

PROCEDURE

for the event of Violations of the Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (LkSG)

1. Purpose and scope

1.1 Purpose

The purpose of these Rules of Procedure is the transparent presentation of the company's own grievance procedure within the meaning of the LkSG for the companies within the NETZSCH Group (hereinafter "NETZSCH").

The grievance procedure is intended to enable persons to point out human rights and environmental risks as well as violations of human rights-related or environmental due diligence obligations under the LkSG that have arisen as a result of the economic actions of NETZSCH or the actions of a supplier. With this procedure, NETZSCH is complying with a legal obligation.

1.2 Scope

- ▶ External, e.g. temporary workers, employees of external service providers.
- ▶ Business partners, e.g. suppliers, customers or cooperation partners
- ▶ Internal whistleblowers
- ▶ Other third parties

2. Grievance procedure

Internal as well as external whistleblowers can contact Group Compliance (as an independent unit) as follows:

CONTACT DETAILS NETZSCH GROUP COMPLIANCE:

Matthias Schmid

Erich NETZSCH B.V. & Co. Holding KG
Gebrüder-Netzsch-Straße 19
95100 Selb, GERMANY

Telephone: +49 9287 75 340

Mobile: +49 151 70437754

E-Mail: compliance@NETZSCH.com

The contact details are publicly available on the company's website.

In addition, an (anonymous) whistleblower platform is available at the following link:

<https://www.netzsch.com/de/unternehmen/code-of-conduct>

NETZSCH

Proven Excellence.

In addition to the above-mentioned communication channels, internal whistleblowers also have the opportunity to contact their manager or the HR department.

NETZSCH will confirm the receipt of a complaint within seven days - unless the complaint was submitted anonymously.

Every complaint will be examined carefully. If it is plausible, Group Compliance will work independently and impartially with the necessary specialist departments to clarify the hint. The investigation will be treated confidentially. Group Compliance may conduct confidential interviews with employees, contractors or other persons which are relevant to the investigation.

After all the results of the investigation have been examined, a decision will be made as to whether a violation has occurred and, if so, remedial action will be taken. The whistleblower will be informed accordingly no later than 3 months after receipt of the acknowledgement (unless the complaint was made anonymously).

3. Non-disclosure and protection of disadvantages

NETZSCH is committed to confidentiality and to the protection of the whistleblowers. It is in the interest of the company to identify and remedy grievances.

NETZSCH protects the anonymity of whistleblowers throughout the entire complaint handling process, provided that the reporting person indicates that they wish to remain anonymous. No measures are taken to find out their identity.

Whistleblowers who report possible compliance violations and provide information about human rights and environmental risks as well as violations of human rights or environmental due diligence obligations to the best of their knowledge and in good faith do not have to fear any adverse measures by the company as a result of the complaint. In the event of recognisable misuse of the whistleblower platform, NETZSCH reserves the right to take legal action or disciplinary measures against whistleblowers.

NETZSCH also protects the rights of the accused person. The presumption of innocence under the rule of law applies until the opposite is proven.

4. Review and Improvement

NETZSCH will carry out regular and ad hoc reviews and continuous improvements to the grievance procedure.