

Speak Up at SKIM

Doing the right thing - together

At SKIM, we collaborate with individuals and organizations that share our commitment to act with integrity, professionalism, and accountability. We encourage everyone connected to SKIM, including clients and suppliers, to report any concerns regarding wrongdoing, misconduct, or risks

Speaking up helps us act – and act early



What Speak Up is

A channel to report concerns and misconduct

Our Speak Up process enables you to

- Report misconduct, unethical behavior, or breaches of law
- Raise concerns confidentially and respectfully
- Ensure issues are reviewed independently and objectively

Everyone connected to SKIM should have a safe place to go, someone who listens, and a process that treats every concern with care, confidentiality, and respect. That is our goal. That is why we have Speak Up and our Speak Up Team in place.

Why **speaking up** matters

Why we want you to **Speak Up**?

- Speaking up helps us address concerns early and handle them fairly. It supports how we work together **with integrity, transparency, and accountability**. Whether you are working with us as a client, partner, or colleague, your voice matters.

Protection against **retaliation**

- We are committed to ensuring that anyone who raises a concern in good faith can **do so without fear**. Retaliation, such as being treated unfairly, excluded, disadvantaged, or otherwise negatively impacted, is **strictly prohibited**. We take **all concerns seriously** and aim to handle them with care, confidentiality, and respect.

When to Speak Up

Report concerns and wrongdoing

We encourage you to Speak Up if you experience or observe:

- Fraud, corruption, or financial misconduct
- Violations of laws or regulations
- Unethical or improper behavior
- Harassment, discrimination or abuse
- Conflicts of interest or breaches of professional standards
- Situations that may harm people, clients or the environment

These are not minor issues, they are matters that require attention and action.

You don't have to be certain to speak up, you can speak up:

- With doubts
- With questions
- Without proof

“Speaking up helps us protect how we work together, with each other and with our partners.”

Karin Lieshout

Co-Chief Executive Officer



What happens next

How we handle concerns

When a concern is raised:

- It is reviewed by our independent Speak Up Team
- The situation is assessed carefully and confidentially
- Where appropriate, we may carry out a formal investigation where needed
- Actions are taken based on findings
- Relevant authorities will be involved if needed

We are committed to:

- Fair, objective and consistent handling
- Protecting confidentiality
- Supporting those who report concerns in a good faith

How to Speak Up

How to contact our Speak Up Team

You can choose the option that feels most appropriate for you:

[The online form*](#)

Email: SpeakUp@skimgroup.com

Phone: +31 (0)10283599* (voicemail)



* Raising a topic anonymously

You can speak up through these channels anonymously. However, please be aware that doing so may limit our ability to follow-up on the matter.

Thank you for working with us.

We value our collaboration and the openness that helps us to do the right thing, together

SKIMgroup.com



Version 1.0 | 23 June, 2026