WÜRTH GROUP

OUR REPORTING HOTLINE SPEAKUP CAN BE FOUND

- on the Würth Group's website at
  www.wuerth.com/compliance
- on the intranet and on the websites of all companies of the Würth Group
- or directly at
  https://www.bkms-system.net/wuerth

Our reporting hotline is based on the BKMS® system (**B**usiness **K**eeper **M**onitoring **S**ystem) and retains the anonymity of the informant if requested.



WÜRTH GROUP

SPEAKUP

Reporting hotline of the Würth Group

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Do not hesitate to contact the Chief Compliance Officer and the Group Compliance Officer for questions regarding the SpeakUp reporting hotline.



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COMPLIANCE@WÜRTH

Mutual trust, reliability, honesty and straightforwardness, both inside and outside the company, are the fundamental principles deeply ingrained in the Würth Group's corporate culture. Our commitment to these values was first laid down in the Corporate Philosophy, which was written by Reinhold Würth in the 1970s.



"We want performance, predictability, honesty and straightforwardness."

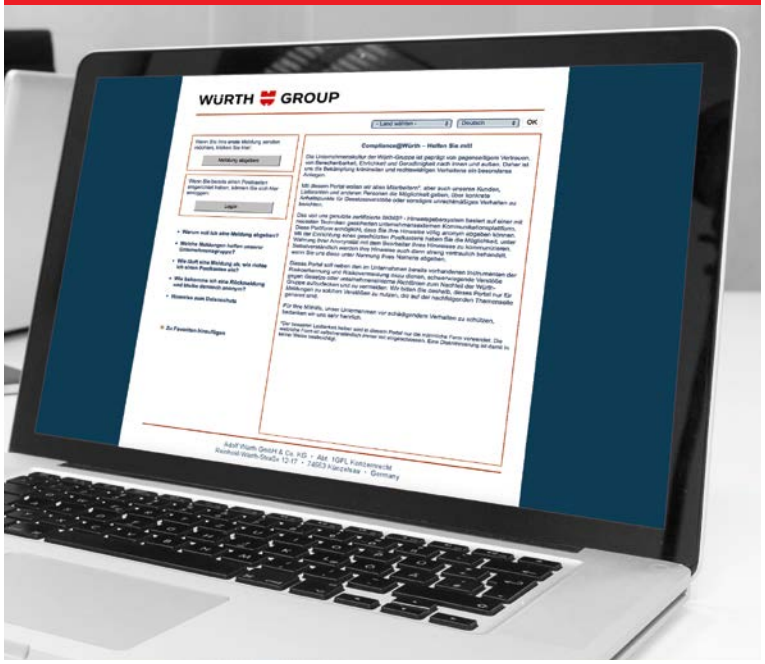
(Prof. Dr. h. c. mult. Reinhold Würth,
Honory Chairman of the Supervisory Board
of the Würth Group's Family Trusts)

SPEAKUP REPORTING HOTLINE

Our **SpeakUp reporting hotline** allows you to report irregularities or even criminal acts maintaining your absolute anonymity.

By setting up a mailbox, the person reporting an incident can communicate with the responsible officer. When setting up your mailbox, your anonymity remains preserved.

The Compliance Officers in charge will handle all tips with strict confidentiality and in close coordination with the responsible company management.



CIVIL COURAGE

We expect all employees to comply with the laws and regulations.

Likewise, we expect that illegal or irregular actions not be tolerated. This includes reporting any misbehavior to the responsible offices. This is an expression of civil courage and the responsibi-lity of all employees!

