



Whistleblower system – For Employees and Board Members of Heartcore Capital A/S

The whistleblower system is for all employees (including management and board members) to report potential or actual violations of the Money Laundering Act and rules issued accordingly by Heartcore.

The whistleblower system can also be used if you, as an employee, experience abusive behavior within the company, including bullying, discrimination, sexual harassment or other unwanted behavior or bad tone.

The whistleblower system must not be used for deliberately false accusations against individuals and no knowingly untrue information may be reported.

All reports are treated strictly confidential.

The whistleblower system can be accessed here: heartcore.integrityline.com

What can be reported on?

Violations of the Danish Anti-Money Laundering Act:

In the whistleblower system, you can report potential or actual violations of the Money Laundering Act and rules issued accordingly by the company (including employees or members of the Board of Directors).

Employees' well-being:

Conditions such as bullying, discrimination, sexual harassment or other unwanted behavior or poor behavior etc. can also be reported here.

Anonymity

To ensure that you are anonymous, observe the following (if possible):

1. Do not submit your report from a PC provided by your employer.
2. Do not use a PC connected to your corporate network/intranet.
3. Access the whistleblower system by copying or typing the URL into an Internet browser instead of clicking on a link.
4. Don't include any personal information in your submission.

Create a mailbox

When you submit the report, you have the option to choose to be available for further investigation, by creating a secure mailbox. You can continue to be anonymous, even if you create a mailbox.

We recommend that you make yourself available as we may not be able to process the case without further information from you.

When you create a mailbox, you are assigned a case number. You will be prompted to create a password, to be able to log into the mailbox again, to see if there are any further questions.

