

Complaint Mechanism according to § 8 LkSG (Lieferkettensorgfaltspflichtengesetz)

(As of December 01, 2023)

Rules of Procedure

Preamble

Adhering to the German LkSG legislation (Lieferkettensorgfaltspflichtengesetz) is of utmost priority to PERI. Violations must be recognized early on and corresponding remedial measures launched in a quick manner in order to prevent possible damages to the PERI Group, its customers, employees, business partners, and other stakeholders.

The complaint mechanism, which can be used to point out risks and/ or violations related to human rights and/ or environmental protection across the supply chain (including the operations of the PERI Group and its subsidiaries worldwide), constitutes a major component of this early recognition system.

The rules of procedure at hand contain important information about the complaint mechanism, outlining the complaint and investigation process as well as the assignment of responsibilities within the PERI Group for conducting investigations.

1. Purpose of the Complaint Mechanism

The complaint mechanism enables each and every person to submit clues/ complaints regarding risks and/ or violations related to human rights and/ or environmental protection to the PERI Group, independent of at which tier of the supply chain these risks and/ or violations may occur (early warning system). It is also possible to point out looming risks and/ or violations in order to prevent or minimize imminent damage.

2. Who is able to submit clues and/ or complaints?

Everyone is entitled to submit clues and complaints related to human rights and/ or environmental protection.

3. Which type of clues and/ or complaints can be submitted?

The complaint mechanism enables the submission of clues and complaints regarding risks and violations of human rights- and environmental protection-related duties pertaining to the PERI Group and/ or its supply chain.

4. How are clues and complaints submitted?

PERI provides an online complaint management tool. The input screen is available in several languages. It can be accessed 24/7 through the following link:

<https://peri.integrityline.com/frontpage>

Providers of clues and complaints receive access to a password-protected mailbox (Secured Inbox), which enables them to stay in contact with the experts that are responsible for conducting the

investigation, for example to answer follow-up questions. If desired, the whistleblower can remain anonymous.

Clues and complaints can also be submitted by mail, using the following address:

PERI SE
Human Rights Responsible (Menschenrechtsbeauftragter)
Rudolf-Diesel-Str. 19
89264 Weißenhorn
Germany

5. Who investigates clues and complaints?

Clues and complaints are investigated by employees of the PERI Group that have been specifically selected/ tasked by the PERI Group's Human Rights Responsible. The employees tasked with conducting the investigation act independently and are not bound to orders. Knowledge and information obtained through the course of the investigation will be treated in a confidential manner.

6. Complaint Handling Process

Each receipt of clues/ complaints is documented internally.

Confirmation of Receipt

When submitting clues/ complaints through the online system, you will receive a confirmation of receipt as well as a unique case ID.

Using the unique case ID, you may access the case and its current state of investigation online at any time through the online tool. You may also use the tool to submit additional information or to communicate with the investigators.

Start of the Investigation

Clues and complaints will be sorted according to the affected topic(s) and prioritized according to their severity.

In case the provided information is not sufficient to conduct an investigation, the employees tasked with conducting the investigation will attempt to get in touch with the person that had provided the clue/ complaint in order to retrieve further information, if possible.

Investigation Process

Clues and complaints are reviewed centrally. This includes reviewing which PERI entity/ entities and/ or which supplier(s) is/ are subject of the clue/ complaint.

In case the investigation unveils/ confirms that risks and/ or violations of environmental protection- and/ or human rights-related duties at PERI, its subsidiaries, and/ or at its supplier(s) do exist or are about to occur, the responsible function at PERI will implement suitable preventive and/ or remedial measures. Otherwise, the investigation will be terminated.

The implementation of the preventive and/ or remedial measures is tracked and monitored by the responsible function.

The person that has provided the clue/ complaint will be informed about the investigation's results.

7. Whistleblower protection

All clues and complaints are treated in a confidential manner.

The whistleblower's identity will be protected throughout the entire investigation, moreover, confidentiality will be upheld even after the investigation has concluded. Confidentiality extends to all persons that are mentioned in or affected by the clue/ complaint.

Only selected employees receive permission to access the information provided through the complaint mechanism and other reporting channels.

Personal information that allows to identify the whistleblower is only shared on a "need to know"-basis, and only if the sharing of this information is in line with data protection laws and necessary for the course of the investigation.

The PERI Group ensures that whistleblowers do not suffer any disadvantages because of the clues/ complaints they have provided.