



Munich, 27 February 2024

Dear Employees, Clients, Service Providers, and Business Partners,

Integrity, fairness, trust, and transparency are important to us. For this reason, BARDEHLE PAGENBERG has established a new, independent **reporting channel** as a central point of contact for the confidential reporting of possible misconduct, which meets the current requirements of the German legislator (Whistleblower Protection Act).

What can be reported?

In particular, you can report the following incidents that you become aware of in the course of your work for or your cooperation with BARDEHLE PAGENBERG:

- Violation of criminal law
- Violations punishable by fines, namely those that affect the life, health, or rights of employees (e.g., occupational health or safety)
- Violation of legal norms for the implementation of European regulations (e.g., money laundering, product safety, consumer, environmental, and data protection, security in information technology, tax or antitrust law)
- Complaints relating to the code of professional conduct

You can choose the reporting channel also if you are affected by or become aware of cases of harassment or discrimination based on race, gender, sexual orientation, age, religion, disability, or other characteristics protected under the law.

Reporting channel

You can send your reports to the following external ombudspersons:

**BARDEHLE
PAGENBERG**

BARDEHLE PAGENBERG
Partnerschaft mbB
Patent Attorneys at Law
District Court of Munich
Partnership Register 1152
ISO 9001 certified

In cooperation with:

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YUSARN AUDREY
www.yusarn.com
Singapore



- **Dr. Annette von Stetten**, Attorney-at-law, who has many years of experience in white collar crime and criminal tax law. She continuously advises companies on compliance issues and is entrusted with professional proceedings at the Bar Court.
- **Mr. Andreas von Máriássy**, Attorney-at-law, who is a trial lawyer with many years of experience. He is also involved in compliance issues as a member of the board of the Munich Bar Association and an expert in professional law.

Dr. von Stetten and Mr. von Máriássy can be reached as follows:

von Máriássy | Dr. von Stetten | Degenhard Rill PartG mbB Attorneys at Law

Altheimer Eck 13/II, 80331 Munich

Phone: +49 89 23 66 79-0

E-mail: stetten@rae13.de or mariassy@rae13.de

You can also report your concerns at any time to the Managing Partner. Alternatively, you can address Dr. Henning Hartwig (Compliance Officer; compliance@bardehle.de), Dr. Anna Giedke (Diversity Officer) or Ulrika Voss (Head of Human Resources).

Dealing with reports

You are free to choose whether your report should be treated anonymously. Dr. von Stetten and Mr. von Máriássy guarantee confidentiality and will ensure that your report will be treated appropriately. In particular, the ombudspersons are required to carry out further investigations in order to clarify any incidents. Together with the firm's management and Compliance Officer, proper and appropriate follow-up measures are then taken.



Thank you for your trust!

Yours sincerely,

Johannes Lang
Managing Partner

Dr. Henning Hartwig
Compliance Officer

Dr. Annette von Stetten
Ombudswoman

Andreas von Máriássy
Ombudsman