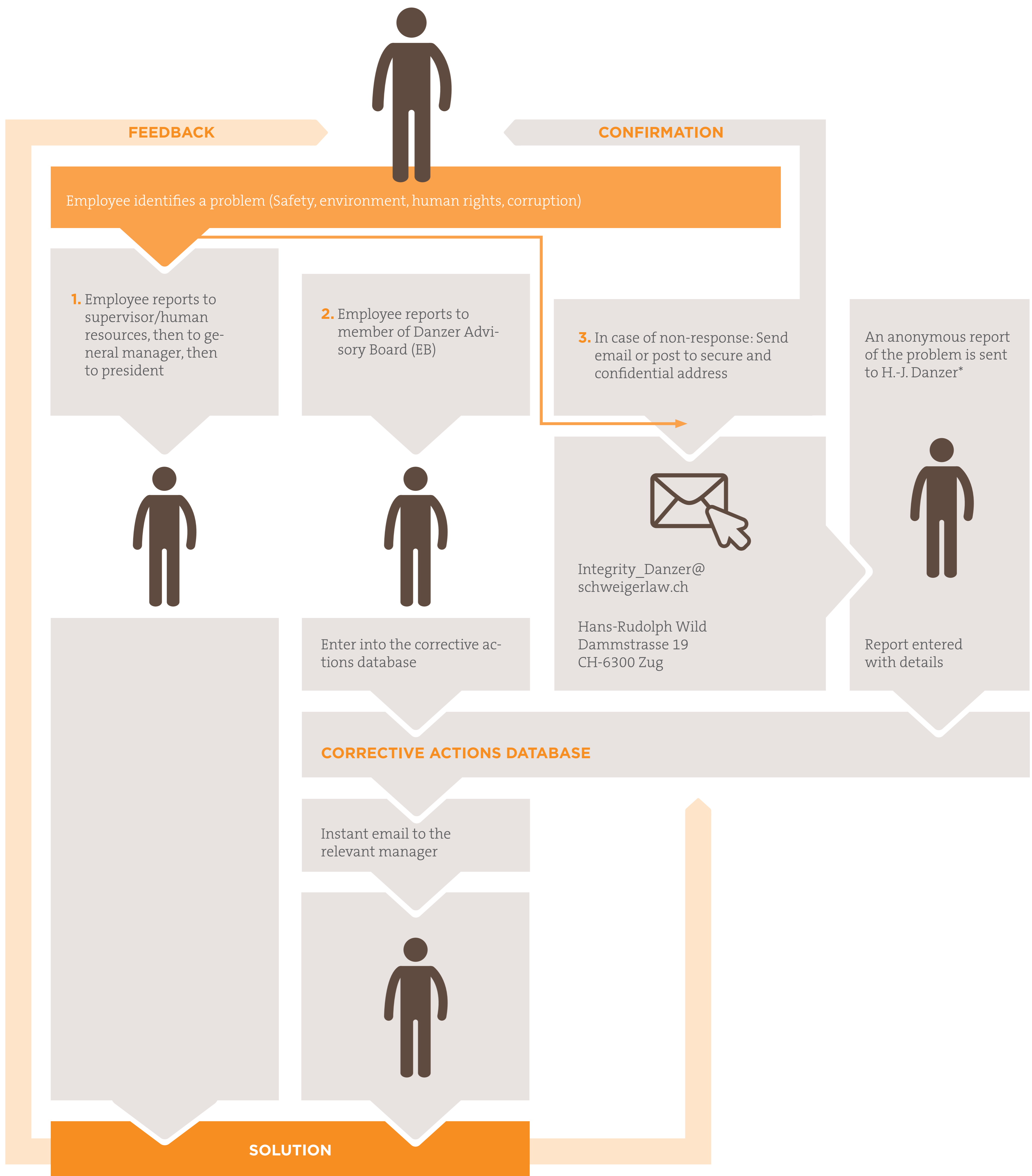




**DANZER**

Hardwood Excellence.

# DANZER GRIEVANCE MECHANISM AND INTEGRITY LINE



\* If the problem concerns Mr. H.-J. Danzer, the report is directed to the Chairman of the Board of Directors. If Mr. Danzer is absent, Mr. Pfister (CFO) or Mr. Roland Bosch (senior member of Supervisory Board) shall respond to the report.