



CODE OF CONDUCT

for employees

DEAR COLLEAGUES,

We live in a dynamic world, characterised by rapid economic, geopolitical and environmental changes and growing global competition. For Kotányi, this means that quality alone is not enough. Our sustainable success is based on integrity, fairness and responsible conduct. Trust is our most valuable asset. It is built through every single contribution we make, whether in our dealings with our customers, partners, suppliers, authorities or within our team. Ethical conduct not only protects our brand's reputation and the quality of our products; it is also an expression of who we are and what we stand for.

That is why, at Kotányi, we are committed to treating one another and the world around us with respect, fairness and integrity. Our values – passion, creativity, family spirit and entrepreneurship – form the foundation for everything we do. They are reflected in our decisions, our interactions and our attitude. And they are the key to ensuring that we continue to succeed together in the future.

The Code of Conduct is more than just a set of rules: it is our shared compass. It helps us find the right path, even in challenging situations. It ensures that we comply with legal regulations, but also uphold our own high ethical standards – at all locations, at all levels.

It is important to us that everyone in the company knows, understands and lives by this Code of Conduct in their day-to-day work. We expect every decision – even under pressure – to be made with a clear awareness of our values. Even the appearance of misconduct can undermine trust, and that is precisely what we want to prevent together.

Therefore, anyone who observes or becomes aware of a breach of the rules has a responsibility to report this openly or anonymously to the management, the Compliance Officer or the Head of Human Resources. We have zero tolerance, particularly for serious offences such as corruption or bribery – not only for legal reasons, but because they would cause profound damage to our company and its culture.

We are proud to enjoy the trust of our stakeholders today and want to work together to further strengthen this trust, setting an example through our actions – day by day, decision by decision. Our daily conduct shapes not only our corporate culture but also the image that customers, business partners and the public have of us.

By your willingness to live by this Code of Conduct and take responsibility, you make an important contribution to ensuring that Kotányi is perceived as a company of integrity, trustworthy and future-oriented.

Thank you for your cooperation, your mindfulness and your attitude.

Kind regards,



Erwin Kotányi
Managing Director





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1. EMPLOYEES AND MANAGERS

1.1 DIVERSITY AND EQUAL OPPORTUNITIES

We value the diversity of different opinions, cultures and ideas, and draw inspiration from them.

We are proud of the individual diversity of our employees and regard the equal treatment of members of different groups as a matter of course. We therefore take a firm stand against any form of discrimination and do not tolerate any form of disadvantage based on origin, nationality, gender, religion or belief, sexual orientation, pregnancy or parenthood, marital status, age, disability or any other grounds covered by the prohibition of discrimination.

Decisions relating to individuals, such as promotions, recruitment, pay rises and disciplinary measures, are made free from any discrimination. We regard equal opportunities as essential and promote a working environment in which the dignity and worth of every individual is recognised, which is characterised by respect and tolerance, and in which everyone treats one another with honesty, sincerity and courtesy.

1.2 RESPECTFUL INTERACTION

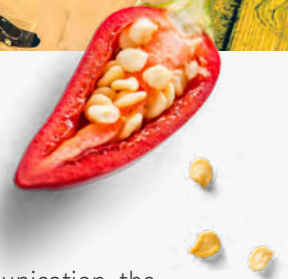
Treating colleagues, customers and business partners with respect and appreciation forms the basis for a strong, trusting and genuine working relationship. Differing opinions and challenging situations are part of everyday working life – what matters is how we deal with them. With openness, respect and a clear focus on our shared goal, we create a working environment in which we not only grow as a team but also actively shape the success of our company.

Diversity brings new perspectives, and differing opinions form a valuable foundation for further development and innovation. That is why we at Kotányi promote an open, constructive culture of dialogue. It is clear to us that personal attacks, derogatory remarks or disrespectful behaviour have no place here.

Respect and integrity guide our behaviour towards colleagues, customers and business partners. Insults, public humiliation, belittling or any form of bullying and harassment are not tolerated at Kotányi. This includes, amongst other things, deliberate rumours, slander, threats or the intentional withholding of important work-related information.

Similarly, sexual harassment in any form is strictly prohibited – whether through words, gestures or actions. What matters is always how the person concerned feels.





