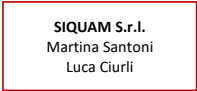

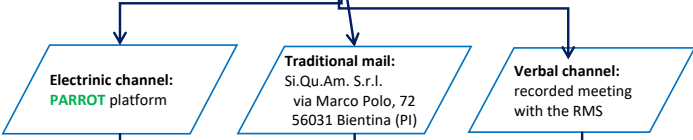
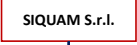




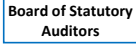

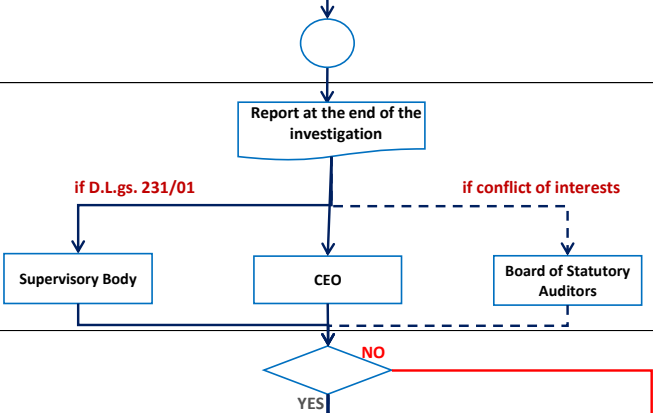
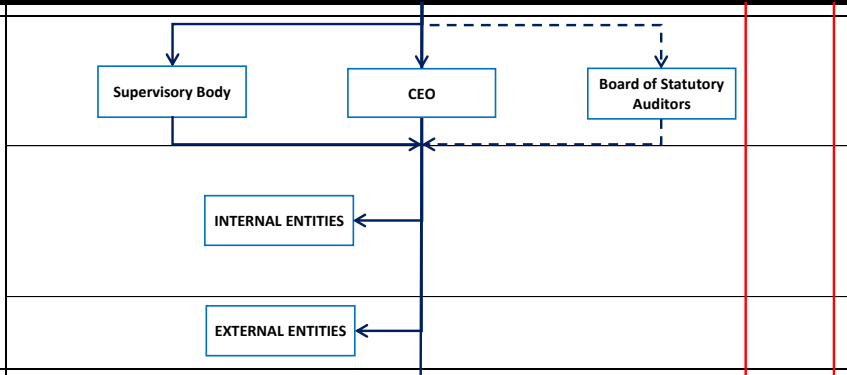
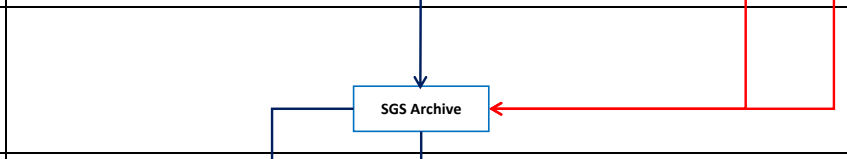
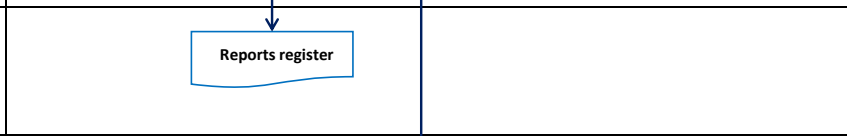
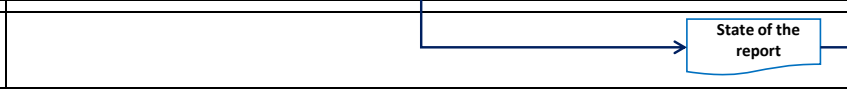


