



REPORTING SYSTEM OF ADOLF DARBO AG

The compliance with applicable law, the sustainable use of our resources and a fair and respectful cooperation are of prime importance for the Adolf Darbo AG.

In order to meet our high standards, it is particularly important that we are informed about possible grievances and misconduct so that we can clarify and remedy them as soon as possible.

We have therefore set up a reporting system in accordance with the statutory provisions in order to offer employees of Adolf Darbo AG as well as external third parties (e.g. customers, suppliers, etc.) the opportunity to report unlawful conduct in the area of Adolf Darbo AG.

It goes without saying that all reports are treated as strictly confidential and the identity of whistleblowers and persons affected by reports is protected within the framework of the legal provisions.

The staff of the legal department will examine the information and conduct the investigation of potential rule breaches completely impartially, without bias or instructions.

We do not accept any discrimination against whistleblowers and persons because of their contribution to the clarification of possible infringements. If you do not wish to reveal your identity, you are also free to submit your information anonymously. We will not do anything to identify anonymous whistleblowers against their will.

You have the following options for reporting potential breaches of rules:

1. reporting platform: <https://darbo.occultum.at>
2. email: hinweise@darbo.at
3. by telephone: +43 5242 6951 142
4. mail: Adolf Darbo AG, Attn: Legal Department, Dornau 18, 6135 Stans, Austria (please mark the envelope 'Confidential')

If reports to our internal reporting system are not reasonable or appropriate, or have proved unsuccessful or futile, there is still the possibility of contacting external reporting offices.

THANK YOU FOR YOUR COOPERATION!

ADOLF DARBO AG