



SWG

REPORTING HOTLINE SPEAKUP

Mutual trust, reliability, honesty and straightforwardness are the fundamental principles deeply ingrained in the Würth Group's corporate culture. Our commitment to these values was first laid down in the Corporate Philosophy, written by Reinhold Würth in the 1970s. These principles do not just include adhering to all applicable rules and laws, but also the proper mindset of the employees which constitutes an integral part of corporate success.

It is our goal to promote this mindset, also with SWG. At the same time, this mindset entails our employees' strict adherence to all applicable national and international rules and laws. To make these principles transparent for all our business partners, we refer to the Code of Compliance of the Würth Group. We herewith commit ourselves to treat each other with integrity, along with all our business partners.



Reporting Hotline SpeakUp

In spite of our honest intention to comply with the rules we are not able to guarantee for all the people in our company. Studies have demonstrated that reports received from third parties frequently helped to solve cases of economic crime. For this very reason, we have set up a system that allows both Würth Group employees and third parties to report criminal acts and other major compliance violations. This web-based tool is called the BKMS System (Business Keeper Monitoring System).

If you would like to report an incident using this system, you can do so either anonymously or by name. Nevertheless, because we would like to cultivate an environment of open communication, we encourage you to give your name when submitting reports. We will handle your personal information with strict confidentiality and take into account the legitimate interests of all parties involved. Please create a mailbox in the BKMS system via which we can contact you. This is important in case we have any follow-up questions or in case you would like to add further information to your report later on. Communication via the mailbox can also be kept anonymous, if desired.

The system is solely intended to call attention to suspected cases of economic crime or major compliance violations within the Würth Group. Any misuse of this system for other purposes can constitute a criminal offense.

You can submit a report here:

www.bkms-system.net/wuerth

- Download Code of Compliance

- Reporting Hotline SpeakUp

Thank you very much for your support!

CONTACT

Compliance Management Würth-Gruppe
Adolf Würth GmbH & Co. KG
Reinhold-Würth-Str.12-17
74653 Künzelsau Germany