

PERI Whistleblowing Policy

Compliance with laws and regulations as well as responsible social behavior are the basis of our reputation and our sustainable corporate success. Unlawful and irresponsible behavior can significantly damage PERI's reputation and endanger our success in the long term.

The way we do business at PERI has been shaped by our PERI values and self-image since our founding. We are convinced: PERI's success depends decisively on the fact that all of us, i.e. management, executives and employees, live and implement the PERI values "entrepreneurial", "reliable", "open" and "passionate" in our daily actions. These values are the basis for responsibly continuing the culture of honesty and decency that has been practiced at PERI for decades.

The PERI whistleblower system is an integral part of our compliance management system and serves the early detection of negative developments that can lead to significant risks for PERI. For this reason, only reports on specific compliance violations are accepted and processed.

With this reporting system, we offer the possibility to submit notifications of compliance violations without naming the identity, in addition to using conventional communication channels. Reports should be submitted early, carefully, completely and correctly.

Reports can be submitted by PERI employees as well as by external persons. PERI does not differentiate between internal and external reports in the careful follow-up. Discrimination, intimidation or hostility towards the whistleblower as well as other reprisals against this person or persons who cooperate in investigations to the best of their knowledge and belief are inadmissible and will not be tolerated. Interfering with or obstructing investigations, in particular influencing witnesses and suppressing or manipulating documents or other evidence, is not permitted. The whistleblower and persons who cooperate in investigations to the best of their knowledge and belief will be protected by the company against discrimination and reprisals to the best of the company's ability. All reports are strictly confidential.

What can be reported?

- Breaches of our code of conduct or violations of the law including but not limited to issues relating to bribery and corruption, competition law, fraud, financial crime, international trade controls, rights and protection of individuals, or conflicts of interest.
- Any allegations concerning protection of human rights, diversity and discrimination or bullying.
- Any indications of human rights or environmental risks, violations along the entire supply chain, or violations of the Supply Chain Act.

In your report, answers to the following questions are helpful for PERI:

- Is there any evidence? Photos, videos, documents, possible witnesses, etc.?
- What are the expectations regarding possible preventive or remedial actions?
- What is the specific or desired goal of the complaint?
- Has anyone else already been informed of the grievance?

Following your report, the facts of the matter will be investigated and evaluated along a standardized and established process and appropriate follow-up measures will be taken. The respective investigation is always carried out by dedicated experts. The duration of proceedings depends on the scope and complexity of the complaint. In principle, compliance investigations are given high priority in processing. The investigation of the complaint is carried out swiftly and without culpable delays on the part of the company. Depending on the scope and degree of complexity, a proper investigation of complaints can take a few days or even several months. The person providing the information or making the complaint is given sufficient time during the investigation to present relevant points of view and to respond to the company's queries.

We encourage you to submit the report under mention of your identity. PERI takes appropriate and suitable measures to protect the identity of the whistleblower in the organization. We rely on a rigorous need-to-know approach here. All personal data is processed according to applicable Data Privacy regulations.

How does PERI protect anonymity?

The main principle of the whistleblower procedure at PERI is the protection of the whistleblower. The functionality of the anonymity protection is certified and will be checked regularly by PERI.

When setting up your protected mailbox, you choose the pseudonym/username and password yourself. Your message will be kept anonymous by encryption and other special security routines, if that is what YOU want.

To ensure your anonymity, you must do the following:

- If possible, do not report from a computer/laptop provided by your employer.
- Do not use a computer/laptop that is connected to the company's network/intranet.
- Access the reporting system directly by copying or writing the URL address in an internet browser rather than by clicking on a link.
- Do not include your own personal details in the report.

Via the protected mailbox, a case handler will give you feedback on what will happen to your report or ask questions if details are still unclear. You will also remain anonymous during the dialog.

Should you give us your name, employees entrusted with processing complaints will always treat the information they obtain confidentially with respect to other persons. This applies in particular to personal data. The identity of the whistleblower will not be disclosed if they so wish and if this is legally possible. Any statutory and official disclosure and reporting obligations are excluded from the principle of confidentiality.

Depending on the outcome of the follow-up measures, corporate decisions are made to appropriately address any identified violation or identified risk, e.g. personnel measures or adjustments to processes. This can lead to the termination of employees and termination of business relationships. The whistleblower always receives feedback on his/her allegations and whether measures have been implemented.

If, in the case of complaints with LkSG relevance, a grievance has been identified in the company's own business unit in Germany, countermeasures are taken and monitored to end the risk or violation immediately and prevent it from recurring. As a rule, this principle also applies to the company's own business area abroad - subject to conflicting national regulations.

Misuse of the whistleblower system to knowingly make false reports can lead to criminal and labor law measures.

You can submit reports of compliance violations at any time to local compliance officer:

Mr. Ken Thon, ken.thon@perimalaysia.com