

Whistleblower Policy

Annex 1

Internal reports can be submitted by whistleblowers to the following competent offices, which will then investigate and handle the reports, as the case may be together with the relevant Group-Companies as identified under Annex 3:

dr. Marcell Péter Helyes

Compliance Officer International

OBO BETTERMANN Hungary Kft.

Hungary

H-2347 Bugyi, Alsóráda str. 2.

E-Mail: compliance@obo.de, or helyes.marcell@obo.hu

Mobil: +0036 20 490-2967

Telefon: +0036 29 349-708

or,

Sascha Hesse

Legal advisor

OBO BETTERMANN Holding GmbH & Co. KG

Germany

Hüingser Ring 52, 58710 Menden (Sauerland)

E-Mail: sascha.hesse@obo.de

Mobil: +49 151 11432833

Telefon: +49 2373 89-1232

Complaints according to the German Supply Chain Due Diligence Act shall be submitted to the following contact person:

Christian Blome

Quality Manager (Human Rights Representative)

OBO BETTERMANN Holding GmbH & Co. KG

Germany

Hüingser Ring 52, 58710 Menden (Sauerland)

E-Mail: supplychain.complaints@obo.de, or blome.christian@obo.de

Mobil: +49 151 11457660

Telefon: +49 2373 89-1549