

Procedural rules for the complaints procedure/ whistleblower system at CORIUS

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1 Foreword

The CORIUS Group and its subsidiaries are committed to complying with the German Whistleblower Protection Act (HinSchG) and the German Supply Chain Due Diligence Act (LkSG). The aim is to protect human rights and the environment along the entire value chain and in its own business area and to actively speak out against violations.

The CORIUS Group explicitly addresses human rights and environmental issues and fulfills its due diligence obligations. Among other things, this also includes the effective establishment of a complaints procedure through which internal and external persons can provide information or submit complaints if there are violations of human rights or environmental protection in their own area of business or along the supply chain.

The HintBox complaints portal is available on the website at <https://corius.hintbox.de/> for reporting violations of the CORIUS Group's Declaration of Principles or Supplier Code of Conduct. The CORIUS Group conscientiously examines these concerns and initiates further measures.

The complaints procedure provided supplements the general risk management system and is instrumental in identifying potential and existing risks. In this way, appropriate preventive or remedial measures can be initiated at an early stage to avert these risks and protect the CORIUS Group from serious consequences.

2 Scope of application

The procedure can be used for any type of complaint about human rights or environmental risks that violate the Declaration of Principles or the Supplier Code of Conduct. This applies to each individual violation that has occurred in CORIUS' own business area or in the supply chain as a result of certain economic activities. Any person who becomes aware of such violations can submit a report, **even anonymously**.

3 Beschwerdekanäle

Information or complaints can be submitted to the CORIUS Group, anonymously and confidentially if required, via various communication channels:

- Web-based whistleblower system via the CORIUS Website (<https://corius.hintbox.de/>)
- Postal information to: CORIUS Group GmbH, Karlstraße 60, 80333 München
- Direct reports to a local contact person with contact to the Compliance department

4 Description of procedure

Regardless of the choice of complaints channel, the procedure for processing reports is always the same. The receipt of a report is confirmed and, using an internal guideline, each complaint is assigned to an employee from the Compliance department or directly to the Compliance Officer or Human Rights Officer for processing, who checks the case for admissibility and, if necessary, works out further details in cooperation with the person making the report and classifies the facts accordingly. If the case in question is no longer pursued, the whistleblower is informed of this via the HintBox.

However, if a human rights or environmental violation is confirmed during processing, appropriate remedial measures are initiated immediately. **The whistleblower system allows the whistleblower to view the current processing status at any time** and, if necessary, to be actively involved in the development of measures. From this step onwards, it may also be necessary to involve other suitable experts in finding a solution. An action plan with time targets is defined in order to gradually address and eliminate the causes of the violation. In the case of serious violations, this can range from warnings to the termination of employment or business relationships.

Information on individual procedural steps is carefully documented and stored. The processing of a complaint or report should be completed after three months at the latest.

5 Protection of the whistleblower

The CORIUS Group makes every effort to ensure the protection of the whistleblower in accordance with the HinSchG. No disadvantages, punishments or other reprisals are to be expected. Exceptions exist only in the case of intentional or grossly negligent reporting of incorrect information about violations.

In principle, however, a whistleblower has the option of remaining anonymous. The exchange of information and data via the whistleblower system is completely confidential and in encrypted form. No contact details of the whistleblower are stored unless the person has expressly consented to this.

6 Contact persons

The central contacts are the Compliance Officer and the Human Rights Officer with the entire Compliance department, who will take care of your concerns:

Contact: compliance@corius.de

Furthermore, the “HintBox” notification system described can be used for messages.