

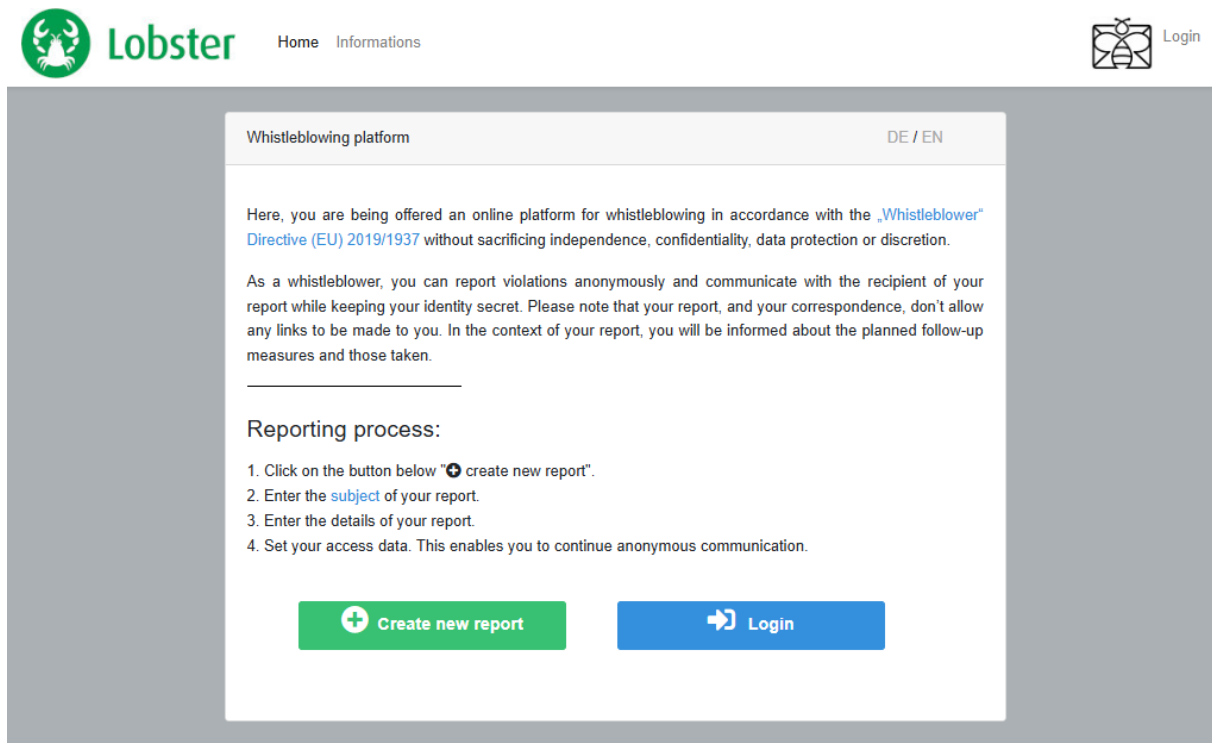
GUIDELINES FOR WHISTLEBLOWERS

REPORTING SYSTEM WHISTLEBEE



Lobster

The homepage of the [whistleblower platform](#) looks as follows:



Brief explanation:

