

SpeakUp

With **SpeakUp**, you have the ability to report potential violations of laws or corporate policies and values 24 hours a day, 7 days a week. The **SpeakUp** platform is operated for HeidelbergCement by a service provider that guarantees complete anonymity on request. You can submit reports either online via the internet or by telephone. All messages are kept strictly confidential.

**If something is not right within the company, let us know!
You can do so using one of the following three options:**

1 Talk to your supervisor, or their supervisor.

If that's not something you feel comfortable with...

2 Contact the Compliance Department.

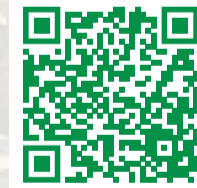
If you don't want to do that, or if you want to remain completely anonymous...

3 Use SpeakUp

Internet: www.speakupfeedback.eu/web/heidelbergcement/bg

Toll-free phone number: 008-001-194-474

Access code: 18075



Please note that **SpeakUp** is not suitable for emergencies that require immediate response, such as reporting a burglary on company premises or a colleague injured by an attacker. In these cases, call the usual emergency numbers. For more information on **SpeakUp**, please contact the Compliance Department.

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