

Whistleblowing policy

A large, stylized purple shape resembling a drop or a flame, pointing upwards and to the right, serving as a background element.

nautica

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1. PURPOSE AND MATERIAL SCOPE OF APPLICATION

This document regulates the operation of the **Whistleblowing Channel** that **NAUTA VC PARTNERS SGEIC S.A. and NAUTA CAPITAL UK LIMITED (together, "NAUTA")** makes available to all collaborators so that they can make the communications they deem necessary and can comply with the **obligation to report any suspicion or violation of external or internal regulations**, committed within or on behalf of **NAUTA**.

In this sense, this document develops the management, investigation and response to the communications made.

This procedure defines the operation of NAUTA's Whistleblowing Channel, which is the set of elements that interact with each other and whose specific purpose is to provide adequate protection against retaliation that may be suffered by individuals who report any of the actions or omissions referred to in Article 2 of Law 2/2023, of 20 February, regulating the protection of persons who **report regulatory and anti-corruption breaches** such as:

A) In Spain:

- Any acts or omissions that may constitute breaches of European Union law, provided that:
 - They fall within the scope of the acts of the European Union listed in the Annex to Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law¹.
 - Affect the financial interests of the European Union as referred to in Article 325 of the Treaty on the Functioning of the European Union (TFEU);
 - Affect the internal market, as referred to in Article 26(2) TFEU, including infringements of the European Union competition and aid rules granted by States, as well as infringements relating to the internal market in relation to acts infringing the corporate tax rules or with practices intended to obtain a tax advantage which distorts the object or purpose of the Purpose of the legislation applicable to Corporate Income Tax.
- Actions or omissions that may constitute a serious or very serious criminal or administrative offence. In any case, it will be understood to include all serious criminal or administrative offences that involve economic damage to the Public Treasury and Security.

B) In the UK:

Any disclosure of information that, in the reasonable belief of the worker making the disclosure, tends to show one or more of the following:

- A criminal offence has been committed, is being committed, or is likely to be committed.

¹ Regardless of the classification made of them by the domestic legal system.

- A person has breached, is breaching, or is likely to be breaching any legal obligation to which he or she is subject.
- That a miscarriage of justice has occurred, is occurring, or is likely to occur.
- That the health or safety of any individual has been, is, or is likely to be in danger.
- That the environment has been, is being, or is likely to be harmed.
- That information tending to show any matter falling within any of the preceding paragraphs has been, is being, or is likely to be deliberately concealed.

C) Internal regulations

In the same way, it aims to provide adequate protection against retaliation that may be suffered by people who **report possible risks or breaches of the internal regulations** in force at **NAUTA**.

The Whistleblowing Channel **is not a mailbox for complaints**, so if any communication of this type is received, it will not be admitted for processing:

- Communications relating to information contained in communications that have been inadmissible through any internal information channel or for any of the reasons provided for in article 18.2. a) of Law 2/2023, of 20 February (e.g. Lack of credibility, out of scope infringements).
- Communications relating to complaints about interpersonal conflicts or that affects only the informant and the persons to whom the communication or disclosure refers.
- Communications relating to information that is either public or that constitutes mere rumours.

2. PERSONAL SCOPE OF APPLICATION

This procedure applies to all **NAUTA employees**, specifically:

- All **NAUTA employees**, regardless of their category or position and the hiring model through which they are linked to Nauta, including **interns, temporary staff, volunteers, managers, as well as members of the Board of Directors**. All of them have the obligation to report any risk or non-compliance with applicable legislation and internal regulations through the channels provided.
- **Shareholders and unitholders**.
- **Employee candidates** in cases where information on violations has been obtained during the selection process or pre-contractual negotiation.
- **Former employees** who have become aware of any infringement in the context of an employment relationship that has already ended.
- **Any person working for or under the supervision and direction of contractors, subcontractors, and suppliers**.

