

Report on the Supply Chain Due Diligence Act (LkSG)

Reporting period from 01.01.2025 to 31.12.2025

Table of Contents

- A. Strategy and anchoring
 - A1. Monitoring of risk management and management responsibility
 - A2. Declaration of principles on human rights strategy
 - A3. Change in the human rights strategy within one's own organization
- B. Risk analysis and prevention measures
 - B1. Implementation, procedure and results of the risk analysis
 - B2. Preventive measures in our own business area
 - B3. Preventive measures at direct suppliers
 - B4. Preventive measures for indirect suppliers
 - B5. Communicating the results
 - B6. Changes in risk disposition
- C. Identification of violations and remedies
 - C1. Identification of violations and remedial actions in the company's own business area
 - C2. Identification of violations and remedial actions at direct suppliers
 - C3. Identification of violations and remedial actions at indirect suppliers
- D. Complaints procedure
 - D1. Establishment or participation in a complaints procedure
 - D2. Requirements for the complaints procedure
 - D3. Implementation of the complaints procedure
- E. Risk management review

A. Strategy and anchoring

A1. Monitoring of risk management and management responsibility

The Executive Board of Hansgrohe SE bears overall responsibility for corporate due diligence, in particular for monitoring risk management. Within the Hansgrohe Executive Board, the Executive Board member for Human Resources is responsible for compliance with the protected legal positions in its own business area and the Executive Board member for Operating is responsible for compliance with the protected legal positions at the suppliers. The resulting tasks were assigned to the Human Rights Officer (HRO).

Responsible persons:

The Executive Board of Hansgrohe SE:

- Hans-Jürgen Kalmbach - Chairman of the Board
- Frank Semling - Chief Operating Officer
- Martial Gil - Chief Financial Officer
- Christophe Gourlan - Chief Sales Officer
- Sandra Richter - Chief Human Resources Officer/Labor Director

Human Rights Officer:

- Yvonne Birkner (in the period from 01.01.2025 to 10.08.2025)
- Katrin Edinger as interim HRO (in the period from 11.08.2025 to 24.08.2025)
- Tanja Wöhrle (in the period from 25.08.2025 to 31.12.2025)

The Executive Board of Hansgrohe SE has established a **reporting process** that ensures that it is informed about the work of the person responsible for monitoring risk management. The Executive Board is thus informed by the HRO on a regular, quarterly basis, but at least once a year or on an ad hoc basis, about the status and further development of risk management within the meaning of the LkSG, about complaints regarding human rights or environmental aspects, about the results of the investigations carried out as a result and about findings from risk analyses.

A2. Declaration of principles on human rights strategy

There is a declaration of principles that has been prepared or updated on the basis of the risk analysis carried out during the reporting period. The declaration of principles was published and made available to employees via the company's own app and to the public, direct suppliers and third parties via the company's website.¹ The works council was informed of the declaration of principles by e-mail.

The declaration of principles contains the following elements:

- Setting up a risk management system
- Annual risk analysis
- Anchoring prevention measures in the company's own business area, with direct suppliers and, if necessary, indirect suppliers and their effectiveness review
- Corrective measures in the company's own business area, with direct suppliers and, where applicable, indirect suppliers and their effectiveness review
- Provision of a complaints procedure in the company's own business area, with suppliers and its effectiveness review
- Documentation and reporting obligations
- Description of the identified priority risks
- Description of human rights-related and environment-related expectations of our own employees and suppliers
- Other elements: Commitment of the Hansgrohe Group, responsibilities

An update of the policy statement is planned for 2026.

A3. Anchoring the human rights strategy within one's own organization

The human rights strategy has been anchored in the following departments:

- Human Resources/HR
- Environmental management
- Occupational Safety & Occupational Health Management
- Purchasing/Procurement

¹ <https://www.hansgrohe-group.com/en/about-us/sustainability/corporate-management>

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- Legal/Compliance
- Works council
- Community/Stakeholder Engagement

The human rights strategy continues to be a collaborative effort that spans different areas and business processes to ensure human rights and environmental due diligence in these areas. The overall responsibility for the implementation of the strategy lies with the Executive Board and is bindingly defined in the description of risk management within the meaning of the LkSG and anchored in the following specialist departments.

