

Information on Reporting Procedure under the Whistleblower Protection Act

In the past, we have multiple reports in the media about companies that have repeatedly come to attention due to blatant legal violations. These actions not only result in criminal offenses but also cause lasting damage to the companies' reputation.

As a company, we have always positioned ourselves unequivocally in favor of lawful conduct because it ensures sustainable success for all of us. Therefore, we want to be informed about any unlawful behavior within our organization so that we can address and rectify such conduct.

We proactively comply with legal requirements by providing all employees, customers, and suppliers with the opportunity to securely report violations. Tips can also be submitted anonymously if desired.

The whistleblower system is exclusively designed to receive and process reports related to actual or perceived violations and is not intended for general complaints.

We have chosen LegalTegrity as our reporting platform. The solution we have implemented ensures that data privacy and anonymity are fully guaranteed. Technical tracing (unless the report was made on a sfm company-owned device) is not possible.

Below, you will find the link/QR code for submitting a report via LegalTegrity, as well as a demo video.

LegalTegrity Telephone Hotline:

- Monday to Friday: 9:00 AM to 5:00 PM
- From Germany: +49 800 3800 999
- From abroad: +49 69 9999 8839

Link + QR Code for Reporting Portal: Report Portal

<https://app.whistle-report.com/report/cea8459e-6178-4cec-8a66-08f609a5b61b>



Link + QR Code for Demo Video: Demo Video

https://portal.legaltegrity.com/wp-content/uploads/2023/09/legaltegrity_kmu_de_v4_short.mp4

