

## Procedure for the Management of Whistleblowing Reports

Rev.	Steps	Esaote Group	Date
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### 1. Purpose

Aware that corporate ethics require governance based on trust, transparency, and integrity, **Ebit S.r.l.** (hereinafter referred to as "**Ebit**" or "**the Company**") encourages the collaboration of its employees and third parties for the detection of illicit, fraudulent, or suspicious activities, as well as any other irregularities or conduct not compliant with the law and the Company's internal regulatory system.

To this end, Ebit has drafted and approved this **Procedure, which is an integral part of the internal regulatory framework provided by the Anti-Corruption Management System adopted by the Group**. Its purpose is to enable employees and all Third Parties operating directly or indirectly on behalf of the Company to report violations of regulatory provisions that undermine the public interest or the organization's integrity. I

In particular, through this document, Ebit aims to define the principles, rules, roles, and responsibilities within the whistleblowing management process, in compliance with **EU Directive 2019/1937** on the protection of persons reporting breaches of Union law.

This Procedure complements Ebit's Code of Conduct and the Procedures for the prevention of corruption, as well as the Organizational Model adopted pursuant to the Legislative Decree n. 231/2001.

The individuals involved in the activities covered by this Procedure are required to comply with the behavioral and procedural rules defined in this document. Each Function Manager is responsible for ensuring compliance with this Procedure. Any deviation from the effective implementation of the Procedure is subject to sanctions.

### 2. Management of the Procedure

This Procedure is subject to approval by the administrative body of **Ebit S.r.l.**.

The same administrative body may revise it as needed, in the case of significant internal changes or new regulatory provisions.

The procedure is made available and accessible through the following means:

- Via the "HR Portal" portal;
- Via the Company intranet "E-Portal";
- Via the company's website, in the Corporate Governance section accessible at the link <https://www.Ebit.com/it-IT/corporate/corporate-governance> for all interested parties.

### 3. Scope of application

#### 3.1 Subjective scope of application

From the perspective of protected individuals, this Procedure distinguishes the **whistleblower** (or reporting party, strictly speaking), who is the individual who reports violations that have occurred

within their own work context, from **other individuals** who, although not directly making the report, are still considered deserving of protection.

The first category includes:

- Subordinate and self-employed workers, as well as collaborators, freelancers, and consultants who carry out their work activities within the Company, including during the probationary period;
- Shareholders and members of the Board of Directors, management, or supervisory bodies, including non-executive directors of the Company and those who hold such positions de facto;
- Interns, including unpaid interns, and volunteers who provide their services to the Company;
- Workers or collaborators of contractors, subcontractors, and suppliers of the Company;
- Former employees of the Company;
- Candidates for a position within the Company who have become aware of the violations during the selection process or other pre-contractual negotiations and who may face retaliation.

In the second category (other individuals protected by the procedure), the following are included:

- Facilitators;
- Individuals who are connected to the reporting party and may face retaliation in a work context, such as colleagues who have a regular or recurring relationship with the person;
- Individuals within the same work context who have a stable emotional or familial relationship up to the fourth degree of kinship with the reporting party;
- Entities owned by the reporting party or for which they have worked, as well as entities operating within the same work context.

### 3.2 Objective Scope of Application

Ebit considers relevant reports, for the purposes of applying this Procedure, to be violations, illicit conduct, behaviors, acts, or omissions that undermine the public interest or the integrity of the Company.

For a detailed list of the areas relevant to the Reports, please refer to *Annex A - Relevant Reports for the purposes of this Procedure*.

## 4. Documents and reference Regulations

This Procedure is drafted in compliance with the current regulatory provisions regarding the protection of whistleblowers, anti-corruption, and personal data protection. It is also in line with the applicable national collective labor agreements for employees.

Furthermore, this procedure is complementary to the Esaote Group's Code of Conduct and the Anti-Corruption Management System Guideline (MSG).

