



Global Whistleblowing Policy

Altera conducts business in compliance with our Code of Conduct and applicable law. We are committed to a culture where our employees, workers, and other stakeholders feel comfortable reporting concerns about potential misconduct without fear of retaliation and with confidence that their concerns will be treated seriously and handled and/or investigated in a way that protects their identity.

Altera directors, employees and staff must read and comply with the requirements of this Policy and the supporting Global Whistleblowing Program Standard.

To fulfil our commitment we:

- Empower and expect directors, employees, and staff, and encourage other stakeholders, to report concerns about reasonably suspected misconduct in connection with Altera business activities (“protected concerns”)
- Provide individuals reporting protected concerns (“whistleblowers”) with reliable reporting channels, including, where permitted by law, channels that allow for anonymous reporting
- Take protected concerns seriously and handle and/or investigate them professionally, diligently, and efficiently
- Maintain procedures to protect the confidentiality and identity of whistleblowers
- Prohibit retaliation against whistleblowers and other individuals, even if the protected concern is not substantiated

This policy does not:

- Prevent Altera from taking appropriate disciplinary action, including court action, against anyone found to have reported a protected concern knowing it was false or against anyone found to have engaged in misconduct following the investigation of a reported concern
- Prevent a whistleblower from communicating with regulators or certain other third parties regarding protected concerns, in accordance with applicable law
- Prevent a whistleblower from communicating with their legal advisors about their protected concerns at any time

INGVILD SÆTHER
President & Chief Executive Officer
Altera Infrastructure Group Ltd.

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