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# Murrelektronik Group Rules of Procedure for the whistleblower system and complaint procedure in accordance with Section 8 of the Supply Chain Due Diligence Act

## 1. Scope and purpose

The whistleblower system and complaint procedure ("procedure") of the Murrelektronik Group ("Murrelektronik") serves as an early warning and remedial system by enabling any individual or group of individuals to report risks and violations in the area of compliance. These procedural rules describe the process and how Murrelektronik companies deal with such reports or complaints.

Compliance within the meaning of the Procedure includes violations of international and national law as well as internal company regulations. This includes, for example, provisions on the protection of personal data, competition, and corruption. In addition, human rights and environmental risks in the context of Murrelektronik's business activities are to be identified and any violations of the related obligations in the supply chain are to be addressed.

The aim of the procedure is to receive, document, follow up on, and forward reports or complaints ("reports") to the appropriate internal departments. Murrelektronik encourages everyone to report possible compliance violations and risks. Murrelektronik has set itself the goal of identifying compliance risks and violations in a timely manner, preventing them proactively, and eliminating them if necessary.

The procedure is accessible to all whistleblowers without barriers and with confidentiality of their identity and guarantees effective protection against discrimination or punishment as a result of the report.

Reports or complaints can be submitted via the following channels:

- Website: [Murrelektronik whistleblower system](#)
- Email: [compliance@murrelektronik.de](mailto:compliance@murrelektronik.de)
- Phone: +49 7191/47-1099

## 2. Independence and responsibility

Murrelektronik has appointed a Compliance Committee to carry out the procedure, which is made up of the Human Rights Officer and managers from the areas of Human Resources, Environmental Protection, Occupational Safety, Human Rights, and Global Procurement. The appointed individuals are bound to secrecy and guarantee impartiality and independence, as they are not bound by instructions within the framework of the Compliance Committee.

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## 3. Procedure

The investigation should be carried out quickly and without major interruptions. Reports can be submitted via our whistleblower system on the Murrelektronik website. Confirmation of receipt will be sent within seven days at the latest. If a report is submitted by email, it will be manually entered into the system and processed for uniform documentation.

The Compliance Committee will then

- will send the whistleblower confirmation of receipt within seven days and
- determine whether relevant rights are affected,
- discuss the facts of the case and desired responses with the whistleblower,
- if desired, maintain contact with the whistleblower via the specified communication channel,
- examine the validity of the report,
- request further information if necessary, and
- decide on appropriate remedial measures, if necessary.

Once the review and assessment have been completed, the procedure is either closed or appropriate measures to remedy the report are proposed. All decisions are justified and archived by the Compliance Committee.

The whistleblower will be informed of the Compliance Committee's decision by means of a reasonable notification no later than three months after confirmation of the report, if this does not prejudice the investigation or the rights of the people concerned.

## 4. Protection of the whistleblower

Murrelektronik naturally guarantees full protection for whistleblowers against any disadvantages resulting from reports made in good faith.

If information about the report is forwarded to other departments for processing or comment, the anonymity of the person is preserved and only a minimum number of other people are included. The identity of the whistleblower is always treated as strictly confidential, unless there is a legal obligation to report and disclose.

Murrelektronik protects every person involved as best as possible from discrimination and disadvantage within the scope of the available options. If necessary, influence and reprisals against the whistleblower will also be countered with measures under labor law.

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## 5. Effectiveness of the complaint procedure

The Compliance Committee reviews the effectiveness of the whistleblower system at least once a year and on an ad hoc basis. An ad hoc review is carried out of whether a significantly changed or expanded risk situation is to be expected in the company's own business area or in its direct or indirect environment.