- Human Resources/HR
 - The recruiting team is responsible for avoiding child labor.
 - HR managers, together with their respective supervisors, are responsible for preventing forced labour/slavery and any form of unequal treatment/discrimination, ensuring fair working conditions and adequate remuneration to cover living expenses.
 - In coordination with the responsible HR manager, an investigation officer investigates incoming complaints. In the case of complaints about discrimination and bullying, this can be done, for example, by the Diversity, Equity & Inclusion (DE&I) team or by HR staff trained in the process on site. DE&I and HRO are contact persons for any queries.
- Environmental management

Environmental management ensures that business operations do not pollute the natural basis of life through environmental impacts, e.g. harmful soil change, water pollution, air pollution, harmful noise emissions and excessive water consumption.
- Occupational Safety & Occupational Health Management

Both areas ensure health and safety at work. Occupational health management is supported by the occupational health service and external employee counselling.
- Purchasing/Procurement

The Purchasing department fulfils the due diligence obligations of the LkSG with regard to direct and indirect suppliers.
- Legal/Compliance

The Compliance department fulfils the due diligence obligations within the meaning of the LkSG in its own business area.
- Works council

The members of the works council are contact persons and confidants in all matters relating to human rights-related risks.
- Community/Stakeholder Engagement

The legal department, which is part of MASCO Corporation and MASCO Europe S.à r.l., is responsible for the complaints procedure at group level. MASCO Corporation is the parent company of Hansgrohe SE, based in the USA.

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Responsibilities have been defined so that the integration and implementation of the strategy takes place in the respective departments. Processes for the LkSG, in particular for risk management and the reporting process, have been anchored in the company and are described in the process landscape. Furthermore, the specialist departments and process owners take the strategy into account in their respective operational processes and procedures – these are adjusted accordingly if necessary.

The responsible departments implement the LkSG requirements in their area of responsibility on the basis of their experience and expertise.

- **Human Resources/HR**
HR employees have special training. With regard to the effective handling of those affected by discrimination, confidential informants from the human resources department of the German locations were trained. In addition, global training was provided to conduct investigations for all HR and DE&I managers. In addition, Q&A for HR was prepared on the Global Anti-Discrimination and Bullying Policy. This ensures that trained people can carry out an examination in all Hansgrohe companies.
- **Environmental management**
Company representatives with special training ensure compliance with environmental management.
- **Occupational safety**
Company representatives with special training ensure compliance with occupational safety.
- **Occupational health management**
The employee is a person of trust for those affected by potential discrimination and the contact person for health issues.
- **Purchasing/Procurement**
The employees have been trained and have a sound knowledge of global supply chains and the associated procedures and processes.
- **Legal/Compliance**
The Head of Group Compliance has many years of experience in the field of risk management. The compliance team grew to include a compliance manager.
- **Works council**
Every employee can turn to the members of the works council in confidence.
- **Community/Stakeholder Engagement**
Legal advice is provided by MASCO Europe S.à r.l. MASCO is responsible for the complaints procedure at group level.

B. Risk analysis and preventive measures

B1. Implementation, procedure and results of the risk analysis

During the reporting period, a regular (annual) risk analysis was carried out for the company's own business area and for direct suppliers from January to the beginning of December 2025 in order to identify, weigh and prioritize human rights and environmental risks.

The risk analysis took into account the provisions of the LkSG, the Federal Office of Economics and Export Control handouts, external data sources as well as the empirical values of the responsible departments and the feedback on the questionnaires sent to Hansgrohe companies or direct suppliers.