1.3 RESPONSIBILITY FOR THE COMPANY'S IMAGE

Each and every one of us plays a part in strengthening trust in Kotányi and upholding our positive image. Loyalty, mindfulness and responsible behaviour, both within and outside the company, are essential to this.

Careless or inappropriate comments, particularly in public, can damage Kotányi's reputation. Therefore, the following applies to all of us: we always act and communicate with care, in the interests of the company and its values.

As Kotányi employees, we bear responsibility for our company's image in our public communications. Whether in interviews, presentations or other publications, any statements relating to the company must not contradict or harm Kotányi's interests and objectives. In this regard, not only the content but also the timing and context of a publication are crucial.

To ensure clear, consistent communication, the following applies: press interviews or articles relating to our activities, our products or the company as a whole may only take place following prior consultation and explicit approval by the Managing Director.

Confidential information about the company or our customers must never be disclosed to third parties without authorisation. This also applies to content that could be disseminated via social media, blogs or other public channels.

We forward media enquiries to the Managing Director immediately. There are only authorised contact persons for external communication. We do not respond to journalistic enquiries ourselves, but politely and firmly refer them to the relevant persons within the company.

1.3.1 RESPONSIBLE USE OF DIGITAL MEDIA AND ARTIFICIAL INTELLIGENCE

We also act with caution on social media and when using digital technologies. We are aware that our online activities and the use of new technologies – particularly artificial intelligence – can influence Kotányi's reputation. We therefore take particular care not to disclose any sensitive or confidential information and always respect the privacy of our colleagues, business partners and everyone we work with.

Many of us use social media such as LinkedIn, Instagram, X (formerly Twitter), Facebook or blogs for both personal and professional purposes. At the same time, AI-based applications are becoming increasingly important in our daily work. Content published online or generated using AI can spread quickly and often remains visible permanently – quite unlike a spoken sentence in a face-to-face conversation. This makes it all the more important to use these platforms responsibly and thoughtfully.

Therefore:

- ◆ Internal, sensitive or confidential information must never be disclosed or entered into social networks or AI tools.
- ◆ When using AI applications, ensure that no protected data, trade secrets or personal information is processed.
- ◆ Content created using AI must be critically reviewed and must not be shared or published without verification.
- ◆ The tone of digital communication must always remain respectful, objective and appreciative.
- ◆ The rights of third parties, in particular personal rights, data protection rights and copyright, must be upheld at all times.

Responsible use of media, digital platforms and new technologies not only protects our corporate values but also strengthens the trust that customers, partners and colleagues place in us.

1.4 CAREFUL HANDLING OF COMPANY PROPERTY AND ASSETS

Responsible handling of Kotányi's property is a matter of course for us. This applies to both physical work equipment and our intellectual property.

All resources made available within the scope of the employment relationship, such as mobile phones, computers, company vehicles, credit cards, product samples, powers of attorney, data, records or documents, must not be used for personal gain or for the benefit of third parties, unless appropriate authorisation has been granted. Furthermore, the relevant policies and agreements, such as the company car usage agreement, apply. Any form of misuse is strictly prohibited, regardless of whether it causes damage to the company's assets or the assets of third parties.

1.5 DATA PROTECTION – TREATING PERSONAL DATA WITH RESPECT

The protection of personal data is a key priority for us. We respect the privacy of all employees, business partners and consumers, and are committed to handling personal information in a responsible and legally compliant manner.

All personal data is collected, processed and used exclusively within a clearly defined, legally permissible framework – and always with due regard for the legitimate interests of the data subjects.

In doing so, we ensure that data is stored securely and, where necessary, destroyed in a professional manner to consistently prevent any form of misuse.



1.6 DATA PROTECTION – PROTECTING CONFIDENTIAL COMPANY INFORMATION

The protection of sensitive company data is just as important as the protection of personal information. All non-public content, such as contracts, pricing and purchasing terms, specifications, recipes, sales plans or other internal documents, is subject to strict confidentiality.

Such information may only be disclosed if this is necessary for business purposes and is in the interests of the company and in accordance with applicable law. It should be noted that this protection applies at all times and in all places, whether at the workplace, whilst travelling, when working from home, or after the employment relationship has ended.

