

**Policy thyssenkrupp Components Technology Hungary Korlátolt Felelősségű Társaság
on the functioning of the internal whistleblowing system
("Policy")**

Document control

Amendments

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1. General provisions

1.1. Purpose of the Policy

The **thyssenkrupp Components Technology Hungary Korlátolt Felelősségű Társaság** (registered office: 1117 Budapest, Budafoki út 56.; company registration number: 01-09-887088; "**Employer**"), is required to establish and operate an internal whistleblowing system to handle the reports of information related to unlawful or allegedly unlawful acts or omissions, including other cases of misuse pursuant to § 18 (1) of Act XXV of 2023 on Complaints and Public Interest Disclosures, and on the Rules of Whistleblowing Notifications ("**Whistleblowing Act**"), with regard to the number of the employees. The purpose of this Policy is to define the framework for the operation of this system and to ensure that the rights of the persons concerned are fully protected.

1.2. Material, personal and temporal scope of the Policy

The scope of this Policy covers the handling of Reports arising in the course of the Employer's activities.

This Policy shall apply to the following persons:

- the Employer (including employees of the Employer, the Manager and the Administrator designated to operate the Whistleblowing System, i.e. to receive and investigate Reports),
- the Reporting person,
- the Person concerned by the report.

This Policy shall enter into force on 1 March 2024 and shall remain in force for an indefinite period of time.

1.3. Review and publication of the Policy

This Policy shall be reviewed by 31 December of each calendar year, and out of turn in the event of any subsequent change in the law affecting the provisions of this Policy. Place and manner of publication:

- for employees, by means considered customary and commonly known locally depending on the establishment (e.g. posting on an internal bulletin board, sending by e-mail);
- for external persons concerned, publication on the <https://www.thyssenkrupp.hu/en/whistleblowing> website.

The Employer reserves the right to amend this Policy unilaterally. Amendments to this Policy shall take effect from the date of their publication.

2. Definitions

2.1. Report

Verbal (including personal communication) or written communication to the Employer of information related to unlawful or allegedly unlawful acts or omissions, including other cases of misuse. Therefore, a report can be made, in particular but not limited to, due to the following:

- suspected criminal offences (e.g. fraud, embezzlement, corruption, money laundering);

- conduct infringing competition law;
- breach of the code of ethics;
- violation of the Employer's internal policies;
- breach of the requirement of equal treatment (e.g. direct or indirect discrimination against a job applicant);
- breach of, or failure to comply with obligations relating to health and safety at work;
- breaches of environmental law
- data breaches;
- breach of any rule protecting the public interest or a compelling private interest.

If the Employer set out rules of conduct protecting the public interest or a compelling private interest for its employees under the conditions set out in § 9 (2) of Act I of 2012 on the Labour Code, violations of these rules may also be reported in the Whistleblowing System under clause 2.8.

2.2. Person concerned by the report

The person (i) whose conduct or omission gave rise to the Report, and (ii) who may have substantial information on the matters contained in the Report.

2.3. Reporting person

A natural person as defined in clause 4 of this Policy.

2.4. Employment relationship

Any legal relationship in which an Employee, as defined in clause 2.5., performs an activity for and under the direction of the Employer for remuneration.

2.5. Employee

A natural person who carries out an activity for and under the direction of the Employer within the framework of an Employment Relationship for remuneration.

2.6. Administrator

The Employer operates the Whistleblowing System defined in clause 2.8. on its own, without the involvement of any external intermediary, by a person appointed within its own organisational structure (Administrator). The Administrator shall be an impartial person who handles, receives and carries out the preliminary and substantive investigation of a Report defined in clause 2.1. The Employer appoints the following person as Administrator:

e-mail address: whistleblowing.hun@thyssenkrupp-automotive.com

phone number: +36 70 662 2580 (every Friday 13:00-16:00)

The Employer may not instruct, or influence the Administrator in the performance of these tasks. An external organisation may also be engaged to assist with the handling and investigation of Reports.

2.7. Manager

The executive officer (managing director) of the Employer.

2.8. Whistleblowing System

The entire organisational structure and procedure established by the Employer in accordance with the Whistleblowing Act aiming to comprehensively handle the Reports defined in clause 2.1. The operator of the Whistleblowing System is the Employer. Within the framework of the operation of the Whistleblowing System, the Employer shall receive and investigate Reports independently via the Administrator.

