PROCEDURE OF THÜGA'S WHISTLEBLOWER SYSTEM

Breach

- Breaches of laws and serious breaches of internal rules
- risks related to human rights or environment according to the German Supply Chain Due Diligent Act (LkSG)

→ **Submission of report**

→ **Whistleblower System Integrity Line**

- https://thuega.integrityline.com
- secure electronic mailbox
- reports can be submitted anonymously

→ **External lawyers carry out initial check**

→ **Coordination with Compliance Officer**

→ **Internal investigation**

→ **Decision on follow-up measures**

→ **If necessary, follow-up measures**

→ **Feedback to reporting person**