

## COMPLIANCE – REPORTING CHANNELS

### Who can submit reports?

The reporting channels are accessible to everyone. Stadler employees,<sup>1</sup> as well as persons or organisations outside Stadler, can submit complaints and reports via the reporting channels.

### How can a report be submitted?

The Compliance department is the company's central reporting office. It receives all reports – regardless of how they are submitted.

Employees of the reporting office are impartial and are subject to a special duty of confidentiality.

You can submit a complaint or report through the following reporting channels:

TYPE OF CONTACT	CONTACT DETAILS	ANONYMITY
Telephone	+41 71 626 12 97 Languages: German/English	If you wish to remain anonymous, you are free to hide your telephone number.
E-mail	<a href="mailto:compliance@stadler-rail.com">compliance@stadler-rail.com</a>	Not anonymous
Reporting system	<a href="https://integrityline.io">Stadler Rail Management AG   Home (integrityline.io)</a>	Anonymous if you wish
Postal address	Stadler Rail AG Dr Maja Krapf (General Counsel Legal and Compliance) Ernst-Stadler-Strasse 1 9565 Bussnang, Switzerland	If you wish to remain anonymous, you can choose not to include the name of the sender or any other contact details in your letter.

<sup>1</sup> The term “employees” also includes managers at all levels and members of executive bodies.

### **What can be reported?**

Information can be reported about known or suspected breaches of laws or Stadler regulations – including human rights and environmental risks or obligations. A suspicion can either be directed against individual Stadler employees or can be raised in connection with a Stadler business or a supplier of Stadler.

Please only submit reports if you are convinced of their accuracy.

### **Confidentiality of your personal identity**

All reports will of course be treated confidentially and can also be submitted without mentioning your name.

Confidential data may only be disclosed if it is necessary and legally permissible to do so.

### **What is the internal reporting procedure?**

As soon as Stadler receives your complaint or report – and at the latest after 7 days – you will receive an acknowledgement of receipt from Stadler.

The reporting office will check whether the report contains sufficient information to warrant a preliminary investigation. The reporting office may contact you, if possible, to request further details if needed.

After examining the complaint or report, the reporting office may process the case itself or forward the information to another relevant department within the company to process it and to conduct a preliminary investigation. Alternatively, it may pass on the information to a competent authority.

At the end of the preliminary investigation, the results will be summarised in a report and sent to the internal departments that require the information.

Possible outcomes of the preliminary investigation include recommendations for disciplinary action (such as dismissal, warning or transfer) or other remedial action, for example with regard to risk management or other internal processes.

Insofar as it is possible and legally permissible for us to do so, we will inform you within three months of any measures taken – even if the preliminary investigation has not yet been completed.

If you have opted to submit an anonymous report, please note that it will not be possible for the reporting office to contact you.

**Thank you for your trust and understanding!**

Privacy notice Compliance reporting channels: [Privacy Notice - Stadler \(stadlerrail.com\)](https://stadlerrail.com/privacy-notice)