To prevent data loss, misuse or copyright infringements, we rely on technical and organisational security measures such as the use of secure passwords, licensed software and secure communication channels.

We take care not to inadvertently disclose confidential information, for example via emails, attachments, voice messages or downloads. Confidential content must only be made available to the intended recipients and must not be passed on internally or externally without proper control. In particular, employees who have access to highly confidential information must ensure that this information is treated confidentially, including when dealing with colleagues.

A written approval by the Managing Director must always be obtained before confidential company data, such as recipes or ingredients is to be passed on to third parties. Furthermore, it must be assessed whether a confidentiality agreement needs to be concluded. The decision on this also rests with the Managing Director.

1.7 WORKING HOURS – RESPONSIBLE AND FOCUSED

We place great importance on a healthy work-life balance. We promote a corporate culture in which rest and personal needs are just as important as commitment and a willingness to perform.

Our employees are encouraged to plan their time responsibly and to look after their mental and physical health. Flexible working arrangements, consideration for family commitments and respectful working hours in compliance with legal requirements are, for us, central components of a sustainable working environment.

During working hours, we ensure that private commitments or personal activities do not impair our performance or responsibilities. Distractions that prevent or hinder the fulfilment of our duties must be avoided.





1.8 CONFLICTS OF INTEREST, SECONDARY EMPLOYMENT AND INVOLVEMENT WITH THIRD PARTIES

We recognise that many of us are involved in cultural, political, sporting or social activities outside of work, or even hold secondary employment. It is important that private interests never conflict with the company's interests. Should a conflict of interest arise, it must be resolved immediately and transparently.

Conflicts of interest can arise in particular from secondary employment. This is generally permitted provided certain rules are observed.

We value and respect our employees' personal involvement or activities in clubs, public or charitable organisations, whether in the social, humanitarian or political sphere – provided that contractual obligations are met, the activity is consistent with the employee's role within the company, and Kotányi's good reputation remains intact.

However, we firmly reject any form of extremist behaviour – whether religiously, ideologically or politically motivated. Such behaviour has no place at Kotányi – neither within the company nor outside it.

Furthermore, activities with a political, social or religious background must not take place during working hours and must not impair either work performance or team dynamics. The company's name, property or reputation must under no circumstances be used for purposes unrelated to the company.

This naturally also applies to paid secondary employment. Any secondary employment, whether self-employed or employed, always requires the written consent of the Managing Director or the Head of Human Resources.

The commencement or continuation of a paid secondary employment may be prohibited if there are valid grounds to believe that it would compromise obligations under the employment contract. Working for competitors of Kotányi is inherently prohibited.

Shareholdings in companies operating in Kotányi's immediate business environment may only be acquired with the prior written consent of the Managing Director. This also applies to management positions in such companies. Any existing shareholdings or roles subject to this requirement for consent must be reported to Human Resources.

Exceptions to this are investments in broadly diversified investment funds or minor shareholdings that have no influence on the company.

In particular, activities on behalf of the company's customers or suppliers require the approval of the Managing Director. Competing engagements are inherently prohibited.

1.9 ACTING WITH INTEGRITY – TAKING A FIRM STAND AGAINST CORRUPTION

Integrity is non-negotiable for us. We stand for honest, fair business relationships and take responsibility for consistently preventing corruption and all forms of white-collar crime.

Corruption means abusing an entrusted position to secure an unjustified advantage for oneself or others. Both bribery and accepting bribes are considered criminal offences in a business context; this applies equally to internal and external business partners.

Dealing with public officials is a particularly sensitive matter; this includes, amongst others, civil servants, representatives of public authorities, public-law institutions, state-owned enterprises and international organisations. Contact with elected representatives, such as members of parliament, is also subject to specific legal requirements. Any form of granting benefits or bribery is strictly prohibited in this context. Our conduct must never give the impression that decisions could be influenced by gifts, benefits or invitations – neither our own nor those of our business partners. And we certainly do not solicit benefits from our business partners or other external third parties in order to gain personal advantages.