3. WHISTLEBLOWING CHANNEL: BASIC ELEMENTS AND CONCEPTS

NAUTA 's Whistleblowing Channel is made up of the following elements:

- Whistleblowing Channel Policy and procedure
- Monitoring Unit
- Internal Whistleblowing Channel
- External Whistleblowing Channel

For the purposes of this procedure, the following basic definitions or concepts shall be taken into account:

1. **Claim/communication:** the information received in the NAUTA Internal Whistleblowing Channel that aims to raise awareness of possible risks or non-compliance with NAUTA's external or internal regulations.
2. **Whistleblower or informant:** this will be the person who makes the claim/communication through the Whistleblowing Channel enabled by Nauta.
3. **Respondent or Affected Person:** the person against whom the claim/communication is directed.
4. **Third party intervening:** person(s) who are mentioned in the claim/communication without being a complainant (e.g. witnesses, related persons, etc.)
5. **Investigated:** the person against whom the investigation process is initiated will be considered to be under investigation.
6. **Instructor:** the person in charge of investigating the reported facts.
7. **Independent Authority for the Protection of Whistleblowers (A.A.I.):** a public law body with its own legal personality and organic and functional independence from the Executive and the Public Sector whose work includes, among others, the management of the external communications channel, the assumption of the status of advisory body and advice to the Government on matters of whistleblower protection, the elaboration of models for the prevention of crimes in the public sphere and the assumption of sanctioning competence in the matter.
8. **External Whistleblowing Channel:** communication channel to file complaints with the Independent Authority for the Protection of Whistleblowers (A.A.I.)

4. REGULATORY FRAMEWORK

For the development and execution of the procedure, the following regulations have been taken as a reference:

A) Spanish regulations:

- *Law 2/2023, of February 20, 2023, regulating the protection of persons who report regulatory and anti-corruption breaches.*

- *Directive (EU) 2019/1937 of the European Parliament and of 23 October 2019 on the protection of persons who report breaches of Union law.*
- *Organic Law 3/2018, of 5 December, on the Protection of Personal Data and Guarantee of Digital Rights.*

B) UK Regulations:

- *Public Interest Disclosure Act 1998.*
- *Enterprise and Regulatory Reform Act 2013.*
- *The SYSC 18 (Whistleblowing) Sourcebook contained in the Financial Conduct Authority (the "FCA") Handbook.*
- *Article 73 of Directive 2014/65/EU of the European Parliament and of the Council of 15 May 2014 on markets in financial instruments.*

C) Internal regulations in force in Nauta.

5. ROLES & RESPONSIBILITIES

ROLE	Responsibility
Board of Directors	<ul style="list-style-type: none"> - Approve and implement the Whistleblowing Policy and procedure. - Designate the Monitoring Unit.
Whistleblowing Channel Monitoring Unit	<ul style="list-style-type: none"> - Implementation and revision of this procedure. - Reception & management of internal or external communications. - Diligent processing of communications received. - Processing of investigation files. - Decision-making or proposal on the consequences that may arise from the facts investigated.

6. THE PERSON IN CHARGE OF THE WHISTLEBLOWING CHANNEL

The Board of Directors has appointed a Whistleblowing Channel Monitoring Unit (**See Annex I**).

In this regard, both the appointment and dismissal of the Monitoring Unit must be notified to the Independent Authority for the Protection of Whistleblowers, A.A.I., or, where appropriate, to the competent authorities or bodies of the Autonomous Communities, within the scope of their respective competences, within ten (10) working days, specifying, in the case of their termination, the reasons that have justified it.

The Whistleblowing Channel Manager shall carry out his/her functions independently and autonomously with respect to the rest of the bodies, without receiving instructions of any kind in the exercise of his/her duties and having all the personal and material resources necessary to carry them out.

7. WARRANTIES AND RIGHTS

NAUTA guarantees compliance with the following guarantees and rights:

- The **confidentiality** of the identity of the informant, of any third party involved and of **all information** in a communication or investigation, as well as of **all the actions** that are carried out, is guaranteed. Notwithstanding the foregoing, the data of such persons may be provided to the administrative or judicial authorities, if required as a result of the initiation of any procedure arising from the subject matter of the communication².

