

Rules of procedure of the Endress+Hauser Group for the whistleblowing system for human rights and environmental concerns

1. OBJECTIVE AND SCOPE

Complaints and reports, whether justified or unjustified, must be handled professionally.

The aim of this procedure is to document reports and complaints, whether from employees, suppliers or third parties, to mark them for follow-up and to forward them to the appropriate departments. This ensures careful handling of reports and complaints as well as continuous improvement.

The whistleblowing or complaints procedure is accessible to all potential stakeholders. Confidentiality is maintained and effective protection against disadvantage or punishment due to a report or complaint is ensured.

2. SUBJECT MATTER OF WHISTLEBLOWING OR COMPLAINTS PROCEEDINGS

This whistleblowing or complaints procedure makes it possible to point out

- human rights or environmental risks
- violations of human rights or environmental obligations that affect our company or the well-being of Endress+Hauser employees and other persons in the direct or indirect environment.

3. INDEPENDENCE

The persons entrusted by the Endress+Hauser Group with the implementation of the procedure for dealing with human rights and environmental issues (Endress+Hauser Complaints Team) are appointed by Endress+Hauser Management AG and ensure impartial action; in particular, they are independent and not bound by instructions. They are bound to secrecy.

4. COURSE OF WHISTLEBLOWING OR COMPLAINTS PROCEEDINGS

Reports and complaints are preferably received via the web form (EQS system) and recorded in the ticket system (complaint management system). If information is received via other channels (letter, email, telephone, etc.), it is manually entered into the EQS system and processed further.

In the case of reports or complaints via the EQS system, the informant has to set up an anonymous mailbox.

After submitting a report or complaint, the informant receives an acknowledgement of receipt without delay, but no later than seven days after receipt of the information. Information is processed internally by the Endress+Hauser Complaints Team.

After receipt of a report or complaint, it is first subjected to a plausibility check by the Endress+Hauser Complaints Team, in particular with regard to relevant human rights or environmental risks or the violation of human rights or environmental obligations. After completion of the plausibility check, the Endress+Hauser Complaints Team will discuss the facts of the case with the person providing the information, if necessary and possible. In the case of longer processing times, the person making the report or complaint will be informed of the current status of the processing no later than three months after submission of the report.

Endress+Hauser shall investigate the report or complaint in compliance with the law and internal regulations and taking into account the interests of all parties involved. The investigation shall be carried out swiftly and without major interruptions.

Respectful and fair treatment of the persons concerned is an important principle. The presumption of innocence applies.

Therefore, the persons affected by a report or complaint will be informed as soon as possible about the information received and advised of their rights to information and rectification. However, if there is a serious risk that notification would jeopardize the investigation of the report, notification may be postponed until after the investigation has been completed or until the risk has ceased to exist.

The Endress+Hauser Complaints Team will review and assess the facts under investigation and, if necessary, in consultation with the Endress+Hauser Group General Counsel, propose appropriate action to eliminate and prevent improper business practices. This may, for example, be civil action or the involvement of the authorities, or an amicable settlement with the person providing the information.

However, if no violations are found in a specific case, proposals for changes to working and business procedures as well as changes to organizational and behavioral rules will nevertheless be considered.

The whistleblower usually will receive feedback on the follow-up measures to the information within three months after receipt of the information. At the latest after the process has been completed, he or she will be informed of the result to the extent legally permissible.

5. PROTECTION OF THE PERSON PROVIDING THE INFORMATION

The whistleblower's anonymity is maintained and effective protection against discrimination or punishment on the basis of a complaint is guaranteed.

The employees entrusted with the processing of complaints always treat the information they obtain confidentially. This applies in particular to personal data. At the request of the person providing the information, the identity of this person will not be disclosed if this is legally

possible. Any statutory and official disclosure and reporting obligations are excluded from the principle of confidentiality.

Discrimination, intimidation or hostility towards the whistleblower and other reprisals against the whistleblower or persons cooperating in good faith with investigations are not permitted and will not be tolerated. Interfering with or obstructing investigations, in particular influencing witnesses and suppressing or manipulating documents or other evidence, is prohibited. The whistleblower and persons who cooperate in investigations to the best of their knowledge and belief shall be protected by the company against discrimination and reprisals to the best of the company's ability.

6. DATA PROTECTION

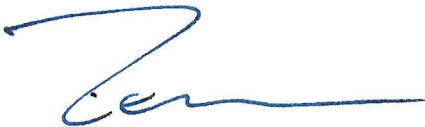
The investigation will be carried out in accordance with the GDPR, including the storage and deletion of data and the rules on international data transfer. The privacy statement for submitting notifications is accessible on the page of the Complaints Management System (EQS system).

7. EFFECTIVENESS OF THE WHISTLEBLOWING OR COMPLAINTS PROCEDURE


The effectiveness of the whistleblowing or complaints procedure is reviewed once a year and on an ad hoc basis by the Endress+Hauser Complaints Team, if necessary, in consultation with the General Counsel of the Endress+Hauser Group. A review is carried out, for example, if a significantly changed or significantly expanded risk situation is to be expected in the company's own business areas or in the direct or indirect environment, for example due to the introduction of new products, projects or a new field of activity.

Reinach, November 9, 2023

Endress+Hauser Management AG



Dr. Heiner Zehntner, General Counsel



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