3. Principles

3.1. The principle of protection of Reporting persons

The Reporting person will not be subject to harassment, retaliation and shall not have any fear of employment related adverse legal consequences (e.g. negative performance evaluation, termination, discrimination in terms and conditions of employment) as a result of lodging a Report in the Whistleblowing System. This principle also applies to the person who has substantial information on the matters contained in the Report. The conduct of Employer's employees who apply retaliatory or intimidating measures against the Reporting person or the Person concerned by the report, or those who prevent the Reporting person from lodging a Report, may result in legal consequences (including termination of employment).

3.2. Confidentiality principle

The Employer ensures that, in the course of the operation of the Whistleblowing System, the personal data of the Reporting person disclosing his/her identity and of the Person concerned by the report cannot be accessed by any person other than the authorised persons. Persons personally involved in the receipt and investigation of Reports are bound by confidentiality obligations. The person investigating the Report (the Administrator) may, until the closure of the investigation or the initiation of formal actions as a result of the investigation, share information about the content of the Report and of the Person concerned by the report with other departments or colleagues of the Employer and also the external organisation tasked with assisting the handling and investigation of the Reports, besides giving information to the Person concerned by the report, to the extent strictly necessary for the investigation.

3.3. Principle of impartiality

The Employer shall appoint an impartial person within its organisation to receive and investigate the Reports as the Administrator. The Administrator shall be independent, impartial, disinterested in the particular Report and shall investigate the Report independently and without instructions.

3.4. Principle of good faith

A Report must be made in good faith, in this context the Reporting person must have reasonable grounds to believe that the Report is necessary to reveal the circumstances to which the Report relates and that the information reported about the circumstances to which the Report relates is true at the time of lodging the Report. The Employer reserves the right to take action against a Reporting person acting in bad faith.

4. Persons entitled to lodge a Report

Persons entitled to make a Report in the Whistleblowing System:

- a) the Employee;
- b) an Employee whose employment with the Employer has been terminated;

- c) a person wishing to establish an employment relationship with the Employer, for whom this procedure has been initiated;
- d) a sole proprietor/sole proprietorship having a contractual relationship with the Employer;
- e) a person who holds an ownership interest in the Employer, as well as persons belonging to the administrative, management or supervisory body of the Employer, including non-executive members,
- f) persons working under the supervision and direction of contractors, subcontractors and suppliers, provided that the procedure for entering into a contract with the employer is pending, or they were engaged under contract with the employer previously;
- g) trainees and volunteers working for the Employer,
- h) a person wishing to establish a legal or contractual relationship with the Employer pursuant to points d), e) or g), and for whom the procedure for the establishment of such a legal or contractual relationship has been initiated,
- i) a person whose legal or contractual relationship with the Employer pursuant to points d), e) or g) has been terminated.

5. Handling of the Report

In this clause 5, Administrator shall at all times mean to include the external organisation and its representatives, if an external organisation has been engaged to assist with the handling and investigation of the Reports.

5.1. The reporting channels

The Reporting person may choose to make the Report in writing or orally through the following channels:

- a) electronically by e-mail to the Administrator at the e-mail address whistleblowing.hun@thyssenkrupp-automotive.com,
- b) by a telephone call to the Administrator at the telephone number +36 70 662 2580 between 13.00 and 15.00 on the first Monday of each month,
- c) at a personal meeting with the Administrator at the Employer's registered office at 1117 Budapest, Budafoki út 56, in an appointment preliminary agreed by e-mail in accordance with point a) or by telephone in accordance with point b).

In the case of a verbal (by telephone call or personal meeting) Report, the Administrator will record (summarise) the content of the conversation in a protocol.

In the case of an verbal (by a telephone call or a personal meeting) Report, the Reporting person is also entitled to make the Report anonymously (not disclosing his/her identity). In such case, the Administrator shall inform the Reporting person that the Employer is not obliged to investigate the anonymous Report. The Administrator shall also record the facts in the protocol that the Report is anonymous and that the information of the possibility of waiving the investigation of an anonymous Report was given.

