

How to Speak Up

We offer the following options for Magnera employees to report concerns or ask questions. It is important to note that Magnera does not tolerate any form of retaliation against employees who report conduct or activity they believe is illegal or violates the Code of Business Conduct or the Company's policies.

1. The Integrity Helpline

The Integrity Helpline provides an anonymous, confidential way to report a concern. It is free to use and is available 24 hours a day, seven days a week, in multiple languages.

You can access the Integrity Helpline in several ways:

- Phone by calling the appropriate number for your location as noted in the table below.
- Computer at the following URL: [Magnaera.ethicspoint.com](https://magnaera.ethicspoint.com)
- Mobile Device by scanning the following QR code:



If accessing by phone, the Integrity Helpline is operated by an independent service provider (Navex), and calls are not recorded or traced. Reports made by computer or mobile device are processed on a secured third-party server to ensure your anonymity.

The Integrity Helpline service center will notify the Magnera compliance staff of the report. You will be provided a reference number so that you may further inquire about the status or resolution of your report.

COUNTRY	ACCESS CODES*	PHONE NUMBER
Argentina		0800-345-2331
Brazil		0212-038-3305
Canada		833-675-6837
China – North		10-800-711-0564
China – South		10-800-110-0545
Colombia		01-800-5190773
Costa Rica	0-800-011-4144	800-346-1676
France		0800-91-1518
Germany		08000825050
Italy		800931456
Mexico		800-872-1899
Netherlands		0800-0230897
Philippines	1010-5511-00	1-800-1-111-0100
Spain	900-99-0011	800-346-1676
Switzerland	0-800-890011	800-346-1676
United Kingdom		0800-587-1477
United States		1-800-346-1676

**For countries with an access code, dial the access code first, then dial the phone number when prompted*

2. Legal team (Legal)

By email at GeneralCounsel@Magnaera.com

By phone at +01 717-225-2066 (from outside the USA, dial the appropriate country code)

3. Board of Directors' Audit Committee Chair

By email at Audit_Committee_Chair@Magnaera.com

4. Any senior leader of Human Resources (HR)

5. Your manager or supervisor