Likewise, the identity of the reporting person may be known by the persons who are essential to carrying out the relevant investigation. The person in charge of the investigation shall, in any case, during the course of the investigation, avoid the identification, either directly or by reference, of the informant. This guarantee of confidentiality **extends even after the investigation has been completed**.

- In any case, the informant will have the possibility of making claims/communications **anonymously** without the need to provide any kind of data tending to identify him/her.
- The **absence of retaliation**, direct or indirect, is guaranteed for all communications made in **good faith**. Any communication made in **bad faith** will result in appropriate action by **NAUTA**. If this guarantee of non-retaliation is violated, it must be reported and, if investigated and confirmed, it may be subject to disciplinary measures. This guarantee also extends to any person involved in the investigation (e.g. witnesses), provided that their intervention is carried out in good faith.
- On receipt of the claim/communication and the initiation of the investigation, the Affected Person shall be **informed** of the initiation of the procedure and its purpose, unless a delay in this communication is necessary due to investigation reasons. Once the commencement of the proceeding has been notified, he/she shall have the right to adduce all the **evidence** he/she considers relevant to his/her defence. Likewise, he/she will have access to all the evidence that may have been collected, but in no case, to the identity of the informant.

During the course of the investigation, the Affected Person shall have the right to make all the **allegations** he or she deems appropriate. In any case, once the investigation has been concluded, and before the issuance of the resolution, the Investigated party will have to be processed for allegations.

- The **presumption of innocence** of the Affected Person is guaranteed throughout the procedure, until the decision is issued. Therefore, under no circumstances may

² This guarantee of confidentiality extends even after the investigation has been completed. Any leak of a communication will be duly investigated internally and, if confirmed, will be subject to disciplinary measures.

restrictive or coercive measures be carried out with respect to the person under investigation. Precautionary measures may only be adopted in certain duly justified cases and/or measures to secure evidence may be imposed when strictly necessary, and always in accordance with the principles of reasonableness and proportionality.

When a claim/communication is submitted through channels other than those designated, or to staff members not responsible for its handling, it must be promptly forwarded to **the Whistleblowing Channel Manager**, and the duty of confidentiality must be maintained in all cases.

8. INTERNAL WHISTLEBLOWING CHANNEL

In order to be able to carry out any claim/communication that falls within the scope of application described in section 1, Nauta has an internal channel accessible through the following options:

- Via an e-mail to ***whistleblowingchannel@nautacapital.com***, as published on the home page of the **NAUTA website** in www.nautacapital.com, containing the information indicated in the form provided in **Annex II** of this document.
- Written document together with the documentation deemed necessary addressed to the Monitoring Unit at the postal address of **NAUTA headquarters**.
- E-mail together with the documentation deemed necessary directly addressed to email address of any of the members of the Monitoring Unit.
- At the request of the Informant, the communication may be made through a **face-to-face meeting** with the Monitoring Unit within a maximum period of seven (7) calendar days. The meeting shall be documented in one of the following ways, with the prior consent of the informant:
 - By recording the conversation in a secure, durable, and accessible format, or
 - Through a complete and accurate transcription of the conversation.

Without prejudice to his/her rights under data protection regulations, the Whistleblower shall be given the opportunity to verify, rectify and accept the transcript of the conversation by including his/her signature.

- In cases where one of the members of the Monitoring Unit is the Affected Person of the claim/communications, the procedure ensures that this individual is excluded from the process, as the Informant can directly send the communication to any of the members of the Monitoring Unit, excluding the Affected Person. Alternatively, the Informant may choose to submit the claim/communication to a member of the Board of Directors of Nauta.

9. COMMUNICATION ANALYSIS AND RESEARCH

9.1. Analysis Phase and Admission to Processing

Once the claim/communication has been received, the **acknowledgement of receipt** will be sent within a maximum period of 7 calendar days. The **Monitoring Unit** must carry out an initial analysis within a period of no more than 15 days, and this period may be extended in the event that the Informant is required to submit additional information. The conclusions of this preliminary analysis will be the admissibility, or not, of the claim/communication.