Therefore:

- ♦ Monetary gifts are never accepted.
- ♦ Gifts or invitations that are likely to influence our freedom of decision – particularly when selecting suppliers or partners – must be avoided.
- ♦ Low-value promotional gifts, symbolic tokens of appreciation or occasional business meals customary in the local area may be accepted, provided they remain within reasonable limits.

If the acceptance of gifts increases at certain times (e.g. before Christmas), we collect them centrally and distribute them transparently within the company, for example via a raffle.

Should it not be possible, for reasons of politeness or cultural norms, to decline a gift that exceeds the permitted limits, we report this immediately to the Managing Director. Such gifts are subsequently put to good use, for example through donations to charitable organisations or to people in need.

The same care applies to donations and sponsorship: our activities in this area are always transparent, traceable and free from conflicts of interest. In sponsorship agreements, we ensure that the service provided and the consideration received are in a reasonable proportion to one another – in the spirit of fair, partnership-based cooperation.

1.10 HEALTH, SAFETY & FAIR WORKING CONDITIONS

We are actively committed to a healthy, safe and respectful working environment, as the well-being of our employees is our top priority.

We expect our managers and designated representatives to implement and continuously develop appropriate measures to protect health and safety.

For us, fairness in the workplace means more than just compliance with legal requirements such as fair pay and reasonable working hours. It also encompasses an appreciative leadership style based on respect, openness and responsibility.



1.11 SPEAK OPENLY. ACT HONESTLY.

We promote a culture of openness and trust. All employees should feel confident in openly addressing concerns, issues or even critical topics – without fear of negative consequences. A respectful dialogue helps us to identify and prevent potential problems at an early stage.

Managers bear a particular responsibility in this regard: they should actively encourage open dialogue, take reports seriously and investigate every concern impartially and fairly.

Anyone who reports a suspicion of misconduct in good faith and to the best of their knowledge deserves our respect, not our rejection. Intimidation or reprisals against such individuals will not be tolerated. "In good faith" means: the report was made out of honest conviction, even if a suspicion is later found to be unfounded.

Here at our company, we say what we mean and mean what we say.

2. BUSINESS PARTNERS AND SUPPLIERS

2.1 DEALING WITH CUSTOMERS AND SUPPLIERS: AS PARTNERS. FAIRLY. RESPECTFULLY.

We regard our customers and suppliers as valuable partners with whom we work on an equal footing. Our aim is a long-term, trusting relationship characterised by honesty, reliability and mutual respect.

We treat our business partners as we would expect to be treated in return: fairly, transparently and with a high degree of integrity. A respectful and professional approach is a matter of course for us.

2.2 GIFTS IN BUSINESS DEALINGS WITH CUSTOMERS AND SUPPLIERS

In our dealings with customers and suppliers, we maintain a strict zero-tolerance policy toward bribery and corruption. Any form of gratuity—such as invitations or promotional gifts—is permitted only if it remains within reasonable limits and does not seek to improperly influence business decisions.

Particular caution is required, especially where an invitation serves a personal interest and lacks a clear business justification.

Gifts must always be proportionate and consistent with standard business practices. Under no circumstances may they be of excessive value or intended to influence business or regulatory decisions. The offering or acceptance of such gifts must comply with all applicable legal requirements and internal company policies and must never serve a personal interest where this could affect business decisions.



2.3 FAIR COMPETITION

We stand for fair, transparent competition and reject any agreements with competitors that could distort the free market. Any actions aimed at unlawfully influencing competition are also incompatible with our principles. We use our market position responsibly and take great care not to place other competitors at an unfair disadvantage or to breach applicable competition law.

Fair competition forms the backbone of a functioning market economy. It promotes efficiency, innovation and customer benefit. We are committed to these principles and pursue business success through quality, reliability, creativity, innovation and responsible conduct.

As an internationally active company, we are committed to complying with all national and international competition and antitrust regulations. Our integrity is based on adherence to the legal framework and our own ethical standards.

As employees, we are required to consistently follow the guidelines set out in our compliance handbook, 'Competitive Conduct'. We expect the same from our business partners. For this reason, the acknowledgment of and compliance with the 'Code of Conduct for Suppliers of Kotányi GmbH' is a binding part of every supply agreement.

