



## Rules of Procedure for the Complaints Procedure Pursuant to Article 8 of the Supply Chain Act

These Rules of Procedure provide information on the essential features of the Complaints Procedure, access to the mechanism and how to reach it, as well as responsibilities. Furthermore, they also provide information on what happens with incoming notices and complaints (hereinafter "notices"), i.e. how the Complaints Procedure works.

### What is the subject of the Complaint Procedure?

This Complaint Procedure allows individuals and groups of people to highlight

- Risks related to human rights or the environment
- As well as violations of human rights or environmental obligations

that result from the business activities of Würth Elektronik eiSos GmbH & Co. KG in its own business area or within the supply chain of Würth Elektronik eiSos GmbH & Co. KG.

In this areas, any suspicion of an actual or probable violation, as well as potential risks, can be reported.

### Who can provide a notice?

Notices can be submitted by any individual or group of people within their country or abroad.

### How can you give a notice?

A notice can be submitted through the following channels:

- E-mail address: [Social.Compliance@we-online.com](mailto:Social.Compliance@we-online.com)
- Online Reporting Form: <https://www.we-online.com/en/company/legalinformation/compliance/reporting-form>
- By mail (also without sender address):  
Würth Elektronik eiSos GmbH & Co. KG  
z.H. Nicolas Hassel (persönlich/vertraulich)  
Max-Eyth-Straße 1  
74638 Waldenburg  
Deutschland



### Who processes these notices?

The persons entrusted with processing the notices are selected employees of the Compliance Department of Würth Elektronik eiSos GmbH & Co. KG. Those are:

- independent,
- unbiased,
- not bound by instructions and
- bound to confidentiality.

### What happens in the event of a notice?

After submitting a notice by e-mail or reporting form, each whistleblower will receive a confirmation of receipt. In the case of an anonymous letter a confirmation of receipt can't be send. All information is checked internally by the Compliance Department of Würth Elektronik eiSos GmbH & Co. KG.

### What are the next procedural steps?

Once the notice has been received, Compliance staff will assess the plausibility of the allegation, including the existence of relevant human rights or environmental risks or violations of human rights or environmental commitments. Once the validation is complete, the case will be discussed with you by the person handling the report as an indication and, if necessary, the next steps will be discussed. **If you wish to be contacted in this way, please give us an e-mail address or post box where you can be contacted.** A member of the Compliance Department on a strictly confidential basis, taking into account the protection of personal data, will carry out the processing. If you wish to remain anonymous, please be sure to provide an anonymous e-mail address. If it takes longer, you, the whistleblower, will be informed of the current status of the case no later than three months after submitting the report.

### Am I protected as a whistleblower?

Würth Elektronik eiSos GmbH & Co. KG does not tolerate any form of retaliation.

There will be no sanctions for the submission of information by persons who are acting in good faith. Please inform us immediately through one of the company's reporting channels if you believe that you or anyone else has been retaliated against or discriminated against in any way for making a report. We investigate all plausible claims of discrimination. Well-founded allegations of discrimination will be dealt with as a breach of compliance.

### Confidentiality and data protection

All information and documents provided to us will be treated in the strictest confidence and in accordance with the relevant data protection legislation. The confidentiality of your identity will be protected, as well as effective protection against any discrimination or punishment.