

Issued by	Date 2022-09-15	Document Number	Revision
Company Secrecy UNCONTROLLED	National Defence Secrecy NOT PROTECTIVELY MARKED	Export Control NOT SUBJECT TO EXPORT CONTROL	

Whistleblowing – call attention to misconduct

BAE Systems Hägglunds and BAE Systems Bofors have set up a whistleblower function to quickly detect misconduct that could seriously damage our business or our employees. The right to protection for whistleblowers is governed by the Swedish law on Whistleblowing.

What can be reported?

- The law applies when reporting, in a work-related context, information about misconduct that there is a public interest in their disclosure (General reporting - this must refer to serious misconduct, e.g. violations of laws, regulations or our code of conduct).
- The law also applies when reporting misconduct in a work-related context in accordance with Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law (EU reporting - this must refer to something contrary to or defeats the purpose of certain EU law).

If the notification does not fall within the scope of the above, the matter shall be reported according to BAE Systems internal guidelines, policies or routines, primarily to your manager, HR or ethics officer. Contact number for persons not employed by BAE Systems Hägglunds or BAE Systems Bofors for notifications not within the Whistleblowing scope:

BAE Systems Hägglunds + 46 660 800 00

BAE Systems Bofors +46 5 86 73 30 00

Keep in mind that the protection according to the Whistleblower Act does not apply if you have reported security classified information according to the Security Protection Act.

If you need to know more about security classified data, contact the Security department.

BAE Systems Hägglunds AB, Örnsköldsvik Sweden

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Who can report?

All persons who, through their work, have come into contact with suspected misconduct can submit a report, for example:

- employees
- volunteers and interns
- persons who carry out work under the control and management of an operator (e.g. hired consultants)
- subcontractors and suppliers
- business partners
- service providers

How to report?

Reporting is done in writing via the website <https://wb.2secure.se/> or orally via telephone on **+46 10 - 182 02 48**. You can choose to be anonymous on both of these reporting channels. If you wish to report via a physical meeting, this can be requested by registering a report on the website <https://wb.2secure.se/>

When registering a new report at <https://wb.2secure.se/>, you shall enter a company-unique code to identify that the report is being made for the specific company.

BAE Systems Hägglund code **BHG725**

BAE Systems Bofors **BFS825**

You can be anonymous. On the website, you are asked to answer a number of questions about the subject of the report. You are assigned a unique case number and a password that must be saved in order to be able to actively log in to the website and follow the report as well as communicate with the administrator at 2Secure.

Once a report has been registered, it is processed by experienced handlers at 2Secure, who contact BAE Systems Hägglund's or BAE Systems Bofors's contact person, who finally assesses the report and decides what measures should be taken.

Reporting via external whistleblower channels

In addition to reporting as above, you can report externally to a Swedish authority within a specific area of responsibility or to one of the EU's institutions, bodies and agencies, for example:

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- Swedish Inspectorate for Strategic Products (ISP, Inspektionen för strategiska produkter)
- Swedish Competition Authority (Konkurrensverket)
- Swedish Economic Crime Authority (Ekobrottsmyndigheten)
- Swedish Authority for Privacy Protection (IMY)