The **Monitoring Unit** will base his/her decision to admit the claim/communication based on the following aspects:

- Receipt of the claim/communication with sufficient data to carry out the analysis, including a clear description of the alleged facts.
- Evidence supporting the validity of the allegations.
- The apparent absence of bad faith in the claim/communication.

Based on the results of this analysis, the claim/communication may be rejected or, if appropriate, an internal investigation will be initiated. If the claim/communication lacks sufficient information, the Informant will be asked to supplement it by providing additional details within a timeframe deemed appropriate, considering the complexity of the case.

When there are indications that a criminal act has been committed, the information shall be immediately forwarded to the Public Prosecutor's Office. In the event that the facts affect the financial interests of the European Union, it will be referred to the European Public Prosecutor's Office.

In any case, the Informant will be informed of whether or not the claim/communication is admissible. In the event that such communication is not admitted, a reasoned justification from the Monitoring Unit will be included, indicating the reasons for the inadmissibility.

9.2. Research Phase

For any admitted claim/communication admitted for processing, the Monitoring Unit will proceed to **open an investigation**, assessing the best investigation strategy to be developed in each specific case based on the scope and people allegedly involved in the facts.

This phase of investigation **will be conducted by the Monitoring Unit itself**, unless it decides to appoint a different investigating body, which may be other members of Nauta or an external advisor.

The **Monitoring Unit** may request necessary information and collaboration from different areas/departments to carry out the investigation.

The **Monitoring Unit** will open an **investigation file** in which it will be essential to include detailed documentation of all the actions carried out and the documents that have been collected to obtain sufficient and adequate evidence. To obtain this evidence, it may carry out

the actions it deems appropriate, such as reviewing documents or records, analyzing processes and procedures, or conducting interviews, among others.

9.3. Communication to the Affected Person and hearing procedure

In the course of the investigation, the **Monitoring Unit** will contact the Affected Person, to inform them of the alleged facts and keep updated on key developments throughout the investigation.

However, in cases where such notification could jeopardise or prejudice the investigation of the facts, for example due to a risk of evidence destruction, such notification may be delayed for as long as such a risk exists.

NAUTA will ensure the integrity and non-tampering of the evidence obtained. Before making a resolution proposal, the Monitoring Unit must take a statement from the Affected Person within 5 business days following the conclusion of the investigation, allowing them to submit in writing any allegations, documentation, evidence, or counterproof they consider relevant.

9.4. Reasoned Report of Conclusions and Resolution

Once the investigation has been completed, the Monitoring Unit will prepare a reasoned report of conclusions, and may, where appropriate, recommend the adoption of disciplinary measures. In cases where another person has been appointed as an Instructor to carry out the investigation, he or she will issue a report of conclusions that will be submitted to the Monitoring Unit.

That report shall contain at least the following elements and their description, without prejudice to the duties of confidentiality to be maintained:

- Identification of the parties involved.
- Nature of the irregularity or non-compliance
- Statement of relevant facts or discoveries
- Conclusions or assessment of the facts
- Resolution
- Proposal of measures, controls and/or actions to be implemented by **NAUTA** to prevent or mitigate the probability of such infringement occurring again.

The resolution of the Investigation Report may be:

- **Closing the case** due to:
 - o irrelevance in the facts
 - o a lack of sufficient evidence
 - o false information

- on the grounds that bad faith has been found in the communication, proposing to the HR department the adoption of disciplinary measures against the Informant.
- **Declare the occurrence of an irregularity or non-compliance with internal regulations or legislation**, urging the HR Department to apply the corresponding disciplinary regime and referring it to the Administrative Body for the possible adoption of additional measures.

Regarding Nauta UK, claims can be escalated to the FCA. However, individuals may choose to raise concerns directly with the FCA at any time. While Nauta encourages individuals to bring any concerns for internal investigation and resolution, contacting the regulator directly is also an option, either before or as an alternative to reaching out Nauta. Individuals can initiate either or both internal and external processes simultaneously or sequentially.

