

Whistleblower Protection Act at IEM FörderTechnik Reporting System

The Federal Ministry of Justice issued a law to protect whistleblowers on May 31, 2023. For this reason, we have set up a whistleblower system that can be used by both IEM employees and our business partners and other third parties. Whistleblowers who learn of violations in connection with the professional environment can forward their information to the above-mentioned internal reporting office under protection from reprisals according to the Whistleblower Protection Act and thus initiate targeted measures.

Integrity at IEM is maintained by the corporate culture and the firmly anchored values, which requires the relentless compliance with impeccable and responsible actions of all employees. Despite the comprehensive vigilance and care of our company participants, if a suspicion of a compliance violation arises, we consistently pursue information to detect illegal actions early and avoid damage to all participants.

The following reporting channels are available and can be used anonymously if desired:

Mr. Lautner (+49 9642 80-198) serves as the contact person at IEM FörderTechnik GmbH. Information can also be sent by email to the secure mailbox **HinSchG-Meldestelle@iem.eu**.

Of course, the contact person is also available for personal meetings. Appointments can be arranged at any time using the contact options mentioned above.

We guarantee a safe and absolutely confidential report and processing via all channels, which are processed in accordance with the applicable data protection regulations (EU Data Protection Regulation and Federal Data Protection Act). Please also note our privacy policy at www.iem.eu/datenschutz. We protect whistleblowers from reprisals that could result from their report, as well as the legitimate interests of the person affected by a report. Therefore, we ask whistleblowers to handle this reporting system responsibly and seriously. An overview of external reporting offices and exceptions from the scope of the HinSchG 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.