The Reporting person is entitled to decide whether he/she wishes to provide his/her contact details despite the anonymity of the Report. The Administrator is obliged to inform the Reporting person of the consequences of not providing contact details. The fact of providing this information shall also be recorded in the protocol of the verbal (by a telephone call or a personal meeting) Report.

The protocol shall include at least the following:

- the place, date and starting time of the personal hearing,
- the date and starting time of the telephone call, the request for anonymity, if any, and the fact that the information about the possibility of waiving to the investigation of the Report was given,
- the names and positions of the persons present at the personal hearing or in the telephone call, except for anonymous Reports,
- the subject of the personal hearing or telephone call,
- what was presented at the personal hearing or during the telephone call,
- the ending time of the personal hearing or the telephone call,
- signatures of the persons present at the personal hearing (except for anonymous Reports).

A verbatim protocol will be made only at the request of the Reporting person. The Reporting person making the Report in person verbally shall be given the opportunity to review the protocol and, if necessary, to correct it. The Administrator shall provide the Reporting person with a copy of the protocol.

In the case of a verbal Report (by telephone call or a personal meeting), the Administrator shall draw the attention of the Reporting person to the consequences of making a Report in bad faith, to the procedural rules governing the investigation of the Report and to the confidentiality of his/her identity, provided that he/she gives the necessary information to establish it, at all stages of the investigation.

If the contact details of the Reporting person have been provided, the Administrator will send the protocol to the Reporting person within 3 working days.

If the Reporting person makes the Report via any other reporting channel not provided for in this Policy to the Employer, the Employer will forward the Report to the Administrator and will request the Reporting person to submit the Report directly via the Employer's Whistleblowing System in the future in order to handle the situation of the Reporting person more quickly and efficiently.

The Employer shall not prevent the Reporting person from making the Report via the separate whistleblowing system established by state bodies (e.g. the Hungarian Competition Authority, the Integrity Authority¹, the Public Procurement Authority, the National Authority for Data Protection and Freedom of Information², the Commissioner for Fundamental Rights³). The separate whistleblowing systems established by each state body are described in clause 6.

5.2. Method of making a Report: with or without name (anonymously)

A Report can be made with or without a name (anonymously). The Reporting person may choose to provide his/her contact details also in the case of an anonymous Report in order to be informed and contacted by the Administrator in accordance with this Policy.

If the Reporting person makes the Report without disclosing his/her identity, the Employer may omit the investigation of the Report pursuant to § 22 (6) a) of the Whistleblowing Act.

¹ <https://integritashatosag.hu/magunkrol/visszaeles-bejelentes/>

² <https://naih.hu/panasz-vagy-kozerdeku-bejelentes-a-panasztorveny-szerint>

³ <https://www.ajbh.hu/kozerdeku-bejelentes-benyujtasa>

5.3. Protection of the Reporting person's personal data during the investigation of the Report

If the Report concerns a natural person, the personal data of the Reporting person may not be disclosed to the person requesting the information in exercising the right to information and access according to the provisions on the protection of personal data accruing to this natural person.

5.4. Content of the Report

In the Report, unless the Report is made anonymously, it is necessary to provide the following information about the Reporting person: name and contact detail(s) of choice, such as address, e-mail address, telephone number. If the anonymous Reporting person lodges the Report without providing contact details, the Employer will not be in a position to provide information in connection with the investigation of the Report.

The Report must state the relationship between the Reporting person and the Employer (see clause 4 of this Policy).

If there is a history of the Report (e.g. the Reporting person has previously given a notification about the misuse), this must also be stated in the Report.

In the Report, the Reporting person must also declare that the he/she is lodging the Report in good faith about circumstances of which he/she is aware of and has reasonable grounds to believe that they are true. A Report made in bad faith may give rise to consequences under employment law, civil law or criminal law.

In order to investigate the Report completely, it is recommended to provide the names of the persons and entities involved in the conduct complained of in the Report, a detailed description of the incident, event or risk and all relevant information about the incident, and whether the conduct complained of is still ongoing at the time of lodging the Report. It is also recommended attaching any available evidence to the Report.

