

## FEV GROUP GMBH

# Information on the Group-wide whistleblowing management of the FEV

Status: September 2023

The public image of FEV Group is largely determined by the appearance, actions and behavior of its employees and any other representative. We have specific guidelines or principles for correct conduct in business dealings and in the performance of entrepreneurial activities, which supplement or concretize the legal requirements.

Compliance with legal regulations and operational guidelines is of great importance; therefore, we also have a great interest in becoming aware of any violations.

### **Whistleblowing-Management**

We therefore welcome and take note of justified reports. The information may concern actual or imminent violations as well as suspected cases. Anyone, including employees of the company and external parties close to the company such as customers, contractual partners or competitors, can report such information to the company. We have **set up a special reporting channel involving an external ombudsman**. In addition, there is a regulated procedure for **the processing of reports, so that we have created a system which** serves to protect whistleblowers and to ensure the objectivity, seriousness and appropriateness of the review of reports.

### **Ombudsman**

The ombudsman acts as an internal reporting office and, in this function, guarantees the confidentiality of the identity of a whistleblower, unless the whistleblower expressly waives this protection on the basis of his or her own uninfluenced decision. An experienced and professionally suitable legal contact outside the FEV Group has been selected as ombudsman.

The ombudsman accepts information in any form, with the possibility of closing any gaps in the information through personal discussions with the whistleblower and being better able to make an initial, objective and thus company-independent assessment of the information. The ombudsman is the confidential contact person for every whistleblower, and discussions between the ombudsman and the whistleblower can be conducted openly and without prejudice.

Upon completion of the contact with a whistleblower, the ombudsman will then pass the information (if necessary in anonymous form, see above) with his evaluation to the Chief Compliance Officer of FEV Group GmbH for further processing. The ombudsman is to be informed about the progress of this process so that he in turn can inform the whistleblower accordingly.

**If a whistleblower wishes to remain anonymous to the company, he or she should choose this reporting channel.** Reports to other company departments, such as the Compliance Officer, are welcome and their serious and objective processing is ensured, but if the report is not itself already anonymous, the anonymity of a whistleblower cannot be guaranteed.

As **ombudsman** was appointed :

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### **Chief Compliance Officer is**

Mr. Jens Adler

Phone: +49 (0) 241 5689-0

E-mail: [adler\\_j@fev.com](mailto:adler_j@fev.com)

The Chief Compliance Officer shall be responsible for receiving from the ombudsman any matters that have been assessed as relevant by the ombudsman with the ombudsman's initial assessment, for investigating the matter in greater detail if necessary, and for submitting an objective assessment to the management, together with recommendations for action if necessary. The ombudsman is informed of the outcome. However, the Chief Compliance Officer also handles the processing and evaluation of information that comes to the attention of the company without the involvement of the ombudsman.

**Information**

The Chief Compliance Officer of FEV Group GmbH will be pleased to answer any further questions regarding the compliance organization of FEV Group.