

Mutual trust, reliability, honesty and straightforwardness, both inwards and outwards, are the fundamental principles deeply ingrained in the Würth Group's corporate culture. Our commitment to these values was first laid down in the Corporate Philosophy which was written by Reinhold Würth in the 1970s.

It is the duty of every employee to act in accordance with the rules!

We expect every employee to comply with the laws and rules.

In the same way, we expect that conduct in violation of the law or the rules will not be tolerated. This also includes reporting any such misconduct to the appropriate authorities. This is an expression of moral courage and responsibility on the part of all employees.

REPORTING SYSTEM SPEAKUP

For this purpose, the Würth Group has set up a reporting system that makes it possible to point out any irregularities in the working environment of Würth Group companies. You can also submit reports of irregularities or even criminal acts completely anonymously via our SpeakUp reporting system. By setting up a mailbox, you as a reporter can communicate with the person handling the report. Even if such a mailbox is set up, the confidentiality of the identity and personal data of both the reporting and the reported persons is maintained. Likewise, each reporting person is protected from any discrimination.

You can find our **REPORTING SYSTEM SPEAKUP**

- on the homepage of the Würth Group at www.wuerth.com/compliance as well as
- on our intranet under Würth Compliance/HR Links/Reporting hotline – SpeakUp.
- on our homepage <https://www.grassusa.com/compliance/compliance-reporting>. or directly under
- <https://www.bkms-system.net/wuerth>



All reports are handled in strict confidence by the responsible compliance officers at group level in close coordination with the respective management. The persons entrusted with processing the reports are independent, impartial and not bound by instructions. In particular, they are bound to secrecy. As soon as we receive your complaint or report - at the latest, however, after 7 days - we will send you an acknowledgement of receipt. We will then examine the suspicious facts you have reported and clarify any outstanding issues. Within three months of this

confirmation of receipt, you will receive feedback on the follow-up measures planned and already taken, as well as the reasons for these.

If you prefer to contact someone directly, please feel free to contact the Compliance Officer responsible in your company – **Barry Davis, 336-423-5267, bdavis@grassusa.com.**

If you have submitted a report and would like a personal meeting with a person responsible for receiving your report, we will make this possible within a reasonable time. If you agree, this meeting can also take place via video and audio transmission.

Confidentiality, data protection and protection against discrimination

All information and documents provided to us will, of course, be treated as strictly confidential and in compliance with the relevant data protection regulations. The confidentiality of your identity will be maintained as well as effective protection against any discrimination.

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