When making a Report, care should be taken to ensure that the Report does not contain any special categories of personal data (e.g. criminal record, illness, religion, sexual orientation, political opinion, trade union membership, etc.). Such information may only be included in the Report if it is strictly necessary for the investigation of the Report. Furthermore, the Report must not contain any data that cannot be processed according to law, in particular data relating to a third party not concerned with the Report and data not necessary for the investigation of the Report. The Employer shall, upon receipt of the Report immediately and irretrievably erase any special categories of personal data included in the Report which are not necessary for the investigation of the Report and any data which cannot be processed according to law.

The form that can be used for lodging a written Report is included in **Annex 1** of this Policy. The use of this form is not mandatory, but it will contribute to a faster investigation of the Report.

The Report may be made in English or in Hungarian.

5.5. Confirmation of receipt of the Report and information to the Reporting person

The Reporting person receives a confirmation of receipt of the Report within 7 days of receipt of the Report, provided that the contact details necessary to send the confirmation were provided by the Reporting person. In the context of confirmation, the Reporting person will be informed of the applicable procedural and data processing

rules by way of provision of this Policy and the Privacy Notice to him/her. The confirmation shall include the date of receipt of the Report.

In addition, prior to making the Report, the Employer shall fulfil its obligation to provide information by publishing and ensuring the continuous availability of the information according to this Policy and to clause 1.3 of the relevant privacy notice.

5.6. Deadline for the investigation of the Report

Depending on the extent and complexity of the Report, the time taken to investigate the Report may take a few days or even several months. The Employer seeks to investigate the Report quickly. As a part of this, the Employer will keep contact with the Reporting person.

The content of the Report will be investigated as quickly as circumstances permit, but not later than 30 days from the date of receipt of the Report.

The 30-days deadline may be extended in particularly justified cases, subject to simultaneous information of the Reporting person. In this case, the Reporting person shall be informed of the expected date of the investigation and the reasons for the extension. The deadline for investigating the Report and informing the Reporting person shall not exceed 3 months commencing at the date of receipt of the Report in the case of an extension.

5.7. Costs

Access to the Whistleblowing System (lodging a Report) is free of charge for all Reporting persons. However, the Employer will not bear any other costs or expenses incurred in connection with the use of the Whistleblowing System, such as travel expenses or legal fees.

5.8. Investigation of Reports

The investigation of a Report is carried out in two stages: a preliminary examination procedure and a substantive (content based) examination procedure.

5.8.1 Preliminary examination of the Report

The preliminary examination of the Report is carried out by the Administrator. The Administrator shall immediately inform the Employer if he/she cannot be expected to give an objective assessment of the Report, or if the Administrator believes that an external organisation should be engaged to assist with the examination, handling or investigation of the Report. The Employer shall immediately appoint another Administrator to carry out a preliminary examination of the Report, or engages an external organisation. In addition to the bias of the Administrator, the Employer shall also immediately appoint another Administrator in the event of the permanent hindrance of the Administrator.

The following measures may be taken during the preliminary examination of the Report:

a) Omitting the investigation of the Report

The investigation of the Report may be omitted in case any of the following reasons apply:

- the Report was made by an anonymous Reporting person,
- the Report was not made by the person entitled,
- a repeated Report was made by the same Reporting person with the same content as the previous Report, or

- the harm to the public interest or a compelling private interest would not be proportionate to the restriction of the rights of the Person concerned by the report resulting from the investigation of the Report.

In case the investigation of the Report may be omitted, the Administrator shall document in writing the fact that the preliminary examination has been closed and the reasons for omitting the investigation and shall inform the Manager thereof.

The Administrator shall inform the Reporting person in writing of the fact that the investigation of the Report has been omitted and the reasons for omitting the investigation (provided that the appropriate contact details of the Reporting person are available). The written information may be omitted if the Administrator has informed the Reporting person verbally of the fact of omitting the investigation and the reasons for that, and the Reporting person has acknowledged the information.

- b) Order for a substantive (content based) examination

If omitting the investigation of the Report is not possible, the substantive (content based) examination will be ordered.

5.8.2 Substantive (content based) examination of the Report

- a) The person(s) designated to examine the Report substantively (content based), the examination process, rights and obligations

The substantive (content based) examination of the Report shall be carried out by the Administrator. The Administrator must immediately inform the Employer if he/she cannot be expected to give an objective assessment of the Report, or if the Administrator believes that an external organisation should be engaged to assist with the examination of the Report. In this case, the Employer shall immediately appoint another Administrator to substantively investigate the Report, or engages an external organisation. In addition to the bias of the Administrator, the Employer shall also immediately appoint another Administrator in the event of the permanent hindrance of the Administrator.

