

Team D3 Whistleblower Statement

As a subsidiary to Addnode Group, we at Team D3 value the safety and respect of all individuals impacted by our operations and seek to mitigate risks that may affect our organization, wider society, and the environment. We prioritize upholding a transparent business environment and strong ethical principles.

In furtherance of these priorities, Team D3 utilizes a reporting system to encourage employees and external parties to make good faith reports of actual or potential wrongdoings without fear of retaliation or reprisal. Potential or actual wrongdoings include, but are not limited to, violation(s) of applicable federal, state, or local laws, regulations, or ordinances, or Team D3 policies.

How to report.

The reporting tool is provided by an external company, Whistleblower Software.

Individuals wishing to make a good faith report can access the tool via the following link:

<https://whistleblowersoftware.com/secure/addnodegroup>

For employees, please find “Team D3” in the drop-down menu.

For external parties, there is also a central reporting channel, which can be accessed by selecting “Central” in the drop-down menu.

Reports will be handled by either local case handlers or central case handlers.

Your report is secure.

Whistleblower Software gives reporters the option to submit a report anonymously. Even if a reporter chooses not to report anonymously, their report will be processed confidentially, with information shared on a need-to-know basis.

Additionally, Whistleblower Software has taken substantial security measures to ensure that all data being submitted into the system is secure.

No Retaliation.

Team D3 prohibits reprisal and retaliation against employees who make a good faith report of actual or potential wrongdoing. If someone at Team D3 engages in unlawful retaliation or reprisal, they will be subject to discipline up to and including termination of employment.

An employee who does not report in good faith will be subject to discipline up to and including termination of employment.