



Confidential Whistleblowing Hotline

Contact the Confidential Whistleblowing Hotline if you observe or suspect:

- Violations of any relevant laws (especially if you suspect bribery or corruption)
- Violations of Company policies or procedures (especially the Code of Conduct)
- Harassment or discrimination of / by anyone connected to our business

involving any Company employee or representative, in the office or at sea or third party.

All personnel working onboard Cadeler vessels, in Cadeler offices or on behalf of Cadeler can use the Cadeler whistleblowing procedure.

The Cadeler Whistle-Blowing committee (CEO, General Counsel and Head of HSEQ) will for matters involving other companies inform these via the appropriate communication channels.

Email Whistleblower@cadeler.com *or*

Telephone **+45 28350773** *or*

Postal Cadeler A/S
Arne Jacobsens Allè 7, 7th Floor, DK-2300 Copenhagen S.
Addressed to: Margrethe Haahr and marked "Confidential"

Hotline 24/7 **+45 2835 0773** (Margrethe Haahr) or **+45 2360 9781** (Mikkel Gleerup)

Please provide as many details as you can, including as a minimum:

- Nature of suspected violation/s
- Location, date and time of suspected violation/s
- Name of alleged violator/s and
- Name and Contact details (**this is optional**) but otherwise we cannot respond to you - please check your spam mail for replies.

You may remain anonymous