The **risk analysis process** is carried out in a multi-stage process based on a risk-based approach. A variety of quantitative and qualitative data sources are used for the assessment of human rights and environmental risks. The aim of the multi-stage process is to identify or prioritize risks in the company's own business area, with direct suppliers and, in the case of substantiated knowledge, with indirect suppliers at an early stage.

The **abstract risk analysis** was carried out by an external service provider. This country- and commodity-group-specific risk analysis is based on an Excel-based risk management tool that is continuously adapted. The data used, such as press releases, indices, rankings, etc., is updated annually to ensure a dynamic, ongoing abstract risk analysis in the company's own business area and all suppliers. After determining the abstract risks, abstract risky companies, i.e. Hansgrohe companies and direct suppliers, are subjected to a **concrete risk analysis**.

Structured prioritization enables a structured filtering out of risk-free business units and suppliers as well as a focus on a more in-depth look at critical business areas and suppliers. The process enables Hansgrohe to derive effective and appropriate prevention and remedial measures for priority risks or risk areas.

- **Direct suppliers:**
In the first step, the external service provider was provided with a list of direct suppliers with information on the country of origin and the product group for the abstract risk analysis. An abstract risk assessment was then carried out with the help of the service provider's Excel tool. Following the risk-based approach, risk-specific questionnaires were then sent to the suppliers concerned. Based on the feedback, the specific residual risk was determined. The specific risk analysis did not reveal any residual risks. Therefore, no priority risks were examined.
- **Own business area:**
Due to the risk-based approach, only those Hansgrohe companies that had a high or medium risk in the reporting years 2023 and 2024 according to the abstract country- and commodity-group-specific risk analysis were forwarded to the external service provider to carry out the abstract risk analysis. An abstract risk assessment was then carried out on the basis of the product group and the location of this Hansgrohe company. All LkSG-relevant risks per Hansgrohe company and per location were determined. Based on the overall risk, which is made up of the country and product group risk, the Hansgrohe companies were prioritized using score values.

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On the basis of the gross risks determined, a data sheet was generated for the Hansgrohe companies in which the country- and product group-specific score values for human rights and environmental aspects were recorded. After a plausibility check had been carried out, taking into account the nature and scope of the business activities, in addition to the gross risks, the regulations, procedures and other measures already implemented in the Hansgrohe Group for each human rights and environment-related risk (preventive measures) were listed and the probability of a breach was assessed. For the purpose of plausibility checks, the responsible departments were interviewed and questionnaires were sent to the Hansgrohe companies. It was determined whether human rights or environmental aspects had been violated in its own business area or whether there was a risk of such a violation. In addition, a risk analysis was carried out at the production sites using ready-made questionnaires as part of the annual internal system audit, provided that they did not show a high or medium abstract risk in previous years. Based on the feedback from the specialist departments and on the questionnaires as well as the preventive measures already implemented, the net risks for the Hansgrohe companies were determined. The gross-net analysis selected in the company's own business area influences the implementation of the weighting and prioritization, as its evaluation criteria, in particular the probability of occurrence, have already been taken into account as part of the risk analysis. For the 2025 reporting period, no remaining net risks were identified in the Group's own business area, so that weighting and prioritization according to the appropriateness criteria was not carried out. The results determined in this way were summarized in a risk matrix.

In the reporting period, **event-related risk analyses** were also carried out. Based on reports and confirmed breaches, event-related risk analyses were carried out in the company's own business area. The preventive measures already implemented at the respective locations were reviewed. Depending on the circumstances of the individual case, further measures were taken, e.g. refresher training. Remaining residual risks were assessed as low.

In the company's own business area, reports were taken into account in the risk analysis. These were indications/complaints made via the appeal procedure within the reporting period.

The risk management tool "Sphera" alerted purchasing to potential risks with foreign suppliers. The indications/complaints were investigated. Due to the preventive measures already implemented, no new preventive measures have been defined.

