



Whistleblowing Policy

Altera conducts business with integrity. We are committed to a culture in which anyone can raise genuine concerns about suspected wrongdoing in connection with our operations and business activities without fear of retaliation. We want concerns to be raised promptly and handled seriously, fairly, and appropriately.

To meet our commitments, we:

- Empower and expect directors, employees, and workers — and encourage other stakeholders — to report genuine concerns about suspected wrongdoing in connection with Altera's operations or business activities, including breaches of law, regulation, or company policy, misconduct or unethical conduct, or serious risks to people or the environment ("Protected Concerns").
- Provide reporting channels designed to be accessible and reliable, including anonymous reporting where allowed by applicable law.
- Assess reports promptly and handle them appropriately, including investigation where warranted, in a professional, fair, and proportionate manner.
- Protect confidentiality so far as reasonably possible and in accordance with applicable law, including in relation to the identity of the person making the report and others involved in the process.
- Prohibit retaliation against any person who raises a Protected Concern in good faith and on reasonable grounds, or who participates in an investigation, regardless of whether the concern is ultimately substantiated.

This policy does not:

- Replace other procedures for matters that relate solely to an individual's personal employment situation, such as routine grievances, performance concerns, or interpersonal disputes, unless those matters also involve a Protected Concern.
- Prevent Altera from taking appropriate disciplinary action against any person who knowingly makes a false report or who is found to have engaged in misconduct.
- Limit any right to report Protected Concerns to regulators, law enforcement, or other competent authorities, or to seek legal advice, in accordance with applicable law.

If there are discrepancies between the English version of this Policy and any translated version, the English version will prevail.

CHRIS BRETT
Chief Executive Officer

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