Scope	Regulations
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<b>European Union</b>	<b>Directive 2019/1937</b> of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law
	<b>EU Regulation 679/2016</b> on privacy (GDPR) and subsequent provisions, as well as national privacy regulations
<b>Italy</b>	<b>Legislative Decree of March 10, 2023, no. 24</b> entitled "Implementation of Directive (EU) 2019/1937 of the European Parliament and of the Council of October 23, 2019, regarding the protection of persons who report violations of Union law and provisions on the protection of persons who report violations of national legislative provisions"
	<b>Legislative Decree no. 231/2001</b> entitled "Discipline of administrative liability of legal persons, companies, and associations, even without legal personality, pursuant to Article 11 of Law no. 300 of September 29, 2000
	<b>Organizational Model:</b> Model of Organization, Management, and Control adopted pursuant to Legislative Decree no. 231/2001, aimed at preventing the commission of specific types of offenses within a company
	<b>ANAC Whistleblowing Guidelines:</b> Guidelines approved by ANAC with Resolution no. 311 of July 12, 2023, regarding the protection of persons who report violations of Union law and the protection of persons who report violations of national legislative provisions. Procedures for the submission and management of external reports
	<b>Regulation for the management of external reports and the exercise of sanctioning powers by ANAC:</b> Regulation adopted by ANAC with Resolution no. 301 of July 12, 2023

### 5. Terms and definitions

Terms	Definitions
<b>Reporter, reporting person, or whistleblower</b>	Individual who reports information about violations acquired within their work context, in the course of their work or professional activities, whether current or past.
<b>Report</b>	Written or oral communication, made in accordance with the procedures described in this document, containing information (including reasonable suspicions) regarding violations committed or that, based on concrete evidence, may be committed within the Organization with which the reporting person has a legal relationship, or any other information regarding actions aimed at concealing such violations.

<b>Reporting Committee</b>	Autonomous body responsible for receiving reports and conducting the necessary investigations to verify their content. According to the Ebit Model, the Committee is composed of a multidisciplinary work team tasked with directing and coordinating the whistleblowing management process. The members of the Reporting Committee are indicated in the Platform.
<b>Facilitator</b>	Individual operating within the same work context, tasked with assisting the whistleblower in the reporting process while maintaining the confidentiality of their assistance.
<b>Person involved</b>	Individual or legal entity mentioned in the internal or external report as the person to whom the violation is attributed or as a person otherwise involved in the reported violation.
<b>Violation</b>	Behaviors, acts, or omissions that harm the public interest or the integrity of the Company, as detailed in <i><u>Annex A - Relevant Reports for the purpose of the procedure.</u></i>
<b>Platform</b>	Computer system that represents the tool for receiving and managing Reports, with technical features suitable for protecting the confidentiality of the Whistleblower's identity, also through the use of encryption tools.

## 6. Internal reports: the Organizational Model defined by Ebit S.r.l.

### 6.1 Supporting tools: the IT Platform

In developing its Model for the management of reports on violations or illicit conduct, Ebit S.r.l. has chosen to adopt a **Platform to automate and facilitate the receipt and management of reports** while also ensuring the confidentiality of the whistleblower's identity, the content of the report, and related documentation through computer-based methods and data encryption techniques. This Platform can be accessed through the following link: [https://Ebitwb\\_whistleblowing.keisdata.it](https://Ebitwb_whistleblowing.keisdata.it).

According to this Procedure, every internal report, as well as any subsequent communication with the whistleblower, must take place within the Platform, where all documentation related to the case will be inserted and stored.

The Platform, which **allows for anonymous reporting**, enables users to engage in dialogue with the whistleblower during internal investigations.

In designing the Model for the management of reports on violations or illicit conduct, Ebit has identified and accurately profiled all users with access to the platform based on the **four authorization levels** outlined in the following table.

Authorization profile	Definition
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<b>Pre-evaluator</b>	Authorization profile that allows for the viewing of reports received by the Company, conducting initial evaluations of the reported facts to assess their viability, as well as initiating any necessary communication with the whistleblower to gather additional information.
<b>Direct Channel</b>	Authorization profile that allows for the viewing of reports received by the Company and carrying out investigative and management activities related to the report in order to assess its admissibility and validity, including its closure.
<b>Alternative Channel</b>	Authorization profile assigned to a different entity than the previous Channel, which allows for receiving and managing reports in cases where the whistleblower chooses not to address them to the Direct Channel due to conflicts of interest that the latter may have regarding the subject of the report.
<b>Investigator</b>	Authorization profile that allows access to the platform and intervention as support during the investigative phase when requested by the Direct Channel or the Alternative Channel.

Each user has unique access credentials that they are required to securely maintain and not disclose to third parties.

### 6.2 Roles and responsibilities

The reporting management model defined by Ebit S.r.l. includes the following roles and responsibilities.

#### 6.2.1 Reporting Committee (Direct Channel)

The function of addressing and governing the process of managing reports on violations or illicit conduct is the responsibility of the **Reporting Committee**, an independent body designated by the Company.

