

COMPLIANCE

We take every report seriously: That's why we have established an internal reporting office, providing our employees with a secure way to inform us about any misconduct in their work environment. Our trusted representative carefully reviews all incoming reports and takes appropriate action if necessary, such as conducting internal investigations or involving the authorities.

The Whistleblower Protection Act, which came into effect in 2024, ensures that whistleblowers can report legal and regulatory violations in companies and public authorities without fear of retaliation. Reports should be as specific and verifiable as possible.

For those who prefer to remain anonymous, we recommend including a means of contact (e.g., an anonymized email address) in their submission. However, it is important to note that intentionally or grossly negligent false reports can have legal consequences and may result in claims for damages.

External whistleblowers, such as other companies or members of the public, can also report misconduct at: hinweis.bachl@integrityportal.de.

The entire process - whether internal or external - is overseen by a lawyer. Additionally, our internal reporting office and human rights officer are officially bound by confidentiality and guaranteed independence.



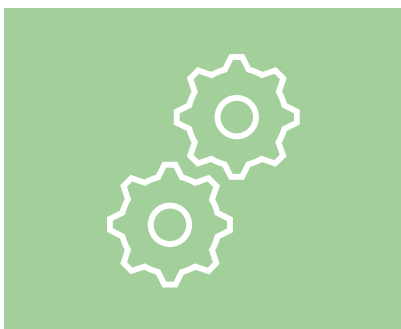
Reports are submitted directly and confidentially. Submissions can also be made anonymously.



An acknowledgment of receipt is issued within seven days.



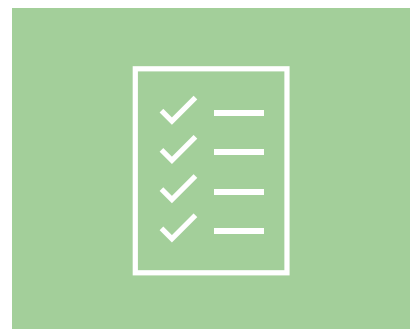
The responsible lawyer reviews the report for credibility and may contact the whistleblower for further information if needed.



If a report is deemed admissible and credible, follow-up measures will be initiated.



While maintaining anonymity, the responsible lawyer may launch an internal investigation, involving our internal human rights officer if necessary.



The reporting person will be informed about the outcome of the review.