Whistleblower system

At Euroquarz GmbH, part of the Possehl Construction Group, employees have the option of contacting an internal, outsourced and independent whistleblower portal if they suspect or are aware of illegal or unethical conduct, thereby helping to uncover violations of rules.

You can report misconduct by employees in our group of companies as well as by our suppliers and service providers in relation to possible legal violations or actions that are damaging to the company, such as corruption, bribery, fraud, other criminal offences, child labour, slavery, lack of occupational safety, exploitation and discrimination.

Whistleblowers will not suffer any disadvantage as a result of reporting. Reports can be made in German and English. Reports can also be made anonymously if desired.

WhistleFox whistleblower portal

If you have specific, substantiated information about legal violations or breaches of rules at Euroquarz GmbH, or if you suspect such violations, you have the following options for contacting us:

- · via web form / English web form here
- · by telephone: +49 221 2052-547
- · by fax: +49 221 2052-1
- · by email: <u>c.schork@heuking.de</u>

The confidential reporting office (WhistleFox) can be contacted around the clock via web form, email, fax or post, and by telephone during normal office hours on working days.

Mr Christoph Schork, lawyer, is available as your contact person.

Heuking Kühn Lüer Wojtek Attn: Dr Christoph Schork Magnusstraße 13

D-50672 Cologne

It is also possible to report incidents to external reporting offices. These include, for example:

 \cdot the external reporting office of the Federal Government at the Federal Office of Justice;

- · external reporting offices of the respective federal state;
- · specially responsible external reporting offices, e.g. at the Federal Cartel Office.

Please note that the whistleblower system is not intended for complaints. If you are dissatisfied with the products or services of Euroquarz GmbH, please contact your respective contact person within the company.

How we handle reports in accordance with Section 8 LkSG is set out in our <u>proce-</u> <u>dural rules</u>.