The Administrator shall examine the accuracy of the information contained in the Report, shall request for any corrections or provision of missing information, if necessary, and shall investigate the reported infringement.

The Administrator is entitled to

- keep contact with the Person concerned by the report;
- hear the Person concerned by the Report;
- request the Reporting person to complete, clarify the facts and to provide additional information, if the Report is incomplete or needs to be clarified and the Reporting person has provided contact details. In such case, the Administrator will request the Reporting person to remedy the deficiency, indicating the deficiency and setting a deadline of 8 working days. If the Reporting person fails to remedy the deficiency identified within the deadline, the Administrator will investigate the Report on the basis of the information available;

- request data and information necessary for the investigation of the Report from departments of the Employer,
- assess the accuracy of the information contained in the Report,
- take the following measures to remedy the infringements: carry out an internal investigation, recommend using separate whistleblowing system(s) (see clause 6 below) to the Reporting person, to terminate the procedure.

If the Report addresses a group-wide problem, the Administrator is entitled, subject to the explicit consent of the Reporting person given based on the prior information on the transfer of the personal data of the Reporting person and the information contained in the Report, to transfer the Report to the person responsible for the handling of reports of the company concerned in order to investigate and take the necessary measures.

If the Report justifies the initiation of criminal proceedings, arrangements shall be made to file an accusation.

If the Report relates to an act or omission by the Employer's Manager, the Administrator will notify the individual member of the Employer.

b) Obligation of cooperation of the Persons concerned by the report

The Persons concerned by the report are subject to an obligation of cooperation to be available and to provide the necessary documents and information to the Administrator within the deadlines specified.

c) Information to the Persons concerned by the report

The Person concerned by the report shall be informed in detail about the Report, his/her rights regarding the protection of his/her personal data and the rules applicable to the processing of his/her data at the start of the investigation by the provision of the privacy notice attached as Annex 3 to this Policy. Exceptionally, the information of the Person concerned by the report may be omitted, in case the immediate information would prevent the investigation of the Report. In this case, the information will be provided at a later stage.

d) Rights of the Person concerned by the report

The Person concerned by the report may express his/her point of view on the Report at any time during the investigation of the Report, and may support that with evidence.

The Person concerned by the report may, at his/her own expense, be represented by legal representative during the investigation of the Report.

e) Hearing of the Persons concerned by the report

Should a personal hearing of the Person concerned by the report be necessary, the Administrator shall interview the Person concerned by the report. The Person concerned by the report shall be informed of the date of the personal hearing written within 3 working days prior to the personal hearing at the latest, or, in case of the written notice is hindered, by telephone or verbal notice (in which case the fact of the notification shall

be documented by the Administrator). A protocol shall be recorded of the personal hearing. The Administrator shall provide a copy of the protocol to the Person concerned by the report. The protocol shall include at least the following:

- the place, date and starting time of the personal hearing,
- the names and positions of the persons present at the personal hearing,
- the capacity in which the Person concerned by the report is participating in the hearing,
- the subject of the personal hearing,
- questions asked and answers given at the personal hearing,
- the fact of the presentation of the protocol to the Person concerned by the Report and the statement of the Person concerned by the Report agreeing with the protocol and any comments made on the report,
- the ending time of the personal hearing,
- the signatures of the persons present at the personal hearing.

f) Obligation of cooperation of the Employer's employees

If the investigation requires data or information which is not available to the Administrator, the competent employee shall provide the Administrator with such data or information upon written request and within the deadline specified therein.

g) Closing the investigation of the Report, informing the Manager and the Reporting person

The Administrator shall prepare a final report on the result of the investigation, the measures taken in the course of the investigation and the measures considered necessary by the Administrator. The final report shall include the following:

- a brief summary of the Report and the facts and subject of the investigation;
- the evidence taken during the investigation and the conclusions thereof;
- data and evidence taken into account or omitted during the investigation and the reasons for their exclusion;
- the facts established during the investigation;
- suggestions for the necessary measures to close the Report;
- suggestions on how to prevent similar acts or omissions in the future.

