

## INTRODUCTION WHISTLEBLOWERSYSTEM as of April 2022

Dear employees,

We hereby inform you that we are setting up a so-called whistleblower system in the TRILUX Group.

### What is a whistleblower system and what is its purpose?

The TRILUX whistleblower system makes it possible to anonymously report information about violations of EU law, national law or violations of the ZVEI-VDMA Code of Conduct, the code of conduct applicable within TRILUX, without having to fear negative consequences.

### Why do we need a whistleblower system and what should be considered?

Due to an EU directive, the introduction of a whistleblower system will gradually become mandatory for companies based within the EU after corresponding implementation by local laws. Our customers, especially key account customers, banks and business partners, also attach importance to the existence of a whistleblower system in the context of compliance and sustainability inquiries.

Whistleblower systems offer companies the opportunity to avoid damage through early detection. But whistleblower systems also open the risk of individuals or companies being wrongly accused and exposed to unjustified investigations. In companies, the working atmosphere can be considerably impaired.

### The following due diligence requirements must therefore be observed when submitting tips:

- **Voluntary:** There is no obligation to submit reports or use the whistleblower system. Employees who wish to report violations of our Code of Conduct or legal regulations can use the whistleblower system. At TRILUX, the doors are open. We live an open culture of exchange, information and communication. If possible, anyone with a concern speaks directly to the persons concerned or consults the supervisor(s).
- **Anonymous:** To ensure that you do not unknowingly waive your right to anonymity, please observe the due diligence requirements that are pointed out to you within the system. For example, do not accidentally reveal your identity by attaching documents with references to your person.
- **Truthfulness:** before reporting, adequately verify that the information on which the report is based is truthful.

### Where can I find the whistleblower system and how do I use it?

The safest way to access the whistleblower system is to copy the URL

<https://trilux.trusty.report/>

into the address bar of your web browser. The operation is intuitive and self-explanatory. Nevertheless, a short manual is attached.

### Further questions?

If you have any questions about how to use the whistleblower system, or alternatively if you would prefer NOT to report tips anonymously, please direct your concerns to the Legal Department at [whistleblower@trilux.com](mailto:whistleblower@trilux.com). Further details are regulated in the TRILUX Whistleblower Policy.

**Legal Department of the TRILUX Group**