waste, conserve water, and mitigate emissions. Our ambitious target is to enable a future with no waste.

Read more about our solutions
evac.com

evac
nothing to waste

Innovative water and waste technologies on land and sea driving a future with no waste.