The following (interim) **results** were determined when the **abstract risk analysis** was carried out:

- Own business area
 - Prohibition of child labour
 - Prohibition of forced labor and all forms of slavery
 - Working conditions
 - Occupational safety
 - Freedom of association
 - Unequal treatment/discrimination
 - Destruction of the natural basis of life through environmental pollution

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- Prohibition of the commissioning or use of private/public security forces that may lead to impairments due to lack of instruction or control
- Unlawful violation of land rights
- Direct suppliers
 - Prohibition of child labour
 - Prohibition of forced labour and all forms of slavery
 - Destruction of the natural basis of life through environmental pollution
 - Prohibition of disregard of the obligations imposed by the law of the place of employment

No risks were identified in the risk analysis for indirect suppliers.

The risks identified in the reporting period were not weighted and prioritized. The gross-net analysis chosen for the direct suppliers influences the implementation of the weighting and prioritization, as their evaluation criteria, in particular the probability of occurrence, have already been taken into account in the risk analysis. For the 2025 reporting period, no remaining net risks were identified in the Group's own business area and at the direct suppliers, so that weighting and prioritization according to the appropriateness criteria was not carried out.

For the reporting period, the following preventive measures were implemented:

B2. Preventive measures in the own business area

- Implementation of training courses
All employees of the Hansgrohe Group received appropriate training. Employees with their own Hansgrohe e-mail access were asked to complete an eLearning on both the LkSG and a *Masco Ethics eLearning on Anti-Discrimination and Anti-Harassment*. These are all mandatory eLearning. A workshop was held with selected production managers at the Offenburg site to further raise awareness.

All employees without an e-mail address (esp. Production and Warehouse) in Germany, France, Spain, the Netherlands, Serbia, the USA and Turkey were also trained on site. Employees at the Chinese sites were sensitized to the prohibition of unequal treatment/discrimination as part of compliance training.

Procurement employees were trained in a target group-oriented manner.

Training is an essential component in raising awareness among employees. They enable employees to behave accordingly, to be able to perform their duties effectively and to provide information about relevant rules and processes. Depending on the area of responsibility, potential risks can be conveyed and information can be provided about appropriate behaviour. Only those who are familiar with them can recognize critical situations and deal with them with the necessary sensitivity. Well-informed employees can make a significant contribution to minimizing risk.

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- Implementation of risk-based control measures
In the Group's own business area, no remaining net risks were identified on the basis of the gross-net analysis selected. Nevertheless, risk mitigation measures have been initiated:

Over the course of the year, during system audits carried out at the production sites, additional questionnaires designed in accordance with the IKS were answered by the responsible departments. The answers were evaluated and taken into account in the risk analysis. The Managing Directors of Hansgrohe's foreign companies, for which the country- and product group-specific abstract risk analysis showed a very high or high gross risk of individual human rights, were surveyed using questionnaires. In some cases, individual discussions were then held with the responsible Managing Directors in order to clarify any queries. This has sensitized the Managing Directors.

B3. Preventive measures at direct suppliers

- Development and implementation of appropriate procurement strategies and purchasing practices
Hansgrohe traditionally relies on long-term contractual relationships with its business partners. Delivery times and purchase prices are subjected to regular benchmarks and checked with regard to their market conformity.

The company's own procurement strategy and purchasing practices are regularly reviewed and adjusted as necessary. New suppliers go through an onboarding and qualification process at Hansgrohe. As part of this process, the supplier must sign the *MASCO Supplier Business Practices Policy* and thus confirm its compliance. In addition, a release audit for new suppliers is carried out before delivery in the series production process. Existing suppliers are also examined from time to time with regard to the revised procurement strategy and purchasing practices.

- Integrating expectations into supplier selection
Based on the procurement strategies and purchasing practices, a pre-selection of potential suppliers is made. As part of the selection of suppliers, the requirements of the *MASCO Supplier Business Practices Policy* are taken into account and the expectations of suppliers are clearly communicated.
- Obtaining contractual assurances for compliance with and implementation of expectations along the supply chain
Suppliers are contractually obliged to comply with the principles of the *MASCO Supplier Business Practices Policy*.
- Agreement and implementation of risk-based control measures
With regard to compliance with the requirements of the *MASCO Supplier Business Practices Policy*, suppliers who tend to be at higher risk are regularly audited on site.

