



WHISTLEBLOWER POLICY

At MARITECH®, we are committed to maintaining the highest standards of integrity, transparency, and accountability. In line with our core values and Code of Conduct, we encourage the reporting of any concerns related to suspected or actual misconduct, unethical behavior, or violations of laws, regulations, or company policies.

This Whistleblower Policy establishes a safe and confidential channel for employees, suppliers, and other stakeholders to raise concerns without fear of retaliation.

Purpose and Scope

The purpose of this policy aims to:

- Promote a culture of openness and accountability
- Ensure concerns can be raised safely and addressed effectively
- Provide protection for whistleblowers who report in good faith

Present policy applies to all employees, directors, officers, contractors, suppliers, and business partners of Maritech Group globally.

What Can Be Reported

Concerns may include, but are not limited to:

- Bribery, corruption, or fraud
- Conflicts of interest
- Misuse of company assets
- Harassment or discrimination
- Health and safety violations
- Data privacy breaches
- Environmental misconduct
- Violations of Maritech's Code of Conduct or other policies

Reporting Channels

Reports may be made through the following channels:

- **Email:** compliance@maritechgroup.com
- **Internal reporting tools**
- **Line manager or HR representative** (if preferred)

Reports may be made anonymously where permitted by law. All reports are treated confidentially and handled with care.

Protection from Retaliation

Maritech strictly prohibits any form of retaliation, harassment, or adverse employment consequence against individuals who report concerns in good faith. Retaliation will result in disciplinary action, up to and including termination of employment or contract.

Investigation Process

All concerns raised will be:

- Acknowledged promptly (where the reporter's identity is known)
- Assessed and investigated impartially by qualified personnel or independent third parties if needed
- Treated with the utmost confidentiality
- Followed by appropriate remedial action if the concern is substantiated

Where possible and appropriate, whistleblowers will be informed of the outcome of the investigation.

Responsibilities

- Employees are encouraged to report misconduct without delay.
- Managers must support and protect whistleblowers and ensure that concerns are escalated appropriately.
- The Compliance Office is responsible for managing reports and overseeing investigations.

Governance, Communication & Review

This policy:

- Is approved by the Company's Sustainability Committee
- Is reviewed every three years or earlier if needed, by the Corporate Governance and Sustainable Division in cooperation with the Compliance Office
- Applies to all Business Units of Maritech Group, with relevance for employees, suppliers, and business partners
- Is communicated internally and externally and publicly available
- The Company is committed to ensuring the necessary resources and training for the effective implementation of this policy

For any questions or to report a concern, contact: **compliance@maritechgroup.com**

MARITECH GROUP HOLDING LTD

Chen YiJie, Executive BoD member