The final report must be forwarded to the Manager of the Employer, who will take the measures deemed necessary.

The Administrator shall inform the Reporting person in writing (provided that the contact details of the Reporting person are available) of the

investigation of the Report, the result of the investigation of the Report and the measures taken or planned by the Administrator. Written information may be omitted if the Administrator has informed the Reporting person verbally of the above and the Reporting person has acknowledged the information.

h) Measures

In case the investigation establishes that the Report is well-founded, the Employer may decide on the following measures on the basis of a proposal from the Administrator:

- labour law measures (e.g. application of adverse legal consequences, liability for damages, termination of employment)
- other measures (e.g. ordering a further internal investigation, termination of a contract, initiating infringement, criminal or civil proceedings, initiating administrative proceedings).

5.9. Register of Reports and document management

The Administrator keeps a register of the Report. The register shall contain at least the following information:

- serial number (with consecutive numbering),
- individual registration (identification) number,
- date of receipt of the Report,
- the method of receipt of the Report,
- the content of the Report,
- the fact and reason for waiving the investigation of the Report,
- the result of the investigation of the Report, the measure taken on the basis of the investigation,
- the fact, date of the information provided to the Reporting person or the reason for not providing the information.

The register contains the data relating to the Report anonymously from the moment of recording, therefore no personal data processing arises by keeping the register. The form of the register of Report is set out in **Annex 2** to this Policy.

The Administrator shall keep the Reports examined and the connected documents thereof separate and isolated from other activities. The filing, copying and safekeeping of documents shall be carried out exclusively by the Administrator, who may not be substituted in this task.

5.10. Processing of personal data

Personal data will be processed in accordance with the General Data Protection Regulation 2016/679 of the European Parliament and of the Council and in accordance with the Privacy Notice set out in **Annex 3** to this Policy.

6. Separate whistleblowing systems

6.1. Separate whistleblowing systems

The Reporting person is also entitled to use the separate whistleblowing systems listed below directly, in addition to or instead of the Employer's Whistleblowing System, to report unlawful or allegedly unlawful acts or omissions or other information regarding infringements:

6.1.1 Bodies setting up a separate whistleblowing system according to § 32 (1) of the Whistleblowing Act:

- Directorate-General for Auditing European Funds,
- Hungarian Competition Authority,
- Integrity Authority,
- Public Procurement Authority,
- Hungarian Energy and Public Utility Regulatory Authority,
- Hungarian National Bank,
- National Authority for Data Protection and Freedom of Information,
- National Media and Infocommunications Authority,
- Hungarian Atomic Energy Authority,
- Supervisory Authority for Regulated Activities.

6.1.2 Bodies setting up a separate whistleblowing system according to § 1 of Government Decree No. 225/2023 (8.VI.):

- Government Office of Budapest,
- the central body of the state health administration,
- the National Food Chain Safety Office,
- the central body of the pharmaceutical state administration,
- the national waste management authority,
- Hungarian State Treasury,
- the national environmental protection authority,
- the Minister responsible for transport, traffic,
- National Tax and Customs Administration,
- National Police Headquarters,
- the national nature protection authority.

6.1.3 The report may also be lodged via the secure electronic system for report of public interest operated by the Commissioner for Fundamental Rights.

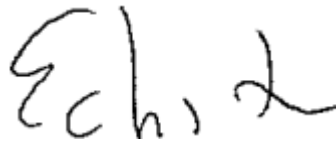
6.2. Procedural rules for separate whistleblowing schemes

Detailed information on the procedures for separate whistleblowing systems is available from the body or authority concerned.

7. Annexes

Annex 1:	Report form
Annex 2:	Sample of the Register of Reports
Annex 3:	Privacy policy
Annex 4:	Sample of the protocol form for Reports made by telephone
Annex 5:	Sample of the protocol form for Report made by personal hearings
Annex 6:	Sample of the protocol form for the personal hearing of the Person concerned by the Report
Annex 7:	Sample of the form for the Final report of the investigation of the Report

Budapest, 1 March 2024



thyssenkrupp Components Technology Hungary

Korlátolt Felelősségű Társaság

represented by:

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managing director