The Reporting Committee is responsible for receiving, analyzing, and directing reports, specifically:

- Conducting preliminary assessments of the viability, admissibility and validity of the reports;
- Providing initial feedback to the Whistleblower regarding the acceptance or rejection of the report;
- Directing and coordinating the investigation process to ascertain the facts mentioned in the report, utilizing available tools and techniques in compliance with applicable regulations;
- Deciding to close the investigation and give feedback to the Reporting persons on the outcome of the report;

- Activating and supporting management and business units in implementing corrective/mitigation measures and, if necessary, imposing disciplinary sanctions.

The involvement of Committee members will be evaluated based on the scope of the report and their relevant expertise, in line with the principle of minimizing exposure.

### 6.2.2 Alternative Channel

The Alternative Channel is an additional channel for receiving reports that is managed by a different entity than the Reporting Committee, specifically by the dedicated Multidisciplinary Team.

Ebit has established this additional channel to ensure impartiality and protection for the Whistleblower in cases where the report involves a member of the Reporting Committee.

Through a specific user account on the Platform, the dedicated Multidisciplinary Team performs the same functions as the Reporting Committee, both during the initial assessment phase and the investigative phase.

During the investigative phase, the Alternative Channel activates competent investigators based on the content of the report.

### 6.2.3 Investigators

The investigators are individuals who may be involved in the investigative phase, as decided by the Reporting Committee, to provide support in carrying out verification activities.

Some of these investigators are specifically identified by the Company, for example, in key Functions or strategic corporate or group roles that are more involved in the management of reports of misconduct:

- Compliance Officer (who acts as an investigator in case of reports directed to the Alternative Channel, when they involve the Italy HR Manager);
- Italy HR Manager (who acts as an investigator in case of reports directed to the Alternative Channel, when they involve the Compliance Officer);
- Country Managers;
- Local HR Managers;
- Corporate HR Manager;
- Supervisory Body (who acts as an investigator in case of reports related to violations of Legislative Decree 231/2001 and the Organizational Model adopted by the Company in accordance with Legislative Decree 231/2001);
- Head of Function.

Every investigator must sign a commitment declaration to maintain the confidentiality of the whistleblower's identity and the information related to the report, unless already provided for by applicable ethical standards (*Annex B - Investigator's Commitment Declaration*).



Other investigators may be identified and appointed for specific reports based on their possession of specific skills or the specific needs in managing the report. In this case as well, every investigator must sign the aforementioned commitment declaration.

### 6.3 Forms and characteristics of the report

The internal report must be exclusively addressed to the Receiving Entity (Direct Channel or Alternative Channel) and can be made **preferably in written form**, using the computerized methods described in detail in *Annex C - Guidelines for submitting internal reports via the Platform*.

**At the end of the report submission, the Platform will generate an alphanumeric code and its corresponding key.**

**It is recommended that the Whistleblower periodically check the platform, as any communications and requests for additional documentation from the Receiving Entity, deemed necessary to proceed, will be communicated through it.**

**Please note that in case of loss of the code and its corresponding key, the Whistleblower will not be able to access the report. The code and key cannot be replicated. It is the Whistleblower's responsibility to take adequate care of them. In case of loss, it is the Whistleblower's responsibility to inform the Receiving Entity about the situation, providing any relevant information regarding the report for which the code or key has been lost.**

If it is not possible to proceed with a written report, internal reporting can also be done **orally**. Oral reporting can be made through a voice messaging system available within the Platform, which allows recording the report, subject to the explicit consent of the whistleblower.

Lastly, upon the whistleblower's request<sup>1</sup>, the report can be made orally through a direct meeting scheduled within a reasonable timeframe and at locations determined by the company. In this case, an internal member of the Reporting Committee or the Alternative Channel (in the case of a report to the former) will guide the whistleblower in completing the report on the Platform for proper management. Alternatively, with the whistleblower's consent, the documentation of the report will be ensured through suitable recording<sup>2</sup> for preservation and listening purposes or through a written record. If a written record of the meeting is prepared, the whistleblower can review, rectify, and confirm it by signing it before it is entered into the Platform.

<sup>1</sup> The request can be made within the Platform in order to ensure the confidentiality of the latter.

<sup>2</sup> Through the platform's voice messaging system.

