



The platform for trust and openness

Whistleblower system at Phoenix Contact

Dear employees,

In our business relationships we rely on interactions based on trust for successful collaboration going forward. Adherence to statutory, social, and company-internal obligations is of utmost importance at Phoenix Contact. We therefore expect compliance with these standards not only from our employees, but also from our business partners.



Are you aware of any damaging conduct or commercial and legal risks? If so, you can help safeguard our good reputation. Reporting such situations enables us to quickly counteract false conduct and dangers to our business. In so doing, we can protect the company, our employees, and our business partners. Please play your part in securing jobs at the company, as well as our continued success in the future.

A handwritten signature in black ink that reads "Frank Stührenberg". The signature is written in a cursive, flowing style with a long, sweeping tail on the final letter.

Frank Stührenberg, CEO

Why should I submit a report?

Are you aware of any damaging conduct or commercial and legal risks? If so, the BKMS® whistleblower system is available to you. The electronic platform has been set up so that you can report potential violations of legal obligations and internal rules. It can be used in suspected cases of:

- Corruption
- Fraud, breach of trust, embezzlement
- Violation of competition law
- Money laundering
- Breach of data protection
- Theft
- Environmental and occupational health and safety violations
- Disregard of social standards and human rights

Phoenix Contact pursues a policy of open communication. As a rule, your line manager is your first port of call regarding any errors or irregularities. Suspicious situations should be reported as early as possible. If external third parties are aware of errors or irregularities, they should be directed to their designated point of contact at Phoenix Contact.

How is my anonymity protected?

The BKMS® whistleblower system is a certified system with a functionality that preserves anonymity. Should you prefer, you can also report information without disclosing your identity. An electronic mailbox enables anonymous dialog that is also used in the case of questions. The system can be used outside of the company via the Internet, and is located on an external server. It is not possible to track the information that is reported. Data protection requirements are completely fulfilled.

How does the reporting process work?

Your report will be recorded in the BKMS® whistleblower system, and then viewed by an employee at an international law firm. If further communication is required between the relevant attorney and you, the whistleblower, this will be conducted in strict confidence and, if desired, anonymously. With your agreement, the information is then forwarded to Phoenix Contact's Corporate Compliance Management, who will then carefully review the matter. Should the suspicions raised be confirmed, further measures will be taken to rectify the situation as quickly as possible.

The platform for trust and openness

Phoenix Contact's business relationships are based on the trust that our partners, and of course our employees, place in us. This is the cornerstone of our success. Integrity and law-abiding conduct are therefore paramount.

The BKMS® whistleblower system enables you to report potential violations of the law and internal rules anonymously, without disclosing your identity.



Whistleblower

- Reports serious risks and irregularities
- Receives feedback
- Answers questions
- Non-serious issues or false accusations are rejected



Whistleblower system

- The platform is reached outside the company via the Internet
- Technical security is guaranteed; reports cannot be accessed by third parties
- The whistleblower's anonymity is protected



Central office/ Recipient of information

- Receives the report
- Leads the dialog. This is anonymous if requested



Submit a report at:

<https://www.bkms-system.net/phoenixcontact>

As a general rule:

You can talk in confidence to your superior or HR manager at any time.

[phoenixcontact.com](https://www.phoenixcontact.com)