2.4 DATA COLLECTION

When gathering information about competitors, suppliers, customers or individuals, we strictly ensure compliance with applicable legal provisions. We obtain such information exclusively from official bodies – such as chambers of commerce or market research institutes – or from publicly available sources, for example the internet.



3. ENVIRONMENT AND SOCIETY

3.1 OUR RESPONSIBILITY FOR A LIVEABLE FUTURE

At Kotányi, we live by the principles of our Corporate Social Responsibility (CSR) policy with conviction. We are actively committed to preserving biodiversity and using natural resources sustainably – always with the aim of preserving a planet worth living on for future generations.

Sustainability in product manufacturing and responsible conduct are particularly important to us. By this we mean everything from promoting climate and environmental protection to the fair treatment of our employees. We are constantly developing our product range without losing sight of the environmental and social challenges along the entire supply chain.

In consultation with our partners, we establish clear guidelines for the handling of sensitive raw materials to promote sustainable markets and set future standards.

We are constantly working to reduce the impact of our business processes on the environment and climate, for example through more efficient energy use, lower emissions and the conscious use of resources.*

3.2 LABOUR AND SOCIAL STANDARDS

We are committed to the core labour standards of the International Labour Organisation (ILO) and are dedicated to implementing these fundamental principles in collaboration with our suppliers and business partners within our sphere of influence.

For us, upholding fundamental workers' rights and complying with health and safety legislation in accordance with the applicable national regulations is a matter of course. We expect the same from our business partners.



*Further details about our implementation plan can be found in our sustainability report.

3.3 NATIONAL LAWS

Kotányi operates in numerous jurisdictions and is subject to the applicable laws and regulations of each. We consider full compliance with all relevant legal requirements to be a fundamental obligation. Our managers are expected to maintain a thorough understanding of the laws, regulations, and internal policies relevant to their areas of responsibility, and to set an example by ensuring that all employees consistently adhere to them.

Should any provision of this Code of Conduct conflict with applicable law, the law shall always take precedence. Individual written or verbal agreements must never conflict with applicable law.

In some countries or markets, stricter regulations apply than those described in our Code of Conduct – in such cases, the stricter requirements must be strictly adhered to.

If there is any uncertainty regarding the legality of a decision, the Compliance Officer or the Managing Director is available to provide advice at any time.

3.4 DEALING WITH AUTHORITIES

We firmly reject any form of corruption. When working with public authorities, funds, gifts or invitations must under no circumstances be used to influence decisions. We recognise that even the smallest monetary value can be construed as an attempt at bribery.



4. PRODUCTS AND MANUFACTURING PROCESSES

4.1 PRODUCT SAFETY AND LEGALITY

The safety and legal compliance of our products are our top priority. We take responsibility – for the health of our consumers and for the quality our brand promises.

From the careful selection of our suppliers, through strict quality and hygiene guidelines in production and storage, to reliable delivery, we set the highest standards.

Our aim is to maintain continuous certification to ISO 9001, ISO 14001 and the International Featured Standard (IFS) Food as a visible sign of our quality promise and our daily commitment to safe, high-quality products.

4.2 HONEST LABELLING AND CLEAR COMMUNICATION

Transparency and honesty are non-negotiable for us. Accurately labelling our products and refraining from any form of misleading practice are part of our commitment to our customers.

We communicate all product characteristics openly and truthfully – out of respect for our customers and in the interests of our brand's credibility.

In every country where our products are available, we comply with all statutory labelling requirements. Furthermore, we design our packaging so that it not only ensures safe use but also inspires creative cooking.

4.3 OUR QUALITY PROMISE

Our aim is to bring products to market that meet the highest quality standards, thereby making our brand promise tangible every day.

Before a product is shipped, it undergoes rigorous testing, including comprehensive analyses and sensory tests. Only products that meet our strict criteria are approved.

We make no compromises when selecting our suppliers either: they are chosen according to clearly defined procedures, regularly assessed and must meet our high standards at all times.

Even before delivery, we check whether all packaging, raw and auxiliary materials used meet our procurement standards. This is how we ensure quality and food safety right from the start.



5. COMPLIANCE WITH THE CODE OF CONDUCT

5.1 RESPONSIBILITY AND WHISTLEBLOWING – WORKING TOGETHER FOR INTEGRITY

All employees are obliged to comply fully with applicable laws, this Code of Conduct and our company's internal guidelines.

