

Whistleblowing and Grievances System

NORDIC IMPACT FUNDS

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Introduction and Scope

NIF promotes open dialogue on all matters related to its activities and investments, encouraging transparency and responsiveness, especially when concerns arise. To support this, NIF provides a grievance mechanism for stakeholders (the "Grievance Mechanism").

The Grievance Mechanism allows NIF employees, employees within NIF portfolio companies, as well as other external stakeholders, to raise grievances if they observe any irregularities concerning NIF's commitments, policies, procedures, or other forms of legal misconduct.

NIF encourages its employees and employees of portfolio companies to address concerns directly with their immediate supervisor, another manager, or the human resources department. However, if this is not possible, or if a concern has not been adequately addressed, individuals are encouraged to report the issue by using the Grievance Mechanism.

Who can report

The following people may make reports:

- NIF employees
- NIF portfolio company employees
- Third parties with a business relationship to NIF and/or NIF portfolio companies
- Other parties who are affected by NIF and/or NIF portfolio companies

What can be reported

The Grievance Mechanism can be used for reporting violations comprised by the Danish Whistleblower Protection Act, and thus you may file a report regarding:

- violations of specific areas of EU law
- serious offences and other serious matters

Where can reports be submitted

Electronic reports may be made by email through a third party: whistleblowing@embankment.com (managed by Embankment, fund administrator who has been mandated to manage Nordic Impact Investments). The purpose of this external anchoring is to provide an anonymous channel for reporting and to ensure impartiality and objectivity in assessment and processing.

If you do not feel safe using NIF's Grievance mechanisms, you may file a report via Danish Data Protection Agency's external whistleblowing system, in writing or orally. The Danish Data Protection Agency's whistleblowing system is available via www.datatilsynet.dk.