

Whistleblowing Policy

1 Purpose and Scope

This Whistleblowing Policy outlines the procedures and protection mechanisms for reporting legal and regulatory violations within VoltStorage GmbH. The goal is to promote a culture of transparency and integrity while protecting whistleblowers, as required by the Whistleblower Protection Act (HinSchG).

1.1 Definitions

- **Whistleblower:** A person who reports information about violations.
- **Violation:** Any action or omission that breaches applicable laws, regulations, or internal policies.
- **Reporting Channel:** The system provided by us for confidential reporting of violations, in this case, MS Forms.

1.2 Scope

This policy applies to all employees, contractors, suppliers, and other individuals in a business relationship with our company.

2 Reporting Violations

Internal: Whistleblowers from inside the company can confidentially and anonymously report potential violations through the provided MS Forms channel. Access to this channel is available via the following link: <https://forms.office.com/e/GgB4xpPiDz>

External: Business partner or any other external parties can report violations via e-mail to feedback@voltstorage.com

3 Reporting Procedure

1. **Submission of Report:** Whistleblowers fill out and submit the MS Forms form or report via e-Mail to feedback@voltstorage.com
2. **Acknowledgment of Receipt:** In case the whistleblower is known: Upon receipt of the report, the whistleblower will receive an acknowledgment within seven days.

3. **Review and Investigation:** The responsible person will review and investigate the report. Confidentiality of the report and the whistleblower will be ensured.
4. **Feedback:** In case the whistleblower is known: Within three months of acknowledging the receipt of the report, the whistleblower will be informed of the planned or already taken actions, as far as possible while maintaining confidentiality.

4 Protection Measures for Whistleblowers

- **Confidentiality:** The identity of the whistleblower will be kept confidential unless disclosure is required by law.
- **Protection from Retaliation:** Whistleblowers are protected from any retaliation. Any adverse actions taken due to a report will not be tolerated and may result in disciplinary measures.

5 Employee Obligations

- Employees are required to report known or suspected violations.
- Employees must not take any actions that harm whistleblowers or hinder their reports.

6 Sanctions for Abuse

Any intentional false reporting or misuse of the reporting system may lead to disciplinary measures, including termination of employment.

7 Training and Communication

Regular training and communication measures will be conducted to inform all employees about the Whistleblowing Policy, the reporting channel, and the protection for whistleblowers.

8 Contact Person

For questions about the Whistleblowing Policy or the reporting system, the Head of People & Culture, Michael Wolter is available. He can be contacted at the following email address: feedback@voltstorage.com.