

## 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 6457, Johannesburg 2000 ,  
14 -16 Prop Street, Selby Ext 11 Johannesburg 2001

E-Mail: [smart.graeme@o-line.com](mailto: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](mailto:compliance@obo.de), or [smelka.mate@obo.hu](mailto: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](mailto:supplychain.complaints@obo.de)