**Under no circumstances can anyone providing support to the whistleblower retain the alphanumeric code and its corresponding key generated by the Platform. These will remain exclusively in the possession of the whistleblower.**

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Please note that the internal report must pertain to one of the relevant objective areas as stated in *Annex A - Reports relevant to the procedure of this Policy.*

The report must be comprehensive and thorough to allow the Reporting Committee to verify its validity. Therefore, the whistleblower, especially if they wish to remain anonymous, should provide all available and relevant information to enable the Reporting Committee and investigators to conduct the necessary investigations and assessments to verify the validity of the reported facts. Some examples of such information include:

- The time and place where the reported events took place;
- A clear and comprehensive description of the reported events;
- The personal details or any other information that can help identify the individual(s) involved in the reported events (e.g., job title, department/location of activity);
- Any other information that can provide useful verification of the reported events;
- Identification of any other individuals who may have information about the reported events;
- Any supporting documents related to the report.

The above-mentioned requirements do not necessarily have to be met simultaneously, considering that the Whistleblower may not have all the requested information available at the time of submitting the report, but they should be able to be reconstructed during the investigation phase.

Personal reasons or the psychological status of the Whistleblower are not relevant for the acceptance of the report.

**If the report is submitted to a different entity than the Reporting Committee or the Alternative Channel, as identified and authorized by the Company, and the Whistleblower explicitly declares their intention to benefit from whistleblowing protections or such intention can be inferred from the report, the report is considered a 'whistleblowing report' and must be forwarded, within seven days of its receipt, to the Reporting Committee or the Alternative Channel, with simultaneous notification of the transmission to the reporting person.**

**Conversely, if the Whistleblower does not explicitly declare their intention to benefit from protections, or such intention cannot be inferred from the report, the report is considered an ordinary report.**

### 6.4 Steps and activities

#### 6.4.1 Pre-evaluation phase

The **Reporting Committee** or the **Alternative Channel** is responsible for the Pre-evaluation phase of the report and carries out the following activities:

- They provide the Whistleblower with an **acknowledgment of receipt** of the report within **7 days** of receiving it;
- They **maintain communication with the Whistleblower** and may request additional information if necessary;
- They **diligently follow up on the received reports**, promptly initiating a preliminary analysis of the report to verify its compliance with applicable regulations and this Procedure, particularly assessing the admissibility and validity of the allegations.

The Pre-evaluation phase can conclude in either of the following ways:

- The report is archived if it does not fall within the scope of this Procedure and it lacks the conditions to proceed (see *Annex A - Reports relevant to the procedure*);
- The investigation phase is initiated to undertake appropriate actions to assess the existence of the reported facts.

#### 6.4.2 Investigation phase

The **Reporting Committee**, or the **Alternative Channel** if the report is addressed to the latter, is responsible for the investigation phase, supported by the **competent Investigators** based on the subject matter of the report (as identified in the previous paragraph 6.2.3) or newly appointed investigators among internal or external individuals<sup>3</sup> with expertise relevant to the specific report.

In case of external investigators, where it is necessary to share information related to the report that may reveal the identity of the Reporter, the Manager, before proceeding with the sharing of such information, will obtain consent from the Reporter to disclose their identity in accordance with the methods indicated in the following paragraph 8.1 (Right to Privacy).

**In case the report concerns a violation of Legislative Decree 231/2001 or the Organizational Model, the members of the Supervisory Body, as Investigators, are promptly informed.**

The investigative phase represents the set of activities aimed at verifying the content of the reports and gathering useful elements for the subsequent evaluation phase, in which maximum confidentiality regarding the Whistleblower's identity and the subject of the report must be guaranteed.

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<sup>3</sup> It is possible that during this phase, external subjects may be involved in the Company (e.g., experts, professionals, or personnel from other companies within the Group).

This phase has the main purpose of verifying the accuracy of the information submitted for investigation and formalizing the established facts through internal verification activities using objective investigative techniques and the support of competent and relevant company departments regarding the content of the Report.

If hearings of the Whistleblower (or other relevant parties, witnesses, or experts) are deemed necessary, the collected information and/or submitted documents must be stored and preserved exclusively on the Platform for the purpose of traceability of the conducted operations.

The internal investigative phase must end with a determination regarding the admissibility of the report; or alternatively:

- By archiving the inadmissible report that is found to be unfounded or when it was not possible to ascertain the facts or for other reasons;
- By communicating the outcome of the internal investigation to the relevant company stakeholders, through the transmission of a summarized report detailing the actions taken and the information gathered, in case the report is found to be valid and the reported facts are confirmed. This report will include:
  - The collected evidence,
  - The gathered information,
  - The established facts,
  - The actions taken during the investigation,
  - Any mitigating and/or corrective actions.

