

Operational implementation of EU Directive 2019/197 and the Austrian Whistleblower Protection Act (HSCHG) for the protection of persons who report breaches of Union law (Whistleblower Directive, published in Official Journal L 305/17; Whistleblower Protection Act)

Dear employees,
Dear customers,
Dear suppliers,

On the basis of the EU Whistleblowing Directive and the Austrian Whistleblower Protection Act, a so-called whistleblowing system must be set up in our company due to the size of our company. The legal objective of the whistleblowing system is to take precautions against any white-collar crime by giving employees the opportunity to report white-collar crime to an objective internal reporting centre at any time. Examples of economic crimes include embezzlement, bribery, fraud, and insider trading. We also want to give our customers and suppliers this additional and voluntary option.

Reports concerning dissatisfaction in the workplace and labour law issues relating to the employment relationship are not included, with the exception of data protection. Also not covered are all legal issues relating to the services offered and provided outside the standards specified in the directive. As an employee, please clarify these issues directly with your line manager; as a customer or supplier, please clarify them with the person responsible in the respective organisation.

If you notice any deviations from our Code of Conduct or any discrepancies between our standards and reality, you can also report them via the whistleblower system.

SUBMISSION

To submit a report, please use the online form at this link:

<https://remus.trusty.report>

The submitted reports are processed by an independent external entity. This ensures an objective and confidential treatment of all reports.

Reports can be made either anonymously or by disclosing the identity of the person making the report. In both cases, the confidentiality of digital communication is guaranteed by technical security measures. You will receive feedback within the specified deadlines if you have provided the data required for feedback, in particular contact details. We will of course also investigate anonymous reports.



Legal protection against discrimination

Persons who submit information and who, at the time of submission, reasonably assume on the basis of average general knowledge (without legal knowledge) that the information they provide is true and falls within the scope of statutory whistleblower protection are - even if their identity is disclosed by themselves or becomes known for other reasons - expressly protected by law against discrimination under labour law or other forms of pressure.

Please note: However, the submission of information that is obviously false is not protected. Deliberate false reports can lead to liability for damages and/or criminal prosecution under the Whistleblower Protection Act or the Criminal Code (e.g. for defamation).

We understand the implementation of the guideline primarily in the qualitative development of our services as well as in the improvement of employee orientation and customer and supplier satisfaction.

Voitsberg, 08.05.2024

Yours sincerely,

The Management-Team of REMUS Innovation GmbH

Stephan Zöchling

Stefan Hütter

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