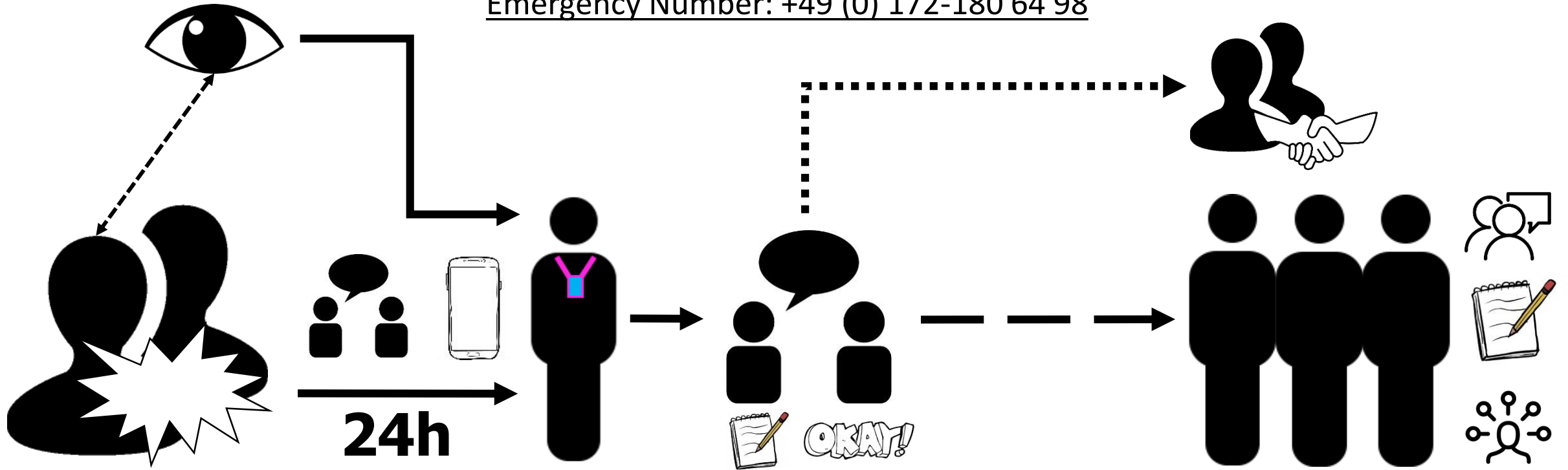


TI-S ANTI-HARASSMENT POLICY – REPORTING AND DECISION-MAKING PROCESS

Emergency Number: +49 (0) 172-180 64 98



INCIDENT OF HARASSMENT

If you witness harassment (and if you feel comfortable/ safe to do so, speak up/ try to intervene. first try to speak to the person affected by the incident before considering to seek advice/ to report incident.

REPORT INCIDENT

If you have witnessed/ been subject to harassment, seek advice/ report incident to the contact point. As a witness, first try to speak to the affected person before reporting.

Informal Process: Contact Point provides advice and/ or (consent provided) facilitates informal process to address the concern between both parties directly.

Formal Process: With permission of complainant, Contact Point notifies the Review Panel and hands over gathered information for a formal review process.

ANTI-HARASSMENT CONTACT POINT

- Available 24h during the event.
- Approach Contact Points directly (identifier: event badge with pink lanyard) or via emergency number: +49 (0) 172-180 64 98
- Contact Point interviews the complainant.

REVIEW PANEL

- Panel will inform the respondent in confidence about the complaint received. Respondent has the right to respond to allegations.
- If necessary, Panel will schedule further interviews and collect information.
- Based on the investigation, Panel will decide by majority vote.