

Communicated as per and for the effects of Legislative Decree n. 24/2023 on the protection of whistleblowers of violations of national and European Union normative provisions that harm the public interest or the integrity of the Entity.

In compliance with the prescriptions of the new discipline on the protection of whistleblowers (whistleblowing), on 28/11/2023, with proper deliberation, the Board of Administration has approved the procedures for the reception and management of reports.

All persons that the norm identifies as susceptible to protection from any possible acts of retaliation, if they intend to submit a report, have at their disposal the following internal reporting channels:

- scandola.segnalazioni@pec.it for submitting the report in written form;
- n. 045 7050215 for reporting in oral form.

It is also specified that the whistleblower has the option to request a direct and personal meeting with the report manager to represent their report.

If the report is made in written form, it is necessary that in the "subject" or in the text of the same it is indicated that it is a "report for which the whistleblower intends to maintain reserved their identity and benefit from all the protections provided in case of retaliations suffered as a result of the report".

In the absence of such clear indication, the report could be treated as ordinary and not as reserved, consequently, the whistleblower might not be recognized the protections prescribed by the norm.

For the reception and management of reports, the Board of Administration has designated: Tedeschi Pierattilio (President of CdA), Melotti Alberto (Resp. Integrated Systems), Zanini Martina (Personnel Manager).

The report manager is obliged to observe the following:

- 1) evaluate the admissibility of the report in terms of the subsistence of its essential requirements;
- 2) if the report is not adequately detailed, request from the whistleblower additional elements of integration;
- 3) maintain the maximum reservation on the identity of the whistleblower and the contents of the report;
- 4) within 7 days from the reception, release to the whistleblower a receipt notice;
- 5) maintain an interaction with the whistleblower;
- 6) give proper follow-up to the received report;
- 7) provide feedback on the report.

In addition to the present communication, the Company makes available on its own website an extensively articulated and downloadable informative, for anyone interested.

The President of the Board of Directors

Pierattilio Tedeschi