

Compliance Hotline

Whom can I contact in the case of suspected violations?

Heraeus takes violations of criminal law regulations, other legal regulations and internal guidelines, especially its own [Heraeus Code of Conduct](#), very seriously and encourages informants (whistle blowers) to actively support Heraeus in safeguarding proper conduct (Compliance) by reporting suspected violations, which is also an important contribution to a good corporate culture.

Reporting of Suspected Violations to the Heraeus Compliance Officer

For the foregoing reasons, both the employees of Heraeus and external third parties may contact the Heraeus Compliance Officer (HCO), Mr. Bernhard Reckmann, in confidence at any time in cases of suspected criminal offenses (e.g., corruption, antitrust violations, fraud, breach of trust, human rights violations) and other violations of regulations.

Suspected violations may be reported to the HCO by e-mail (heraeuscomplianceofficer@heraeus.com) in any language. The HCO can also be contacted on the telephone in the English, French and German language (telephone hotline: +49 (6181) 35-5500).

Reporting of Suspected Violations to the External Ombudsman

At Heraeus, there is also the possibility of reporting suspected violations on a **confidential** basis to the external ombudsman, Attorney Dr. Rainer Buchert. Due to the ombudsman's attorney-client confidentiality obligation, the identity of informants is securely protected. The identity of informants is generally not disclosed, unless with the express written consent of the informants.

Informants may contact the ombudsman also solely for advice in this context and will not be charged with any costs in either case.

The contact details of the external ombudsman Dr. Rainer Buchert are as follows:

dr-buchert@dr-buchert.de

Telephone: +49 (0) 6105 / 921355

Telephone: +49 (0) 69 / 710 333 30

Fax: + 49 (0) 69 / 710 34 44 4

Address: Bleidenstr. 1, 60311 Frankfurt am Main, Germany

In the absence of Dr. Buchert you may contact his deputy Dr. Jacob (Ms.) from the same law firm.

Information may also be sent electronically to both ombudspersons via an SSL-encoded contact form (<https://www.ombudsperson-frankfurt.de/en/contactform/>).