



MESSAGE FROM STROHM'S CEO REGARDING BRIBERY AND CORRUPTION

Strohm is committed to carrying out its business fairly, honestly and openly. Therefore, Strohm has a zero tolerance policy towards bribery.

Accepting or paying bribes is not only unethical, it is also a criminal offence. Strohm shall report all such offences to the authorities. Strohm will suspend or terminate its contracts with any business partners who are guilty of accepting or offering any type of bribe.

Strohm will take the appropriate legal action to suspend or terminate its contracts of employment with any of its employees that are guilty of accepting or offering bribes.

Strohm avoids doing business with any parties who do not commit to doing business without bribery. Strohm has a range of bribery prevention procedures in place within its organisation, including procedures for confidential reporting of bribery.

Please contact Strohm's anti-bribery and corruption compliance officer (Strohm CFO), if you have any concerns at all concerning bribery or corruption relating to Strohm. Strohm's compliance officer can be reached on phone no. +31 255 763500 or an anonymous report can be filed at codereporting@strohm.eu.

Please read Strohm's Code of Conduct for more detailed information regarding Strohm's anti-bribery and corruption principles and rules.

Oliver Kassam | CEO