



## Whistleblower - Internal Whistleblowing Unit

The European Parliament and the Council of the European Union adopted Directive (EU) 2019/1937 on the protection of persons who report infringements of Union law (the so-called Whistleblower Directive - HinSch-RL) on October 23, 2019.

The Act for Better Protection of Whistleblowers (Whistleblower Protection Act - HinSchG - of May 31, 2023, BGBl. 2023 I No. 140) enacted by the Federal Government serves to implement this Directive and will enter into force on July 2, 2023.

To ensure compliance with legal obligations, JOPP encourages its employees, but also external persons, to report potential violations. JOPP has set up an internal whistleblower reporting office with various reporting channels through which tips can be submitted.

JOPP's internal whistleblower reporting office accepts reports that constitute violations within the meaning of § 2 HinSchG. The violation must occur within the scope of professional or official activities. Reports of purely private misconduct without reference to professional activity or unfounded speculation or rumours as well as false suspicions (§ 9 para. 1 HinSchG) are not protected.

Reports can be made in person, by telephone at (+49) 9771 9105-0, by e-mail to the functional mailbox [compliance@jopp.com](mailto:compliance@jopp.com) or in writing (Jopp Holding GmbH, Compliance - Internal Reporting Office, 97616 Bad Neustadt). It is expressly recommended that this information be marked as "Confidential".

**Note:** The transmission of information or notices by unencrypted e-mail is a means of transmission where inspection by unauthorised third parties cannot be ruled out. In this respect, the confidentiality protection of an unencrypted e-mail is less guaranteed than that of a letter in a sealed envelope.

Whistleblowers receive an acknowledgement of receipt from JOPP after the report has been received by the internal reporting office. The reports are examined objectively, openly, factually and as promptly as possible while maintaining strict confidentiality and the principles of a fair procedure for the parties involved. Other internal and external bodies may also be involved in the internal investigations. Feedback will be provided on the measures taken by JOPP, provided that this does not affect internal enquiries or investigations and does not prejudice the rights of the persons who are the subject of a report or who are named in the report.