Following the transmission of the Report, the Company may define and undertake mitigating and/or corrective actions, in addition to those aimed at imposing disciplinary sanctions, if necessary, in accordance with applicable regulations, relevant collective labor agreements, and applicable procedures to safeguard the interests of the Company (e.g., disciplinary measures, legal actions, termination of existing relationships).

During all the investigative phase, the Reporting Committee or the Alternative Channel will maintain communication with the Whistleblower, providing updates on the progress of the investigation, at least regarding key decision points.

To ensure maximum transparency in the management of the report, the Whistleblower will always have access to the Platform and can track the processing status of the report using the **alphanumeric code and key generated by the Platform upon submission of the report**.

**Within three months from the date of receipt notification, the Reporting Committee or the Alternative Channel must provide feedback to the Whistleblower, informing them of the actions taken or intended to be taken regarding the report. In any case, upon completion of the investigation, the Reporting Committee or the Alternative Channel will communicate the final**

outcome of the reporting procedure to the Whistleblower, allowing for the closure of the report on the Platform for proper documentation retention purposes.

### 7. External Reports: the ANAC channel

If specific conditions arise, the Whistleblower can make a report through an external channel.

**The external report can be made when one of the following conditions occurs:**

- The internal channel, although mandatory, is not active or compliant with legal requirements;
- The Whistleblower has already made an internal report, but it has not been followed up;
- The Whistleblower has reasonable grounds to believe that the Organization would not effectively address the internal report or perceives a concrete risk of retaliation in case of an internal report;
- The Whistleblower has reasonable grounds to believe that the violation could constitute an imminent or blatant danger to the public interest.

It is the responsibility of the Whistleblower to assess the occurrence of one of the situations listed above before proceeding with an external report.

External reports are made by the Whistleblower directly to the National Anti-Corruption Authority (ANAC) through specifically designated channels. These channels include:

- IT platform, which can be accessed through the ANAC services portal at the following URL: <https://servizi.anticorruzione.it/segnalazioni/#/>,
- Oral reports,
- Direct meetings scheduled within a reasonable timeframe.

On the institutional website of ANAC, by clicking on the link to the dedicated page, you can access the service specifically designed for whistleblowing (<https://www.anticorruzione.it/-/whistleblowing>). There, you will find clear and easily accessible information regarding the channel, the competent authorities responsible for handling the reports, as well as the procedures.

### 8. Safeguards and measures of protection of the Reporting Person

The entire process of receiving and managing Reports must guarantee the rights of the Whistleblower. To this end, in compliance with current regulations, Ebit S.r.l. has not only provided for the option of submitting anonymous Reports but has also implemented safeguards and measures to protect the Whistleblower, which will be applied if the following conditions occur:

- The violation falls within the objective scope of application of the legislation (details of which will be provided later and in *Annex A - Reports relevant to the procedure*);
- The violation concerns behaviors, acts, or omissions capable of harming or prejudicing the public interest or the integrity of the Company;

- There are reasonable grounds<sup>4</sup> for the Whistleblower to believe in the likelihood of an illicit behavior or violation.

If it is not possible to meet these requirements, the report will be archived, and the Whistleblower will be informed accordingly.

The protection measures provided in this Procedure are not guaranteed in the following cases:

- When the Whistleblower's criminal liability is established, even by a non-definitive first-instance judgment, for offenses of defamation or slander;
- When the Whistleblower's civil liability is established for intentionally reporting false information with intent or gross negligence.

### 8.1 Confidentiality

The identity of the Reporting person and any other information from which it can be directly or indirectly inferred, **cannot be disclosed without the express consent of the Reporting person** to individuals other than those authorized to receive or follow up on the reports, who are expressly authorized to process such data in accordance with Articles 29 and 32, paragraph 4, of Regulation (EU) 2016/679 and national legislation on the protection of personal data.

Note that the **protection of the confidentiality of the Reporting Party** is also ensured in judicial and disciplinary contexts.

The disclosure of the identity of the Reporting person, as well as any other information or element of the report from which the identity of the reporter can be directly or indirectly inferred, is only permitted when necessary and proportionate under the applicable law in the relevant country. This may occur in the context of investigations by national authorities or judicial proceedings, also in order to safeguard the right to defense of the person involved.

