

WHISTLEBLOWING SYSTEM

The whistleblowing system is an internal reporting channel that enables whistleblowers to report information about suspected violations.

The aim is to obtain information on any violations of applicable law and the Code of Conduct so that BLANC & FISCHER Familienholding can ensure compliance and continue to act as a reliable, responsible and fair company.

Scope of the reports:

All violations of the Code of Conduct of BLANC & FISCHER Familienholding or applicable law, including but not limited to the following, may be reported:

<ul style="list-style-type: none">• Bribery, corruption• Financial crime	<ul style="list-style-type: none">• Competition law• Production reliability, quality problems	<ul style="list-style-type: none">• Fraud, attempted fraud• Conflicts of interest
<ul style="list-style-type: none">• Health,• Safety in the workplace	<ul style="list-style-type: none">• Harassment, discrimination	<ul style="list-style-type: none">• Serious environmental damage
<ul style="list-style-type: none">• Rights and protection of individuals, in particular human rights	<ul style="list-style-type: none">• Embezzlement, misappropriation, theft	<ul style="list-style-type: none">• Protection of personal data and information security
<ul style="list-style-type: none">• Controls on international trade		

The Code of Conduct can be found on the intranet and on the homepage of Blanc und Fischer Familienholding:

Intranet of the company:

<https://blancfischer.sharepoint.com/sites/Compliance>

Homepage Blanc and Fischer Family Holding:

<https://www.blanc-fischer.com/familienholding/compliance>

Protection of whistleblowers:

Individuals who report violations in good faith are protected from retaliation — including dismissal, demotion, or discrimination — under local law. This protection extends not only to whistleblowers but also to those who support the reports or share relevant information.

Reporting - Reporting centres - Confidentiality - Legal protection:

Whistleblowers have the option to submit reports anonymously. Their identities are kept strictly confidential and will only be disclosed with their explicit consent or if legally required. Whistleblowers will receive feedback on the status of their report within three months and are entitled to support and legal protection if they face any penalties as a result of their report.

Internal contact persons:

Emre Yalcin - Compliance Ambassador / CFO

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Internal reporting office:

Whistleblowingsystem

<https://blancfischer.integrityline.com/>