

Whistleblower Policy

Annex 1

Internal reports can be submitted by whistleblowers to the following competent offices, which will then investigate and handle the reports, as the case may be together with the relevant Group-Company as identified under Annex 3:

Graeme Smart

Managing Director

OBO Bettermann Holdings Africa Ltd.

South-Africa

Johannesburg

P.O. Box 63 Isando, 1600 131 Anvil Road Isando,

E-Mail: smart.graeme@o-line.com

Telefon: +27 113783700

or,

dr. Máté Ferenc Smelka

Compliance Officer International

OBO BETTERMANN Hungary Kft.

Hungary

H-2347 Bugyi, Alsóráda str. 2.

E-Mail: compliance@obo.de, or smelka.mate@obo.hu

Mobil: +0036 20 490-2967

Telefon: +0036 29 349-708

For Germany, complaints under the German Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (LKSG) should be submitted to the following e-mail address:

supplychain.complaints@obo.de