In derogation of the confidentiality obligation, the identity of the Reporting person may be disclosed only in the following cases:

- Within the framework of a disciplinary proceeding, if the allegations are based, in whole or in part, on the report and the knowledge of the identity of the Reporting person is essential for the defense of the accused<sup>5</sup>;
- Within the framework of proceedings initiated as a result of internal or external reports, where such disclosure is also necessary for the defense of the person involved<sup>6</sup>.

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<sup>4</sup> See Article 16 of Legislative Decree no. 24/2023. On the same subject, refer to Consideration 32 of the Directive, which specifies that *"This requirement is an essential safeguard against malicious, frivolous, or unfounded reports, ensuring that individuals who deliberately and knowingly provide false or misleading information at the time of reporting are excluded from protection. At the same time, this requirement ensures that the reporting person continues to benefit from protection if they made an inaccurate report in good faith. (...) The reasons that prompted the reporting individuals to make the report should be irrelevant when deciding on the granting of protection."*

<sup>5</sup> See Article 12, comma 5, of Legislative Decree no. 23/2003

<sup>6</sup> See Article 12, comma 6, of Legislative Decree no. 23/2003

In any case, even if current legislation allows for the possibility of disclosing the identity of the Reporting person, **prior to the disclosure of such information, it is necessary to obtain their explicit consent and provide them with written reasons for the need to reveal their identity.**

The Company is also obliged to protect the identity of the **individuals involved and mentioned in the report** until the conclusion of the proceedings initiated as a result of the report, in accordance with the same guarantees provided to the Reporting person.

### 8.2 Non-Retaliation Policy

The Whistleblowing Policy established by Ebit S.r.l. also explicitly prohibits any form of retaliation against the Reporting person and other protected individuals.

***Retaliation is defined as any behavior, act, or omission, whether attempted or threatened, that is carried out as a result of the report and causes or may cause unjust harm to the Reporting person, either directly or indirectly.***

The following are examples of retaliatory actions:

- Termination of employment, suspension, or equivalent measures;
- Demotion or failure to promote;
- Change in job functions, workplace relocation, salary reduction, or modification of working hours;
- Suspension of training or any restriction on access to training;
- Issuance of negative performance evaluations or negative references;
- Imposition of disciplinary measures or other sanctions, including financial penalties;
- Coercion, intimidation, harassment, or ostracism;
- Discrimination or unfavorable treatment;
- Failure to convert a fixed-term contract into a permanent contract, where the employee had a legitimate expectation for such conversion;
- Non-renewal or early termination of a fixed-term employment contract;
- Damages, including damage to reputation, particularly on social media, or economic or financial prejudice, including loss of economic opportunities and income;
- Inclusion in improper lists based on a formal or informal sectoral or industrial agreement, which may prevent the person from finding employment in the sector or industry in the future;
- Early termination or cancellation of a supply contract for goods or services;
- Revocation of a license or permit;
- Request for psychiatric or medical examinations.

To qualify for protection:

- a. The Reporting person must reasonably believe, based on the circumstances of the specific case and the information available at the time of the report, that the reported violations are true. Mere assumptions or rumors, as well as publicly available information, are not sufficient;

- b. The Reporting person may report facts even if they are not certain of their actual occurrence or if they include inaccuracies due to genuine errors or when there are well-founded suspicions;
- c. The report must fall within the objective scope and be made in accordance with the applicable legislation;
- d. There must be a direct or indirect, close connection between the report and the adverse behavior/action/omission suffered by the Reporting person.

In case the Whistleblower or another protected individual as mentioned in the previous paragraph 3.1 (Subjective Scope) believes they have suffered retaliation, it is recommended to report the incident to the National Anti-Corruption Authority (ANAC), which is responsible for the investigations mandated by law, through the electronic form available on the institutional website of ANAC, as indicated in the previous paragraph 7 (External Reports: the ANAC channel). It is important, therefore, that those who have experienced retaliation do not disclose the information to parties other than ANAC in order to preserve the protections guaranteed by the legislation, particularly confidentiality.

This regulation, by definition, does not apply to anonymous reports as it is intended to protect the whistleblower from risks of retaliation. However, it may be applicable if, as a result of an anonymous report, the informant's identity is revealed. In such cases, the informant may request the protection provided by the decree.

### **8.3 Personal data processing**

Within the scope of managing reports, Ebit S.r.l. processes personal data of the reporting individuals and potentially other categories of individuals mentioned by them in the reports.

