

Whistleblowing System

POSSEHL Identification Solutions (PID) as a member of POSSEHL SME Investments offers the possibility to contact an internal, outsourced and independent whistleblower portal in case of suspicion or knowledge of illegal or unethical actions and thus to contribute to the detection of violations of rules.

It is possible to report misconduct by employees in our group of companies as well as by our suppliers and service providers with regard to possible violations of the law or actions that are harmful to the company, such as corruption, bribery, fraud, other criminal offences, child labour, slavery, lack of occupational safety, exploitation and discrimination.

Whistleblowers will not suffer any disadvantage as a result of making a report. Reports can be made in German and English. Reports can also be made anonymously if desired.

[WhistleFox whistleblower portal \(https://whistlefox.heuking.de/Home/English\)](https://whistlefox.heuking.de/Home/English)

If you have concrete, justified indications of legal violations or breaches of rules at PID-Group or suspect such violations, you have the following options for contacting us:

- by web form:

<https://whistlefox.heuking.de/start/possehl-mittelstandsbeteiligungen-identifikationsloesungen/de/F044F35B8940BA8DE2EE752714C4A9BD>

<https://whistlefox.heuking.de/start/possehl-mittelstandsbeteiligungen-identifikationsloesungen/en/F044F35B8940BA8DE2EE752714C4A9BD>

- by phone: +49 221 2052-547
- by fax: +49 221 2052-1
- by e-mail: c.schork@heuking.de

The confidential reporting office (WhistleFox) can be contacted around the clock by web form, e-mail, fax or post and by telephone every working day during normal office hours.

The contact person is Dr Christoph Schork, attorney-at-law.

Heuking Kühn Lüer Wojtek
Attn. Dr Christoph Schork
Magnusstraße 13
D-50672 Köln

Please note that the whistleblowing system is not intended for complaints. If you are dissatisfied with regards to the products or services of the Possehl Group, please contact your respective contact person in the company.

For information according to the German Supply Chain Duty of Care Act (Lieferkettensorgfaltspflichtengesetz), you can find further procedural information here: <https://www.novexx.com/responsibility-sustainability/>