

ESG POLICIES

WHISTLEBLOWER POLICY – EXTERNAL

The whistleblower system receives reports of possible rule violations. It is an important element of good corporate governance.

Only when rules and standards are complied with, can we avoid causing damage to our company, our staff, our business partners or the general public. Compliance with the law and internal regulations is a priority for us. Misconduct must therefore be identified early. The whistleblower system enables external whistleblowers to report possible violations anywhere in the world. Different country-specific local legal requirements must be considered when using the whistleblower system. Where permitted by the local laws, anonymous reports are also possible. Employees of the Ammann Group must use the channels according to the whistleblowing directive (ID 100981).

Violations posing a high risk include, for example, offenses relating to corruption, breaches of antitrust law and violations of anti-money laundering regulations, as well as violations of binding technical provisions or violations in connection with

environmental regulations. After receipt of the report, the Compliance Office conducts an initial risk-based assessment of the potential violation. For tip-offs with high risk for the company, an initial legal review of the incident is carried out. If the review finds that the suspicions are substantiated, the case is assigned to the appropriate “investigative unit” (e.g. Corporate IT, Corporate Data Protection, HR etc.) with specific orders to conduct an investigation.

The Compliance Office accompanies the process until the case has been closed. While doing so, the Compliance Office ensures complete confidentiality. The Compliance Office always applies the principle of proportionality. We examine each case individually to determine what consequences are suitable, necessary and appropriate.

If you have concrete indications of major risk violations in connection with Ammann, you can contact the Compliance Office via the web-form on our website www.ammann.com or via e-mail codeofconduct@ammann.com.



Hans-Christian Schneider
CEO



Alex Lamers
ESG Officer

This policy was approved and put into force by the board of directors on January 2023.