- Other/further measures
Other measures include sending evaluation questionnaires to suppliers, obtaining evidence such as certifications from suppliers and conducting training courses on the LkSG.

B4. Preventive measures for indirect suppliers

There were no indications/complaints/signs of any grievances/injuries at indirect suppliers. As a result, no risk analyses were carried out for indirect suppliers, nor were priority risks identified or preventive measures defined.

B5. Communicating the results

The results of the risk analyses for the reporting period were communicated to the relevant decision-makers.

B6. Changes in risk disposition

The risk analysis in the company's own business area and for the direct suppliers did not reveal any changes in terms of risk assessment. Against this background, no priority risks were identified or weighted in the reporting period.

C. Identification of Violations and Remedies

C1. Identification of violations and remedial actions in the company's own business area

No violations were detected in the company's own business area during the reporting period.

In principle, reports via the appeal procedure are possible. This can be done through two different channels: the internal confidants and the Masco Ethics Hotline. The procedure for dealing with imminent or established violations of human rights or environmental obligations within the meaning of the LkSG in the company's own business area is anchored in the escalation and remedial action plan defined for this purpose. This escalation and remedial action plan sets out responsibilities, investigative measures to be initiated, deadlines, internal reporting obligations and measures to be taken. The investigation is being carried out by a specially established independent task force under the leadership of the HRO. Depending on the circumstances of the individual case, the result of an investigation could be that a Hansgrohe company violates human rights- or environment-related obligations under the LkSG.

Regardless of any reports, the annual risk analysis also examines whether a Hansgrohe company violates human rights-related or environmental obligations.

C2. Identification of violations and remedial actions at direct suppliers

No violations were detected at direct suppliers in the reporting period.

The determination of violations is possible within the framework of the complaint procedure. In addition, risk-based on-site checks can be carried out on the basis of the audit clauses, which are associated with information and access rights. Hansgrohe has commissioned an

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external partner who regularly checks the Asian business partners in particular. The results of the specific risk analysis are then already available, so that priority risks can be examined in a targeted manner.

C3. Identification of violations and remedial actions at indirect suppliers

No violations were detected at indirect suppliers during the reporting period.

D. Complaints procedure

D1. Establishment or participation in a complaints procedure

Reports of human rights or environmental risks or violations of obligations can be submitted via two different channels. On the one hand, these are the **internal confidants**, such as HRO, HR representatives, DE&I consultants or, where available, the works council, to whom Hansgrohe employees can turn. The confidential counsellors can be reached via the contact information published within the company.

The other channel is a central complaints procedure, the **MASCO Ethics Hotline**, which is offered by MASCO Corporation, USA.

The VP General Counsel of MASCO Corporation leads the Ethics and Compliance Program, which also includes the management of the central complaints procedure, the so-called MASCO Ethics Hotline. Complaints can be made via the MASCO Ethics Hotline by **telephone** and via a **web-based input mask**. It is used, among other things, to meet the requirements of the IKS.

Care is taken to **protect** the information transmitted and the identity of reporters. To make this possible, the following must be taken into account when using the MASCO Ethics Hotline: If the reporter wishes to remain anonymous, no personal data must be provided, e.g. name, address, e-mail address, location or relationship to the underlying facts or the parties involved. The link to the MASCO Ethics Hotline must be entered directly into the address bar of the browser and a bookmark must be set in order to be able to call up the system again later.

If the reporter wants to submit complaints via the web-based input mask, it is possible to choose from different languages. The reporter will receive a reply in the selected language. Receipt is confirmed and the further way of dealing with the complaint is shown. Complaints can be submitted according to a selection of topics. Human rights and environmental issues are among other topics to choose from. The person making the report then has the opportunity to describe the facts.

