

Whistleblower Policy & Reporting Procedure

Movinn A/S is committed to conducting business responsibly, ethically, and in compliance with all applicable laws and regulations. An open and transparent culture is essential to maintaining trust among employees, partners, guests, suppliers, and society.

Movinn encourages employees and external stakeholders to report serious concerns or suspected misconduct. This whistleblower mechanism is an important part of Movinn's governance framework and supports accountability, integrity, and responsible business conduct.

1. Purpose of the Whistleblower Mechanism

The purpose of Movinn's whistleblower policy is to provide a secure and confidential channel for reporting suspected wrongdoing, including violations of laws, ethical standards, or company policies. The mechanism ensures that concerns can be raised without fear of retaliation and that reports are handled appropriately.

2. Scope of Reportable Concerns

Reports may include, but are not limited to:

- Bribery, corruption, fraud, or financial misconduct
- Serious breaches of Movinn's Code of Conduct
- Human rights or labor violations within Movinn's operations or supply chain
- Unsafe working conditions or serious health and safety risks
- Discrimination, harassment, or workplace abuse
- Serious environmental misconduct or regulatory breaches
- Misuse of confidential data or GDPR-related violations

The whistleblower channel is intended for serious concerns and should not replace normal HR or operational dialogue for everyday workplace issues.

3. Who Can Report

The whistleblower channel is available to:

- Employees and managers
- Contractors and temporary staff
- Suppliers and business partners
- Other stakeholders with a legitimate concern related to Movinn's operations

Reports may be submitted anonymously or with identifying information.

4. Reporting Channel and Confidential Access

Movinn A/S provides a dedicated confidential reporting channel: whistleblower@movinn.dk

Access to whistleblower reports is strictly limited to:

- CEO, Movinn A/S
Patrick Blok (pb@movinn.dk)
- Member of the Board (MOTB)
Christian Jakobsen (christian@fredensborgjakobsen.dk)

This restricted access ensures confidentiality, independence, and appropriate senior-level oversight.

5. Handling and Investigation of Reports

All whistleblower reports are:

- Treated confidentially
- Reviewed promptly by senior management/board oversight
- Investigated fairly and objectively
- Documented and handled in accordance with applicable legal requirements

Where necessary, Movinn may involve external legal or professional advisors to ensure independence.

6. Protection Against Retaliation

Movinn A/S strictly prohibits retaliation against any individual who raises a concern in good faith. Retaliation includes dismissal, demotion, harassment, discrimination, or any other adverse treatment.

Any retaliation will be treated as a serious violation of company policy.

7. Governance and Review

Movinn's whistleblower mechanism is overseen by senior management and board representation and is reviewed annually to ensure continued effectiveness and compliance with best practice.

Approved by,

Date:

Signature: *1 February 2020*



Patrick Blok
CEO Movinn A/S
No