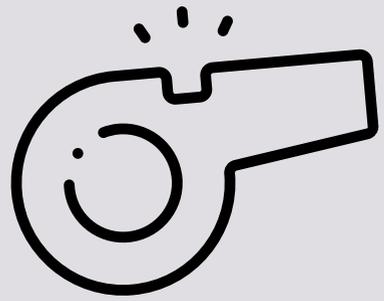


Boozt



**WHISTLE
BLOWER Q&A**

Contents

What is whistleblowing?	4
Does Boozt Group have a whistleblowing system?.....	4
Who can use the whistleblower system?.....	4
What can be reported in the whistleblowing system?	5
What cannot be reported via the whistleblowing system?.....	5
How to make a report?	6
What information do I need to provide in the report?	7
Do I have to disclose my identity?	7
How is anonymity guaranteed?.....	7
Will there be any consequences for my employment if I report wrongdoing?	8
Will the person whom I report via the system get to know my identity?.....	8
What happens after a report is submitted?.....	9
What should I do if I have forgotten the case number or password?	9

Whistleblower Q&A



Comments from
Hermann Haraldsson, Group CEO

We strive to run Boozt in a long-term and sustainable manner. We are therefore dedicated to ensuring that any irregularities that concern the company, and that might seriously damage the company or our employees, are brought to attention and investigated as early as possible.

Reporting to your direct manager is not always possible. Sensitive information can be hard to share for various reasons. This is why we are providing a whistleblowing solution where reports can be submitted. The system is managed by an independent third party 2Secure who receives and handles all reports in consultation with Boozt's Whistleblowing Committee. The whistleblower has the opportunity to remain anonymous, and cases are handled with the utmost confidentiality.

This Q&A is a supplement to the Group Policy – Whistleblower, and Group Procedure - Whistleblower that is available on our Intranet and Group Drive in the section Whistleblowing.

Hermann Haraldsson
Group CEO

01

What is whistleblowing?

Whistleblowing involves bringing attention to serious irregularities and wrongdoings in a company or organization. Whistleblowing complaints focus on reporting conduct prohibited by law or which violates company's policies.

02

Does Boozt Group have a whistleblowing system?

Yes. With the help of 2Secure AB, an independent third-party company, Boozt Group provides a whistleblower system where one can report irregularities. Agents and case officers at 2Secure are authorized to accept, follow up on, and provide feedback on all incoming cases in order to guarantee a safe and secure environment for whistleblowers. Afterwards, Whistleblower Committee at Boozt makes decisions on measures and resolution of reported issues.

03

Who can use the whistleblower system?

The whistleblower system is available to all employees (whether full-time or part-time), consultants, leased personnel, self-employed persons, interns and volunteers who work with the Group. In addition, it can be used by actively involved shareholders, the Group's administrative, management or supervisory body and suppliers for whom the Group's policies are part of business agreement. If you apply for or seek a position within the Group and become aware of a serious wrongdoing, you can also use the whistleblower system.

04

What can be reported in the whistleblowing system?

You can report serious infringements or wrongdoings within the Group to the whistleblowing channel. Serious wrongdoing is defined as an act that violates the law or internal policies, or whose disclosure is in the public interest (i.e. affects others, for example the general public).

Serious wrongdoing is, for example, bribery, extortion, embezzlement, theft, accounting irregularities, discrimination and (sexual) harassment, etc. If you're not sure whether or not the issue that you wish to report fits the description, we suggest you still consider reporting it.

05

What cannot be reported via the whistleblowing system?

Personal grievances, dissatisfactions, general complaints should not be reported via internal whistleblowing channel. Those are, for example, general dissatisfaction with your colleagues, salary, etc. Instead, they must be reported to your direct manager.

06

How to make a report?

To file a report, any of the following reporting channels can be used:

Website: wb.2secure.se

E-mail: wb@2secure.se

Phone: +46 771 77 99 77

Please use appropriate company code when making a report.

FOR BOOZT
FASHION AB,

use company code **kzn307**
when making your report

FOR BOOZT FULFILLMENT
& LOGISTICS AB,

use company code **kzn308**
when making your report

FOR ANOTHER
GROUP COMPANY,

use company code **ktn402**
when making your report

You can provide a whistleblower report in English or Swedish.

07

What information do I need to provide in the report?

Reports should include the following information:

1. A description of the wrongdoing, when and where it happened
2. Which individuals or entities you consider might be involved in the wrongdoing

It is optional to provide your name and contact information when you consider filing a report. If you do, you may be contacted for further information.

08

Do I have to disclose my identity?

As a whistleblower, you can choose either to provide your contact details or to remain anonymous. Regardless of whether contact details have been provided or not, all reports are taken seriously. Being able to contact you and obtain supplementary information can facilitate continued work on the issue. However, the whistleblower never needs to state their identity if they do not want to.

09

How is anonymity guaranteed?

When you report via the website, the reporting channel is encrypted and protected by password. Only you will know the password and be able to access the system to follow-up. No IP addresses are registered, and the system does not use cookies. You never have to reveal your identity if you do not wish to. If you wish to take extra precautions and to avoid saving the Internet log, we recommend that you submit your report from a computer that is not connected to the Group's network, or a personal smartphone or tablet.

When you report over the phone, 2Secure may contact you for additional questions and feedback on this phone number. Your identity, including your telephone number, will not be disclosed to Boozt Group unless you specifically instruct 2Secure to do so.

10

Will there be any consequences for my employment if I report wrongdoing?

Whistleblowers are encouraged to come forward and expose anything they know or have witnessed, and the person who reveals the misconduct in good faith will face no repercussions. This technology, however, cannot be used to make fraudulent allegations.

11

Will the person whom I report via the system get to know my identity?

No. There is an obligation to inform the person involved that a report has been received. Information such as who has made the report will, however, never be provided even if the informant has chosen not to remain anonymous.

12

What happens after a report is submitted?

After submitting your report, you will receive a case number and a password. It is important that you save them to be able to log in the system to follow up on the case and receive feedback. 2Secure will respond to your report within 24 hours on the next business day after receiving it. 2Secure may contact you to ask follow-up questions.

2Secure will report the content of the report to the Boozt Group Whistleblower Committee. No identity will be disclosed, unless you instruct 2Secure otherwise. Boozt Group Whistleblower Committee will determine appropriate steps and measures, including whether internal investigation is needed.

13

What should I do if I have forgotten the case number or password?

If you forget the case number or password, it cannot be restored for security reasons. You can send a new message and refer to your original report.

All cases are reported to the Boozt Group Whistleblower Committee, which will determine whether the case qualifies as a "severe wrongdoing." If the case qualifies, the Committee will convene to determine what steps should be taken to resolve the problem. If it does not meet these criteria, the case will be closed.

Boozt