Managers bear a particular responsibility in this regard: they exemplify our values and create an environment in which compliance with rules and ethical behaviour are the norm.

Consequences for breaches of regulations and violations of these guidelines – regardless of role or position – can be serious. Depending on the nature of the misconduct, disciplinary action, claims for damages or criminal consequences may apply.

If you feel you have been treated unfairly or observe such behaviour in others, we strongly encourage you to raise the matter. You have the right to be heard and taken seriously. Your reports will be treated confidentially and carefully investigated. The person concerned will be informed of the outcome of the investigation.

In such cases, please contact your line manager, the relevant HR department, the works council or the Compliance Officer. Together, we can ensure that our working environment remains characterised by trust, fairness and mutual respect.

You can also submit reports online. To ensure that compliance reports are handled in a trustworthy and professional manner, we have set up a whistleblower hotline – a digital reporting system available 24 hours a day. It can be used by both employees and external partners. Your reports will be treated confidentially and forwarded directly to the relevant compliance department. If you wish, you can also submit a report anonymously – your identity will remain protected.

Important: Anyone submitting a report in good faith need not fear any professional repercussions – regardless of whether the reported matter is ultimately confirmed or not.

You can find the link to the hotline and all further information via our Kotányi intranet COYO (Whistleblower Protection Act (HSchG)).





5.2 RESPONSIBLE CONDUCT STARTS WITH EACH AND EVERY ONE OF US

At Kotányi, we not only act in accordance with laws and guidelines, but we also take responsibility for our actions, for our decisions and for the trust placed in us by our customers and partners.

Sometimes we face situations that are not clear-cut. At such times, a few simple but effective questions help us to check whether our actions are ethically justifiable:

- ♦ Does my decision or action contravene applicable law?
- ♦ Does my decision or action comply with our Code of Conduct and internal company guidelines?
- ♦ Can I look at myself in the mirror with a clear conscience afterwards?
- ♦ How would my family or friends react if they read about it tomorrow in publicly available sources?

If any of these questions give you cause for concern, please do not hesitate to seek support. Please contact your line manager, Managing Director or the Compliance Officer.

Acting responsibly starts with each individual and strengthens us as a team, as a company and as a brand.

6. IMPLEMENTATION

Responsibility for the administration of the Code of Conduct rests with the Managing Director, supported by the Compliance Officer. All employees must sign a declaration or an addendum to their employment contract, confirming that they have read the Code of Conduct and undertake to comply with the provisions set out therein. The Code of Conduct is governed by the Kotányi Quality Management System and is therefore published in its current form on the intranet and on the internet.

To enable potential breaches to be investigated effectively, it is important that reports are clear and comprehensible. The more specific the information provided, the more targeted the investigation can be.

The following questions will help you to describe the facts clearly:

- ♦ What exactly happened?
- ♦ Who was involved (ideally with names and roles)?
- ♦ Where did it take place (e.g. site, department, division)?
- ♦ When did it happen (date or period)?

Don't worry: you don't need to have an answer to every question. But the more complete the information is, the more effectively the report can be processed.

If you submit your report via the Whistleblower Hotline, you will automatically receive individual login details for a secure login area. There you can:

- ♦ view your report and add to it if necessary,
- ♦ answer any follow-up questions, and
- ♦ track the current status of your report anonymously.

If you also provide your email address, you will be automatically notified as soon as the status of your report changes.



EVERY REPORT COUNTS – FOR FAIR AND ETHICAL COOPERATION

We would like to expressly encourage you to report any breaches of the law, the Kotányi Code of Conduct or internal guidelines – in the interests of everyone who adheres to the rules and to protect our company. This applies in particular to suspected corruption, unfair competition or other serious breaches that could jeopardise our integrity and the continued existence of the company.

7. APPLICABLE DOCUMENTS

The Code of Conduct cannot comprehensively cover all areas of Kotányi's business activities and all forms of conduct within the company. In addition to sound judgement and common sense, all employees, managers and directors are therefore subject to further local or international, individual or collective regulations, as well as Kotányi's Statement of Principles.





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