



Below is some useful information for using our Whistleblowing Channel.

What is Whistleblowing Channel?

It's the formal and confidential communication channel for reporting illicit acts and for making inquiries related to them.

Who can make reports and/or inquiries?

Reports (or inquiries) can be made anonymously and confidentially by Employees, Clients, Suppliers, and others. It is important to consider that the identification of the complainant can make easier the investigation process.

How does it work?

If you have knowledge of a potential irregularity, conflict of interest, internal/external fraud, and/or are facing conduct that you feel the need to report, contact us via email at lineaetica@grupowerthein.com for review.

All reports made through our whistleblowing channel will be reviewed and investigated in the strictest confidence.

What information is required to make a report?

The person making the report will need to provide at least the following information:

- Specify the location where the events occurred (country, company, place of occurrence, among others).
- Identify data of the reported person, if available and/or applicable, to facilitate relevant verifications.
- Describe the events denounced in a clear, complete and precise manner, specifying the facts that constitute the situation or conduct denounced.

Remember that the more details you can provide, the more helpful it will be for the initial analysis stage.

What can be reported and/or inquired about?

The following list is illustrative only. It is not exclusive, as any issue that could fall under irregularities, fraud, and/or illicit acts, or the following, can be reported and/or inquired about:

- Aggression, threats, intimidation, discrimination, workplace and/or sexual harassment.
- Conflict of interest with internal or external personnel.
- Internal fraud, theft, larceny, corruption, and other similar irregularities.
- Misappropriation and disclosure of confidential information.
- Misuse of assets, resources, or image.
- Any breach of contract, internal regulations, policies or procedures of Werthein Group, or applicable laws in each country.

We do not promote any type of retaliation against individuals who have made good-faith inquiries and/or reports.

At Werthein Group, we are committed to being an organization oriented towards sustainability, ensuring transparency and good practices in our operations, and promoting good corporate governance. To achieve this, we integrate new improvement criteria into our processes and decision-making.

How can I make a report?

To ensure direct and swift attention, we recommend making your report via email: lineaetica@grupowerthein.com.

Thank you for your attention.