The Company acts as an independent Data Controller and ensures compliance with the fundamental principles and obligations arising from Regulation (EU) 2016/679 (GDPR):

- In accordance with the principle of "lawfulness, fairness, and transparency", the Reporting individual is provided with specific information regarding the processing of personal data. This includes essential information about the processing, such as the purpose, retention period of personal data, legal basis for processing, categories of personal data processed, and the parties involved in the processing. Additionally, the rights of the Reporting individual and the methods to exercise those rights are explained.
- In line with the principle of "data minimization," only the necessary personal data is collected for the purposes of the report. In the event of accidental collection of unnecessary data, such data is promptly deleted.
- Following the principle of "storage limitation," the reports and all related documentation cannot be used beyond the internally established retention period. The retention period is defined by regulations and is set at 5 years from the communication of the final outcome of the reporting procedure.

The additional measures implemented by the Company as Data Controller include:



- Describing the processing activities in the Company's register of processing activities, as required by Article 30 of the GDPR;
- Conducting a Data Protection Impact Assessment (DPIA) in accordance with Article 35 of the GDPR. This assessment is specifically carried out for the processing of managing reports through the IT platform, as it may involve high risks to the rights and freedoms of the individuals involved;
- Designating the members of the Direct Channel, the Alternative Channel, as well as personnel and members of the Supervisory Body and internal investigators within the Esaote Group involved in the management of reports, as authorized individuals to process personal data (in accordance with Article 29 of the GDPR);
- Designating service providers involved in the process of managing reports as Data Processors, in accordance with Article 28 of the GDPR. This includes:
  - the provider of the reporting platform, and
  - any other providers supporting the activities of report management (such as pre-evaluators, members of the Direct and Alternative Channels, or investigators external to the Esaote Group).

### 9. Sanctions

Failure to comply with this Procedure and the protective measures here provided may result in Ebit S.r.l. applying its internal disciplinary system, in accordance with applicable national labor laws and relevant collective bargaining agreements.

The Company reserves the right to take any necessary actions, including legal proceedings, to fully comply with applicable laws and regulations. In particular, this Procedure does not affect the criminal, civil, and disciplinary liability of the whistleblower in cases of false or defamatory reporting, or in cases of intentional misconduct or gross negligence.

It should be noted that the Company or individuals who disclose or disseminate information regarding violations covered by the obligation of secrecy<sup>7</sup>, or related to the protection of copyright or personal data, or disclose information regarding violations that harm the reputation of the involved person, are not subject to punishment, provided that both of the following conditions are met:

- At the time of disclosure or dissemination, there are reasonable grounds to believe that the information is necessary to uncover the violation;
- The report has been made in compliance with the conditions set forth by current legislation to benefit from the protections (reasonable grounds to believe that the information on the violations was true and fell within the reportable violations according to the law; internal and external reports made in compliance with the methods and conditions dictated by the law).

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<sup>7</sup> The reference excludes the disclosure of classified information, or information covered by professional or medical secrecy, or regarding the deliberations of judicial bodies, for which the application of applicable legal provisions remains in force.

In addition to internal sanctions within the organization, in cases expressly provided for by the legislation, ANAC may also impose administrative fines on individuals or legal entities for violations of whistleblower protection measures, as provided by current legislation and in compliance with its own regulations.

### ANNEX A – Relevant Reports for the purposes of this Procedure

#### *Country Italy*

Ebit S.r.l. considers relevant, for the purpose of applying this Procedure, include, but are not limited to, behaviors, actions, or omissions that **harm the public interest or the integrity of the organization**, which have been identified within the work environment, and consist of:

**A. breaches of national and Union provisions consisting of infringements in the following areas<sup>8</sup>:**

- i. public procurement;
- ii. financial services, products and markets, and prevention of money laundering and terrorist financing;
- iii. product safety and compliance;
- iv. transport safety;
- v. protection of the environment;;
- vi. radiation protection and nuclear safety;
- vii. food and feed safety, animal health and welfare;
- viii. public health;
- ix. consumer protection;
- x. protection of privacy and personal data, and security of network and information systems;

**B. breaches of Union provisions which consist of:**

- xi. acts or omissions affecting the financial interests of the Union;
- xii. acts or omissions relating to the internal market<sup>9</sup>;
- xiii. Acts or conduct that defeat the object or purpose of Union provisions in the abovementioned areas;