9.5. Deadline for resolution

The deadline for resolving may not exceed 3 months from the receipt of the claim/communication. For complex cases, a 3-month extension allowed.

9.6. Disciplinary and other measures

If an irregularity or non-compliance **is found to have been committed**, the **appropriate disciplinary measures will be** adopted, which will be communicated and applied in the manner and in accordance with current labour regulations and the applicable collective bargaining agreement.

Penalties will be graduated according to the seriousness of the acts committed, and may take into account circumstances such as the damage or losses caused, recidivism, degree of participation, etc. To this end, when the opening of disciplinary proceedings is mandatory, a Reasoned Report of Conclusions will be incorporated into the file.

9.7. Communication of the decision to the complainant

The Monitoring Unit will notify the Informant of the resolution adopted in this regard within a maximum period of 3 months from receipt of the communication (or in accordance with the given extension) and provided that there are no circumstances that advise that such notification should not take place.

10. EXTERNAL CHANNELS AND INDEPENDENT AUTHORITY

Either directly or following communication through the channels indicated in Section 8 of this procedure, the Independent Authority for the Protection of Whistleblowers (A.A.I.) may be informed, or the appropriate regional authorities or bodies may be notified, of any actions or omissions falling within the scope of Law 2/2023, of February 20, which regulates the protection of individuals who report regulatory and anti-corruption violations.

This communication, which can be made anonymously, may be submitted at the Informant's discretion in the following ways:

- In writing, via postal mail or any electronic means designated for this purpose, addressed to the external information channel of the A.A.I.
- Verbally, through a phone call or voice messaging system.
- In person, during a meeting scheduled within a maximum of seven (7) days.

11. PROTECTION OF PERSONAL DATA

NAUTA undertakes to treat personal data with the utmost confidentiality and in compliance with applicable regulations at all times. It will implement the necessary technical and organizational measures to ensure data security and prevent alteration, loss, unauthorized processing, or access, taking into account the current state of technology, the nature of the stored data, and the associated risks.

Notwithstanding the foregoing, personal data included in communications may be disclosed to administrative or judicial authorities as required by any procedures related to the subject of the claim/communication, as well as to individuals who are strictly necessary for any subsequent investigation or judicial proceedings initiated as a result of the inquiry.

For more information, please consult the **Privacy Policy** on the website: [Data and Privacy Policy \(nautacapital.com\)](https://nautacapital.com/Data-and-Privacy-Policy)

12. RETENTION AND RECORDING OF MANAGED INFORMATION

NAUTA guarantees that the data communicated through the **Whistleblowing Channel** will only be accessible by those persons who are essential to carry out the investigation. However, access to them will be lawful by other persons or may even be communicated to third parties, when it is necessary for the adoption of disciplinary measures or for the processing of the legal proceedings that may be appropriate.

NAUTA will have a register of the claims/communications received and of the internal investigations carried out, thus carrying out a diligent and exhaustive follow-up with the aim of maintaining traceability on the activity of the **Whistleblowing Channel**. However, the confidentiality requirements provided for in this procedure shall be guaranteed in any case.

This register is not public, so that only at the reasoned request of the competent Judicial Authority, within the framework of a judicial or administrative procedure related to the subject matter of the communication, may the content of the register be accessed in whole or in part.

13. TRAINING

All managers and employees shall receive appropriate training in regard to the Whistleblowing Channel and this policy.

14. WHISTLEBLOWING REPORTS

NAUTA shall prepare the following:

- At least an annual report to **Nauta's** board of directors on the operation and effectiveness of its channel and controls in relation to the whistleblowing policy. This report shall maintain the confidentiality of the Informants; and
- In relation to NAUTA CAPITAL UK LIMITED, prompt reports to the FCA about each case NAUTA CAPITAL UK LIMITED contested but lost before an employment tribunal where the claimant successfully based all or part of their claim on either detriment suffered as a result of making a protected disclosure in breach of section 47B of the Employment Rights Act 1996 or being unfairly dismissed under section 103A of the Employment Rights Act 1996.