Lobster logo: Clicking it will take you to the company website

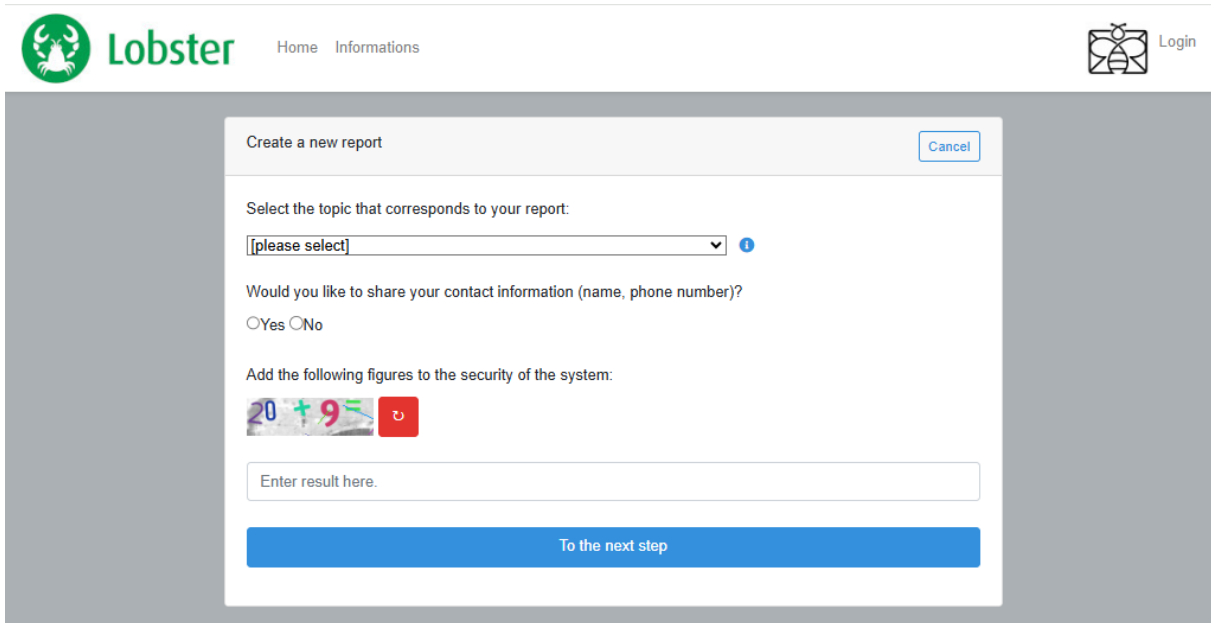
Home: Whistleblower platform

Informations: Short description of the reporting process and whistleblower protection

Login: not required

Button „create new report“: Here you can report an issue or submit a tip

Create new report:



The screenshot shows the 'Create a new report' form within the Lobster application. The form is titled 'Create a new report' and has a 'Cancel' button in the top right corner. It contains the following elements:

- A dropdown menu labeled 'Select the topic that corresponds to your report:' with the placeholder text '[please select]' and a blue information icon.
- A question: 'Would you like to share your contact information (name, phone number)?' with radio buttons for 'Yes' and 'No'.
- A CAPTCHA section titled 'Add the following figures to the security of the system:' showing a visual puzzle with the numbers 20, 9, and 3, and a red 'X' button.
- A text input field labeled 'Enter result here.'
- A large blue button at the bottom labeled 'To the next step'.

Step 1:

First, you choose a topic under which you would classify your report — the options are:

- Other
- Criminal offences
- Violations of health and safety law
- Violations of environmental regulations and environmental pollution
- Breach of data protection laws
- Serious or repeated breaches of Lobster's internal policies
- Disclosure of trade secrets
- Workplace conflicts
- Violation of equal treatment
- Violation of human rights
- Other aspects of economic and financial law

You will then be given the option to provide your contact details (name, telephone number) if you wish

If you successfully complete the CAPTCHA test, you can proceed to the next step.

Step 2:

 Lobster [Home](#) [Informations](#)  Login

Create a new report - step 2/3

Cancel

Describe the violation in as much detail as possible:

Who committed the violation?

Are external companies or individuals involved?

What is the source of your information? (e.g. documents, meeting, correspondence, personal observation)

In which country or territory did the violation occur?

In which department or organizational unit did the violation occur?

When was the violation first noticed?

Is the violation still ongoing?

Is the violation known to other people (witnesses)?

Attachment (only one file possible)

Attention: Files may contain hidden personal data that may jeopardise your anonymity.

