

If there are indications of violations of laws or regulations of the Hermsen Group, you have the possibility to report them to us via our whistleblower portal.

For the HERMSEN Group\* it is essential that laws, internal guidelines and principles of conduct are adhered to, because we know that the key to corporate success is based on probity, ethics and personal responsibility. We therefore want to avoid any risks that could cast doubt on our integrity and harm our company, our employees as well as business partners and customers. To fulfil this responsibility, it is important that we become aware of compliance-relevant misconduct.

With the whistleblower portal, we offer all employees as well as outsiders the possibility to report violations of legal provisions and internal company regulations - also anonymously. If desired, all information is subject to confidentiality within the framework of the legal provisions. Every report is thoroughly checked, suspicious cases are investigated and any violations are consistently followed up.

Reports can be submitted in any language. Whistleblowers are protected from disadvantages, discrimination, employment-related consequences, and any other reprisals. The corresponding protection mechanisms are laid down in the official Works Agreement "Whistleblower System" and can be viewed in the CR3- document management system.

All information is treated in strict confidence. For this purpose, an external, neutral contact person is available as an ombudsman for (also anonymous) reports from employees of the HERMSEN group of companies and external third parties for the whistleblower portal. The ombudsman is not subject to any instructions from the Hermsen Group of Companies and ensures that he can be reached via a compliance hotline during normal business hours. He can also be reached by e-mail and by post. In addition, reports can also be submitted digitally via the web-based BDO Legal whistleblower portal.

The Ombudsman can be reached at the following contact details:

Post:	Herr Jesko Trahms Zielstattstraße 40 81379 München
Tel.:	+49 211 9232470-7
E-Mail:	hermsen.holding@wb.bdo.de
BDO Legal Whistleblower Portal:	portal.bdolegal-whistleblower.de

\*The Hermsen Group consists of the following companies:

HERMSEN HOLDING GmbH; Coffy Handels-Gesellschaft Bremen m.b.H.; CR3 Kaffeeveredelung M. Hermsen GmbH; CR3-Analytik GmbH & Co. KG; ANKA Angewandte Kaffeetechnologie GmbH; Transcargo Hermsen, Biehusen GmbH; Reint Alberts GmbH