

Helpline

Abiding by laws and internal rules is very important to the Werhahn Group. Wilh. Werhahn KG has set up a helpline for all companies in the Werhahn Group, which you can contact if you have information about or suspect an infringement. This particularly applies in cases that may represent a criminal or administrative offence.

However, the helpline is not a general complaints body or an emergency service. If there is any immediate danger, please contact the responsible authorities.

The following contact methods are available to you for submitting a report (in the language of your choice):

- Via the protected and encrypted helpline portal <https://helpline-werhahn.de> You can find a detailed explanation of how to use the portal here.
- By telephone **00800 17 17 17 17** (free of charge).
- By e-mail directly to the external ombudswoman: kohler@schlueter-graf.de



You also always have the possibility of contacting another trusted person in the company, such as the compliance officer.

Joerg Lichtenberg,
Compliance officer business line
Zwilling Beauty Group
Tel: +49 211 5380 3302



helpline-werhahn.de



00800 17 17 17 17



kohler@schlueter-graf.de



Prof. Dr. Eva Kohler

The helpline consists of Prof. Eva Kohler as an external member, Ms. Lisa Angelika Ulrich (Compliance Officer of Wilh. Werhahn KG) and Mr. Christian Roegels (Head of Auditing at Wilh. Werhahn KG). Your reports are initially only received by Prof. Kohler. She only passes these on to other members of the helpline following a preliminary examination. You can submit your report **anonymously**. A court or authority may call you as a witness in the further course of proceedings. In this case, Prof. Kohler will inform you about this in advance.

Please ensure that your information is **as specific as possible**. Please let us know how you can be contacted in the event of any questions. Once your report is received, the members of the helpline will check whether an in-depth investigation is required, and will implement the necessary subsequent measures. If it transpires that the circumstanc-

es that you have reported do not infringe upon compliance regulations, the internal assessment is completed. Personal data is handled according to the "Helpline data privacy policy", which you can also find in the helpline portal.

Wilh. Werhahn KG will ensure that you do **not suffer any disadvantages** by making a report to the helpline to the best of your knowledge.

Please let us know if you do not know the full circumstances or are unsure whether the observed behaviour represents a compliance infringement.

Incorrect information that has been submitted intentionally or through gross negligence, or deliberately false suspicions are not permitted and render you liable for compensation. In addition, you will be exposing yourself to possible consequences under employment law and also making yourself liable to prosecution in many countries.