15. ADVERTISING & DISSEMINATION

NAUTA ensures that adequate information will be provided in a clear and easily accessible manner at all times regarding the use of the implemented whistleblowing channel, as well as the essential principles of the procedure outlined in this document.

16. NONCOMPLIANCE

Failure by any member to comply with internal NAUTA regulations may result in a punishable infraction. Consequently, non-compliance with this procedure may lead to reasonable and proportionate disciplinary measures, considering the specific circumstances of the case.

17. INTERPRETATION, APPROVAL AND ENTRY INTO FORCE

This Procedure was approved by the Board of Directors on November 11, 2024.

Any updates to its content will be duly communicated to all employees and managers.

Any query, improvement and/or question related to the content of this Procedure, or any doubt that may arise in its application, corresponds to the **Monitoring Unit**, to whom any collaborator may contact through the means detailed in this policy procedure.

ANNEX I.

APPOINTMENT OF THE WHISTLEBLOWING CHANNEL MONITORING UNIT

On November 15, 2024 the Board of Directors of **NAUTA** agreed to appoint the Monitoring Unit (a collegiate body) composed of the following members:

Name and Surname	Charge
Anna Daviau Toutain	Operations Partner
Agustina Nieto	Legal&Tax Controller

The collegiate body has delegated to **Ms. Anna Daviau Toutain** the powers of management of the Whistleblowing Channel, as well as the processing of investigation files.

In the same act and in accordance with the provisions of Law 2/2023, it is agreed to notify the appointment of this designated person, as well as that of all the members of the collegiate body, to the Independent Authority for the Protection of Whistleblowers (A.I.I.) within the legally established period.

ANNEX II

FORM FOR THE COMMUNICATION OF COMPLAINTS AND QUERIES

NAUTA makes available to all Informants the following form for the submission of claims/communications to report any indication of non-compliance with the internal or external regulations applicable to NAUTA. Fields marked with an * are mandatory.

Type of Communication (*)	CONSULTATION <input type="checkbox"/> COMPLAINT <input type="checkbox"/>
Name and surname (Optional)	<i>Identify your name and surname and the position you hold here, or, if you wish to make your communication anonymously, write "Anonymous communication" here.</i>
Contact e-mail (Optional)	<i>Please enter an email address here so that we can keep you informed of the status of your communication.</i>
Relationship with NAUTA (*)	<i>Please indicate your relationship with the NAUTA here:</i> <ul style="list-style-type: none"> <input type="checkbox"/> Employee <input type="checkbox"/> Former Employee <input type="checkbox"/> Shareholder/Participant <input type="checkbox"/> Member of the Administrative, Management or Supervisory Body <input type="checkbox"/> Contractor, subcontractor, or vendor worker <input type="checkbox"/> Volunteer, trainee, trainee <input type="checkbox"/> Worker Candidate
Entity about which the claim is to be made (*)	NAUTA Spain <input type="checkbox"/> NAUTA UK <input type="checkbox"/>
Details of the Affected Person (Optional)	<i>If you know him, identify here the name and surname and the position held by the person denounced.</i>
Description of the facts you wish to report (*)	<i>Try to provide as much data as possible for a better understanding of your communication.</i>

<p>Persons who can provide information on the alleged facts (Optional)</p>	<p><i>Write here the names and positions of other persons who may have knowledge of the facts denounced.</i></p>
<p>Means of proof (Optional)</p>	<p><i>List all the evidence you provide along with the complaint or indicate where you can find the evidence you consider suitable to clarify the facts.</i></p>
<p>Do you know of other people who may be covering up the facts you are communicating? (Optional)</p>	<p><i>Write here the names and positions of other persons who may have knowledge of the facts denounced.</i></p>

Whistleblowing Channel Policy	Owner:	Reviewed by:	Version/Date:
	Monitoring Unit	Monitoring Unit	10/2023
	Approved by:	Approval Date:	Date of Next Review:
	Board of Directors	15.11.2024	TBD
Recipients:	All employees		

VERSION CONTROL			
Version	Date	Responsible	Remarks
1.0	10/2024	Monitoring Unit	Initial Release