ACTIVITY DESCRIPTION		FIGURE	FLOWCHART
1	Identification of the Reporting Management Structure	Top Management	
2	Report submission Identification of the possible figure of Facilitator	WHISTLEBLOWER	
3	Use of reporting forms and communication tools provided by the Company's internal channel	WHISTLEBLOWER	
4	Acknowledgment of the report	REPORTING MANAGEMENT STRUCTURE	
5	Feedback to the whistleblower on the receipt of the report and acknowledgment within 7 days.	REPORTING MANAGEMENT STRUCTURE	
6	Pre-analysis: does the report concern the issues related to the Model according the Legislative Decree 231/01 and/or the Code of Ethical Conduct?	REPORTING MANAGEMENT STRUCTURE	
7	Does the report fall under the cases provided for by Legislative Decree 24/23?	REPORTING MANAGEMENT STRUCTURE	
8	Possible consultation with the designated internal contact: Chief Executive Officer	REPORTING MANAGEMENT STRUCTURE	
9	Possible identification of a conflict of interest with the internal contact.	REPORTING MANAGEMENT STRUCTURE	
10	Investigation: The activity aims at acquiring, with the utmost confidentiality, all relevant information for assessing the report. The SGS may need the assistance of other parties (internal and/or external) to complete the investigation.	REPORTING MANAGEMENT STRUCTURE	

ACTIVITY DESCRIPTION	FIGURE	FLOWCHART
<p style="text-align: center;"><u>Assessment and final result:</u></p> <p>1) The assessment is carried out based on the elements gathered during the investigation phase.</p> <hr/> <p>2) Issue of the report at the end of the investigation, assessment of the report's contents and transmission to the relevant parties.</p> <hr/> <p>3) Positive result = the report is truthful; Negative result = the report is baseless.</p>	<p>REPORTING MANAGEMENT STRUCTURE</p>	 <pre> graph TD Start(()) --> Report[Report at the end of the investigation] Report -- "if D.L.gs. 231/01" --> SB[Supervisory Body] Report --> CEO[CEO] Report -.- "if conflict of interests" --> BSA[Board of Statutory Auditors] SB --> Decision{ } CEO --> Decision BSA -.-> Decision Decision -- YES --> End(()) Decision -- NO --> End </pre>

WHISTLEBLOWING ANNEX 3 - PROCEDURAL FLOWCHART

ACTIVITY DESCRIPTION	FIGURE	FLOWCHART
<p>4) The recipients of the report provide suggestions for the possible application of sanctions.</p> <p>5) Communication to the external entities of disciplinary measures provided by the Sanctioning System. This phase could also be activated in the case of a negative result because the sanctioning system may be applied to the whistleblower who acts in bad faith.</p> <p>6) Communication to the external entities if necessary.</p>	<p>REPORT RESULTS RECEIVING PARTIES</p>	 <p>The flowchart shows a central vertical line representing the flow of information. At the top, three boxes are connected to this line: 'Supervisory Body' (left), 'CEO' (center), and 'Board of Statutory Auditors' (right). Dashed lines indicate bidirectional communication between the CEO and the Board of Statutory Auditors. Below the CEO box, the flow continues to 'INTERNAL ENTITIES' and then 'EXTERNAL ENTITIES'.</p>
<p><u>Archiving:</u> The final archiving of the documentation (up to a maximum of 5 years) is the responsibility of the designated Reporting Management Structure. If the Supervisory Body has been activated for reports of "231" relevance, this entity will keep its own archive.</p>	<p>REPORTING MANAGEMENT STRUCTURE</p>	 <p>The flowchart shows a central vertical line. A box labeled 'SGS Archive' is connected to this line. A red arrow points from the right side of the flowchart area to the 'SGS Archive' box.</p>
<p><u>Reports register:</u> The Reporting Management Structure is required to maintain the register of the received reports updated as well as the related results.</p>	<p>REPORTING MANAGEMENT STRUCTURE</p>	 <p>The flowchart shows a central vertical line. A box labeled 'Reports register' is connected to this line.</p>
<p>Feedback on the report's state to the whistleblower not later than 3 months.</p>	<p>REPORTING MANAGEMENT STRUCTURE</p>	 <p>The flowchart shows a central vertical line. A box labeled 'State of the report' is connected to this line.</p>