



Reporting and Investigation Charter 2026

Triple Jump B.V.

Public Terms of Reference: Speak-Up, Reporting and Investigation Framework

Triple Jump is committed to maintaining a safe, respectful and ethical workplace where employees and other work-related stakeholders can raise concerns in good faith and without fear of retaliation. These public Terms of Reference (**ToR**) explain, at a high level, how concerns can be reported, how investigations are authorised and conducted, and how independence, fairness, confidentiality and governance oversight are safeguarded.

1. Purpose

This Charter described the mechanisms available to Staff members for raising internal complaints, concerns of wrongdoing, integrity concerns, compliance-related concerns and workplace grievances. It is intended to provide transparency on the principles that guide Triple Jump's response, while the detailed internal procedure remains the governing operational document for the handling of individual cases.

This document is supported by internal policies, such as the Whistleblowing Policy and the Reporting and Investigation Procedure.

2. Scope and Who May Raise a Concern

This Charter applies to concerns raised by Triple Jump employees, regardless of their location, and other persons who perform work-related activities for or with Triple Jump, including temporary workers, interns, volunteers, freelancers and, where applicable, former employees or other work-related stakeholders. Concerns may relate to suspected wrongdoing, breaches of law or internal rules, integrity or compliance matters, undesirable behaviour, harassment, discrimination, bullying, conflicts of interest, fraud, bribery, retaliation, or other matters that may affect a safe and ethical workplace.

3. Reporting Channels

Concerns may be raised internally through several channels, depending on the nature of the matter and the preference of the reporting person. These channels include the relevant line manager, the Manager People & Culture, the Compliance Manager, the Management Board, and where appropriate (or when the concern involves the Management Board) to the Remuneration Committee or another designated governance body. Triple Jump also provides reporting forms for whistleblowing and employee concerns, including the possibility to report anonymously.

External confidential advice may also be sought through the designated confidential adviser or other competent external authorities, where applicable.

4. Investigative Authority and Mandate

Triple Jump's Management Board maintains overall authority to determine whether a reported concern requires formal investigation, to define the scope of the investigation, to appoint the appropriate process owner, and to mandate internal or external support. Depending on the nature and sensitivity of the matter, an *ad hoc* Committee may be established to supervise or conduct the investigation and to provide findings and recommendations. Where the concern involves a member of the Management Board or creates a potential conflict of interest, oversight is escalated to the appropriate independent governance body, such as the Remuneration Committee or Supervisory Board, to preserve independence and credibility.

5. Independence and Conflict of Interest Safeguards

Investigations must be conducted by persons who are sufficiently independent from the matter under review and who do not have a personal, hierarchical, financial or other conflict of interest that could compromise the process. Any actual, potential or perceived conflict of interest must be assessed at the outset and managed through recusal, replacement, escalation, or the appointment of an external

expert where needed. External legal counsel, mediators, investigators or subject-matter experts may be engaged when specialist expertise, additional independence or impartial fact-finding is required.

6. Evidence Standards and Fair Process

Reports of concern should be made in good faith and, where possible, supported by facts, documents, dates, names, communications or other information that may assist the assessment. Triple Jump does not require a reporting person to prove wrongdoing before raising a concern. Investigations are based on a fair and objective assessment of available evidence, including interviews, documents, electronic records, witness accounts and relevant contextual information. The process respects the principle of giving relevant parties a reasonable opportunity to be heard, unless legal, safety, confidentiality or investigative integrity considerations require a different approach.

7. Confidentiality, Privacy and Protection Against Retaliation

Triple Jump treats reports and investigations confidentially and shares information only with persons who need to know in order to assess, investigate, advise on, or resolve the matter. Personal data is handled in accordance with applicable privacy and data protection requirements. Retaliation, intimidation, disadvantage, victimisation or adverse treatment against a person who raises a concern in good faith, assists an investigation, or acts as a witness is not tolerated. Appropriate measures may be taken to protect reporting persons, witnesses and other parties involved.

8. Governance Oversight and Accountability

Governance oversight is designed to ensure that concerns are assessed consistently, that investigations are proportionate and impartial, and that remedial actions are properly considered. The Management Board receives relevant information and takes decisions within its mandate, unless escalation is required because of the nature of the concern or a conflict of interest. Where appropriate, the Remuneration Committee, Supervisory Board, external counsel or an independent expert may be involved. Outcomes may lead to remedial actions, control improvements, disciplinary measures, training, policy updates or other corrective steps.

9. Records, Follow-Up and Continuous Improvement

Triple Jump keeps appropriate records of reports, assessments, investigation steps, findings, decisions and follow-up actions in accordance with applicable confidentiality, privacy and retention requirements. Management Board decisions, including those to dismiss a concern, for example because of a lack of supporting evidence or because the matter falls outside the scope of the Reporting and Investigation Procedure (i.e., where the concern refers to a third party or is not connected to Triple Jump's activities) are duly minuted.

Reporting persons are informed about follow-up within the timelines required by applicable procedures and law, where this is possible and appropriate. After closure of a case, Triple Jump may review lessons learned to improve its reporting mechanisms, investigation processes, internal controls and workplace culture.