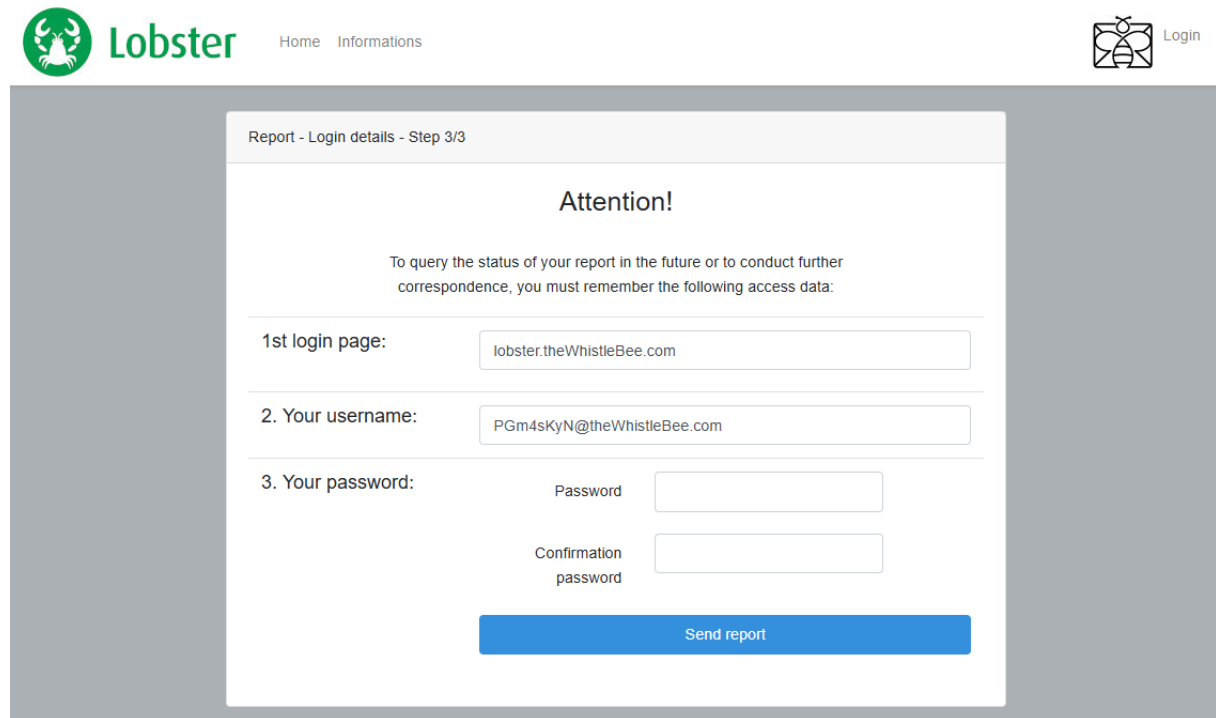
Datei auswählen

Keine ausgewählt

Continue to step 3

Next, enter a clear, descriptive subject line for the issue and please answer the following questions.

When you have completed everything, you can select '**Continue to Step 3**'.

Step 3:

The screenshot shows the Lobster website header with the logo and navigation links 'Home' and 'Informations'. A 'Login' button with a key icon is in the top right. The main content area is titled 'Report - Login details - Step 3/3' and features an 'Attention!' section. It instructs users to remember access data for future queries. The form includes three fields: '1st login page' (lobster.theWhistleBee.com), '2. Your username' (PGm4sKyN@theWhistleBee.com), and '3. Your password' with separate boxes for 'Password' and 'Confirmation password'. A blue 'Send report' button is at the bottom.

To check the status of your report later or to continue corresponding about it, you can set up an anonymous account.

The username is a randomly generated alphanumeric WhistleBee email address, and you can choose the password yourself (10 characters; one lowercase letter, one uppercase letter, one digit, one special character). After that, simply click '**Submit report**' and the message '**Your report has been created successfully!**' will appear, and you will be returned automatically to the homepage.

Your report was created successfully!

Whistleblowing platform

DE / EN

Here, you are being offered an online platform for whistleblowing in accordance with the „Whistleblower“ Directive (EU) 2019/1937 without sacrificing independence, confidentiality, data protection or discretion.

As a whistleblower, you can report violations anonymously and communicate with the recipient of your report while keeping your identity secret. Please note that your report, and your correspondence, don't allow any links to be made to you. In the context of your report, you will be informed about the planned follow-up measures and those taken.

Reporting process:

1. Click on the button below "➕ create new report".
2. Enter the [subject](#) of your report.
3. Enter the details of your report.
4. Set your access data. This enables you to continue anonymous communication.

➕ Create new report

➡ Login

Do you want to view the status of your report now?

Log in with the credentials you created earlier and click **"To the report"**.

Whistleblowing platform

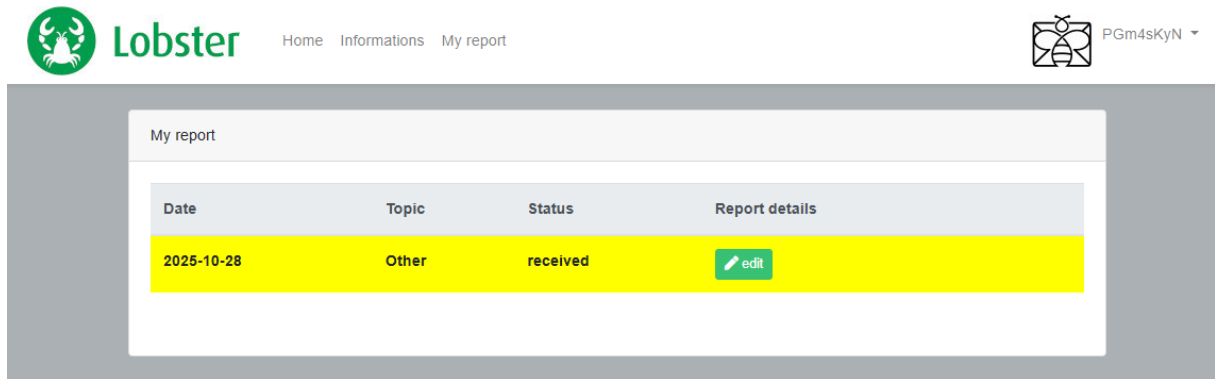
DE / EN

Hallo PGM4sKyN!
You are successfully logged in!

➡ To the report

➡ Logout

Then you'll find an **overview** showing the current status of your report:



The screenshot shows the 'My report' overview page. At the top, there is a navigation bar with the Lobster logo, 'Home', 'Informations', and 'My report' links. On the right, there is a user profile icon and the text 'PGm4sKyN'. Below the navigation bar, the main content area is titled 'My report'. It contains a table with the following data:

Date	Topic	Status	Report details
2025-10-28	Other	received	edit

By clicking the **'Edit' button** you can add a further response later, which will be appended to the report in chronological order.