

# COMPLIANCE



## Local Whistleblowing Contact

At Viterra, we have a Whistleblowing Policy dedicated to promoting a culture of speaking up. If you have any suspicious of wrongdoing or breach of our code of conduct, policies, procedures or law you can contact your local whistleblowing contact:

**Name: Judit Demeter**  
**Telephone: + 36 20 269 2593**  
**Email: [judit.demeter@viterra.com](mailto:judit.demeter@viterra.com)**

A reportable concern is any conduct which you reasonably suspect amounts to misconduct. Examples of such conduct are:

- *bribery and corruption*
- *fraud*
- *misappropriation of corporate assets*
- *undeclared conflict of interest*
- *anti-competitive behaviour*
- *financial irregularities*
- *unsafe work practices*
- *human rights violation*
- *environment violation*
- *harassment or bullying*

You have alternative communication channels at your disposal if you prefer, in addition to the local contact:

**Telephone:** + 36 1 933 3801  
**Website:** [viterra.com/raisingconcerns](http://viterra.com/raisingconcerns)  
**Email:** [codeofconduct@viterra.com](mailto:codeofconduct@viterra.com)

All investigations are handled confidentiality. We maintain a zero-tolerance policy for retaliation.