The following have access to the complaints procedure:

- Own employees
- Communities close to their own locations
- Employees of suppliers
- External stakeholders, such as NGOs, trade unions, etc.

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Access to the complaints procedure for the different categories of potential stakeholders will be ensured as follows:

- Rules of procedure available to the public in text form
The link to the MASCO Ethics Hotline² and the rules of procedure³ are available on the Hansgrohe Group website. The MASCO Ethics Codex⁴ and Masco Corporation's Supplier Business Practices Policy⁵ are available on the MASCO Corporation website.
- Information on accessibility
The Rules of Procedure contain information on accessibility.
- Information about the process
The complaints process via the MASCO Ethics Hotline includes the following steps, whereby the reporter has the option of communicating in one of 20 languages to choose from:

First, the reporter is asked to indicate whether he or she is acting in the capacity of a supplier. The reporter is then asked to provide information on the location and location of the risk to be reported or the injury to be reported occurred. The reporter is then shown telephone numbers for the report and is given the opportunity to report via the web-based input mask. When reporting via the web-based input mask, the reporter is shown an information text on data protection, the preservation of anonymity and the procedure. On the following page, the person making the report is asked about the focus of their report. On the reporting page, the reporter formulates their complaint in their own words and, if they wish, answers questions via the simple answer selection.

After submitting their report, the person making the report will receive a file number. With this file number and in combination with their password, the reporter can log in to the website again and find out about the progress of their complaint or tip-off. If the reporter wishes to remain anonymous, their anonymity is protected as long as they do not enter personal data that would allow conclusions to be drawn about their identity.

- All information is clear and understandable
All information has been described in the Rules of Procedure in a form that is understandable to laymen.
- All information is publicly available
The information and description are available on the Hansgrohe Group website.⁶

² See www.stand4ethics.com under <https://www.hansgrohe-group.com/en/about-us/sustainability/corporate-management>

³ <https://www.hansgrohe-group.com/en/about-us/sustainability/corporate-management>

⁴ <https://www.hansgrohe-group.com/en/about-us/sustainability/corporate-management>

⁵ <https://masco.com/our-suppliers/>

⁶ <https://www.hansgrohe-group.com/en/about-us/sustainability/corporate-management>

D2. Requirements for the complaints procedure

The Rules of Procedure were publicly available for the period under review.⁷

The review and internal assignment of reports submitted via the MASCO Ethics Hotline is carried out by dedicated functionaries of MASCO's legal department. The handling of the complaint submitted via an internal person of trust or via the MASCO Ethics Hotline is primarily carried out by the HRO, members of MASCO's legal department and consulted experts.

Once the assignment has been completed, employees with corresponding functional roles have access to the backend of the MASCO Ethics Hotline to review and evaluate the report and take the necessary steps. Depending on the type of risk or breach reported, these include:

- HRO
- Members of the Legal Department of MASCO Corporation, USA or MASCO Europe S.à r.l., Luxembourg,
- HR representatives of Hansgrohe SE or MASCO Corporation, USA,
- Experts consulted, such as DE&I consultants

The information about the report is only shared to the extent necessary, i.e. on a "need-to-know" basis. The persons handling the facts of the case are obliged to **secrecy**. The complaint and the procedure are confidential and protection against discrimination or punishment based on a complaint made in good faith is guaranteed.

The necessary criteria for the responsible persons are met, i.e. that they offer the guarantee of impartial action, are independent and are not bound by instructions and are obliged to secrecy.

For the reporting period, **precautions** were taken to protect potential participants from discrimination or punishment due to a complaint. From a technical point of view, only those persons who have been assigned to the backend of the MASCO Ethics Hotline have access to the reports of risks or injuries.

From an organizational point of view, the following precautions have been taken: The HRO is independent in its function and does not follow instructions, has decision-making and instruction authority for its area of activity and is entitled to access information.