**C. breaches of national provisions which consist of:**

- xiv. administrative, accounting, civil or criminal offenses;
- xv. unlawful conduct relevant under Legislative Decree no. 231/2001;

**D. breaches of internal provisions within each Company, such as:**

- xiv. Organizational, Management, and Control Model adopted pursuant to Legislative Decree 231/2001;
- xv. Code of Conduct;
- xvi. Ebit's Anti-Corruption Regulations (MSG and Procedures adopted by the Group);
- xvii. Antitrust Compliance Program Regulations;
- xviii. Policies related to Diversity, Inclusion, and Gender Equality;
- xix. National collective bargaining agreements and, more generally, internal regulations (procedures, policies, operational instructions, etc.).

#### *Exclusion from the scope*

Limitations to the scope of the objective scope of the reports are provided.

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<sup>8</sup> These are all those offenses that fall within the scope of application of European Union or national acts indicated in the acts listed in the annex to legislative decree 24/2023, or national acts that implement European Union acts indicated in the annex to directive (EU) 2019/1937.

<sup>9</sup> This includes violations of Union rules on competition and State aid, as well as violations related to the internal market connected to acts that violate rules on corporate tax or mechanisms aimed at obtaining a tax advantage that undermines the purpose or objective of the applicable legislation on corporate tax.

The following are not included among the information on reportable violations: **blatantly unfounded information, information that is already fully in the public domain**, as well as **information acquired solely based on rumors or unreliable gossip**.

**Furthermore, it should be noted that reports based on unfounded suspicions or personal matters unrelated to misconduct are excluded from the scope of this Procedure.** This is necessary in order to consider the interests of third parties mentioned in the report and to avoid the Company engaging in internal investigative activities that may prove to be of little value and, in any case, costly.

The following are also NOT included within the scope of this Procedure:

- a. Disputes, claims, or requests related to personal interests that solely pertain to individual employment relationships or relationships with superiors in the hierarchy;
- b. Reports of violations that are already mandatory regulated by European Union or national acts concerning services, products, financial markets, prevention of money laundering and terrorist financing, transportation security, environmental protection, or national acts implementing European Union acts in the same areas (the details of the regulations are included in the annex to Legislative Decree 24/2023, Part II);
- c. Reports of violations related to national security, as well as contracts concerning defense or national security aspects, unless these aspects fall within the relevant derived law of the European Union.

An additional limitation to the scope of this Procedure concerns specific national or European Union provisions regarding:

- d. Classified information;
- e. Forensic and medical professional secrecy<sup>10</sup>;
- f. Confidentiality of judicial deliberations;
- g. Criminal procedure matters.

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<sup>10</sup> The confidentiality of communications between lawyers and their clients ("forensic professional secrecy") provided for by national law and, where applicable, by Union law, in accordance with the case-law of the Court, is protected. Furthermore, the obligation to maintain the confidential nature of communications between healthcare providers, including therapists, and their patients, as well as the confidentiality of medical records ("medical confidentiality"), as provided for by national and Union law, must not be prejudiced.

### ANNEX B – Declaration of commitment by the investigator

I, the undersigned, (name/surname) \_\_\_\_\_, (hereinafter referred to as the "Informed Person"), under my sole responsibility,

#### DECLARES

- A. To have been made aware of the existence of a report concerning information on illicit conduct (report ID: \_\_\_\_\_) for the purpose of carrying out specific investigative actions;
- B. To have been informed and to commit to maintaining the confidentiality obligation that I am bound to in the performance of my duties, both regarding the identity of the reporting person and any other individuals involved, as well as the facts reported;
- C. To have been informed and to commit to ensuring the prohibition of retaliatory acts against the reporting person or any other individual who has facilitated the report, or who is connected to the reporting person through an employment relationship or an emotional/familial relationship;
- D. To be aware that I have assumed the role of the Informed Person, and that the violation of the confidentiality obligation and retaliation constitute grounds for sanctions by both the Company and the National Anti-Corruption Authority (ANAC), as stated in the Company's Procedure for the management of reports of misconduct (Section 9 "Sanctions");
- E. To have read, understood, and accepted the content of the Procedure adopted by the Company for the management of reports of misconduct (Procedure for the management of Whistleblowing reports).

(place), (date)

(signature)

  

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### **ANNEX C – Guidelines for submitting internal reports through the platform**

The guidelines can be accessed through the "HR Portal" portal, the company's intranet "E-Portal," and the company's website.