

Whistleblower Protection Act Reporting System for Responsible Conduct

On May 31, 2023, the Federal Ministry of Justice issued a law to protect whistleblowers. For this reason, we have established a whistleblower system that can be used by both ROS employees and our business partners and other third parties.

Whistleblowers who experience violations in connection with the professional environment can, in accordance with the Whistleblower Protection Act, forward their reports to the internal reporting office mentioned above under protection from reprisals, thus initiating targeted measures.

The integrity at ROS is maintained through the corporate culture and firmly embedded values, which require the constant adherence to impeccable and responsible actions of all employees. Should there be any suspicion of a compliance violation despite the comprehensive vigilance and care of our corporate stakeholders, we pursue reports consistently to detect unlawful actions early and to avoid damages for all parties involved.

The following reporting channels are available and can also be used anonymously upon request:

As the contact person at ROS RollenTechnik GmbH,

Ms. Steffen acts as the point of contact (+49 254291886-114).

Reports can also be sent via email to the secure mailbox **HinSchG-Meldestelle@ros.eu**.

Of course, the contact person is also available for personal meetings.

Appointments can be arranged at any time through the contact options mentioned above.

We guarantee secure and absolutely confidential reporting and processing across all channels, which are processed in accordance with applicable data protection regulations (EU General Data Protection Regulation and Federal Data Protection Act). Please also refer to our privacy policy at www.ros.eu/privacy. In processing, we protect both whistleblowers from reprisals that may result from their report and the legitimate interests of the person affected by a report. Therefore, we ask whistleblowers for responsible and serious use of this reporting system.

An overview of external reporting offices as well as exceptions to the scope of the Whistleblower Protection Act can be found here:

www.bundesjustizamt.de/DE/MeldestelledesBundes/ZustaendigkeitderMeldestellen/ZustaendigkeitderMeldestellen_node.html#AnkerDokument97002.

Information and descriptions of the process for handling reports on this topic are available to all employees in our ISO-9001 system under the whistleblower reporting system.