In the *MASCO Ethics Hotline Procedure Europe*, the persons involved in processing the report are required to treat the information obtained confidentially. In addition, the *MASCO Ethics Hotline Procedure Europe* prohibits retaliation against people who make reports in good faith and against those who process the report.

Furthermore, the reporting persons are protected by the *MASCO Code of Ethics* and the Non-Retaliation Policy contained therein. This states that MASCO will not retaliate against anyone who makes a good faith report of a violation of the MASCO Ethics Code or other illegal or unethical conduct.

⁷ <https://www.hansgrohe-group.com/en/about-us/sustainability/corporate-management>

D3. Implementation of the complaints procedure

In the reporting period, 27 reports were received via the complaints procedure.

Of these, 26 reports are potential breaches of the prohibition of unequal treatment in employment. Twenty potential breaches could not be plausibly checked or confirmed. Six breaches were confirmed and disciplinary action was initiated and training was provided to prevent unequal treatment in employment.

A report is a potential breach regarding the destruction of the natural basis of life by environmental pollution. These could not be plausibly verified or confirmed.

All of these reports were investigated. The processing time took from 2 days to 6 months.

Due to the comprehensive **investigations** of the reports, adjustments in risk management were not advisable. Nevertheless, risk management is regularly reviewed and adjusted.

E. Risk management review

Risk management is comprehensively reviewed for its **adequacy** and **effectiveness** in the following areas:

- Resources & Expertise
- Risk analysis and processes
- Preventive measures
- Remedies
- Complaints procedure
- Documentation

The audit in the company's own business area is carried out on the basis of pre-formulated key performance indicators, which in turn are reviewed annually and adjusted if necessary. In order to meet the requirements of the LkSG, the **personnel and financial resources** as well as the expertise of the HRO and that of the processor responsible for its own business area are reviewed in particular.

When reviewing the **risk analysis**, including weighting and prioritization as well as the underlying **processes**, the focus is on the number and scope of the potential risks reported. The knowledge gained in this way is taken into account in the quality control of **prevention and remedial measures**.

In the year under review, **the complaints procedure** was reviewed for effectiveness, appropriateness and completeness. Decisive factors are, for example, feedback from those affected on the accessibility of the trusted persons and the MASCO Ethics Hotline, the user-friendliness of the MASCO Ethics Hotline, the number of reports via the web-based tool compared to the use of other reporting channels, and the findings from test runs.

The **documentation** is randomly checked once a year for traceability, practicability for effectiveness, appropriateness and completeness.

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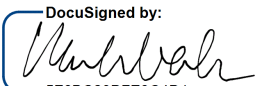
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Processes or implemented measures to ensure that the interests of employees, workers within the supply chains and those who may otherwise be directly affected by the economic activities or by the economic activities of a supplier in a protected legal position are adequately taken into account in the establishment and implementation of risk management.

These processes and measures have been implemented in the following areas of risk management:

- **Resources & Expertise**
In the risk management of the company's own business area, the potentially affected groups of people are determined in addition to the country- and commodity-group-specific abstract risks identified by the external service provider.
- **Prevention and remedial measures**
An examination of the interests of potentially affected persons is carried out, among other things, as part of the effectiveness test.
- **Complaints procedure**
If desired, affected employees can first contact a person of trust to describe the facts, especially for potential breaches in the area of discrimination. External counselling services are also available. Affected employees as well as employees of suppliers and other third parties can contact us anonymously via the complaints procedure if they wish, provided that this is permissible under national law. The complaint will be treated confidentially. The person making the report will be contacted within a reasonable period of time.

Schiltach, 15.04.2026

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Hans-Jürgen Kalmbach
Chairman of the Board

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Frank Semling
Chief Operating Officer

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Martial Gil
Chief Financial Officer

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Christophe Gourlan
Chief Sales Officer

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Sandra Richter
Chief Human Resources Officer