

WHISTLEBLOWING

POLICY

PURPOSE

Our whistleblowing system serves to create an appropriate framework for reporting violations of our management policy, our Code of Conduct, as well as applicable laws, regulations and other legal provisions. Its purpose is to ensure that reporting persons have the opportunity to report misconduct or potential risks to our company or to society as a whole without fear of retaliation. The whistleblowing system also sets out how such reports are handled, investigated and treated confidentially.

SCOPE

Our whistleblowing system applies to all employees, managers, contractors and suppliers of the Felbermayr Group and covers all incidents that indicate a potential violation.

TYPES OF VIOLATIONS

The reporting of violations primarily relates to the disclosure of misconduct and criminal activities.

REPORTING OF VIOLATIONS

- **Confidential or anonymous reports:** Reporting persons are able to report violations or potential violations confidentially or anonymously. They may do so via the software provided, which can be accessed at the following link: <https://whistleblowersoftware.com/secure/felbermayr>. If an identity is disclosed, the identity of the reporting persons will be treated confidentially.
- **Identification:** When reporting persons submit a report, they should provide as much information as possible in order to enable appropriate follow-up of the case. This includes information such as, for example, the persons involved, location, time, nature of the violation and possible evidence.
- **Progress updates:** Felbermayr will take appropriate steps to investigate the allegations, gather evidence and, where necessary, take the required measures. Reporting persons will be informed in a timely manner about the progress of the investigation and any measures taken.
- **Protection against sanctions:** Felbermayr is legally obliged to protect reporting persons from sanctions. Any form of discrimination, harassment or disadvantage in response to a report will not be tolerated and may lead to disciplinary measures against the responsible parties.