

Subject: Introduction of the internal reporting office pursuant to the Whistleblower Protection Act (HinSchG)

Dear employees,

We want to inform you about a significant development introduced under the Whistleblower Protection Act (HinSchG). With immediate effect, Attorney-at-law Cornelius Matutis will serve as our internal reporting office, to which you can submit confidential reports. This reporting office is designed to protect and promote a transparent and ethical working environment.

This internal reporting office enables you to confidently and securely report information on potential violations of laws, internal policies, or other irregularities in the workplace. You may do so anonymously or under your name, depending on your preference. The reporting office is bound by attorney–client confidentiality, thereby ensuring the protection of your data and information.

To submit a report, you have several options:

- Use the form on the website: <https://anwaltliche-meldestelle.de>
- Contact by email: hinweis@anwaltliche-meldestelle.de
- By phone or in person by appointment: 0331 813284-73

Further information on the Whistleblower Protection Act, the internal reporting office, the external reporting channels available in addition to the internal route, and on procedures for reporting to bodies, institutions, or other entities of the European Union can be found on the website of our internal reporting office: <https://anwaltliche-meldestelle.de>.

We would like to emphasize that introducing the internal reporting office is a further step towards fostering a trustworthy working environment with integrity and compliance at its core. We are confident that providing this reporting office will help uncover potential irregularities and ensure timely action can be taken.

Thank you for your support and commitment.

Kind regards,

[Business Owner/Management]