

Whistleblowing & Speak-Up Policy

At geidea, we are committed to the highest standards of integrity, transparency, and ethical conduct. We encourage customers, partners, and stakeholders to report any suspected misconduct, violations, or unethical behavior through our confidential whistleblowing channels.

What Should Be Reported?

You are encouraged to report any concerns including, but not limited to:

- Fraud, theft, or financial misconduct
 - Bribery, corruption, or conflicts of interest
 - Breaches of laws, regulations, or internal policies
 - Data privacy or information security violations
 - Harassment, discrimination, or unethical behavior
 - Misuse of company assets or authority
 - Any attempt to conceal the above
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Reporting Channels

Reports can be submitted through the following secure and confidential channels:

- **Email:** [Speakup.Egy@geidea.net]

All reports are handled with strict confidentiality and are accessible only to authorized functions.