

“WHISTLEBLOWING” POLICY

PURSUANT TO THE LEGISLATIVE DECREE NO. 24/2023

SCOPE OF THE PROCEDURE AND REFERENCE NORMATIVE CONTEXT

MONT.EL APPARECCHIATURE ELETTRONICHE SRL, hereinafter **MONT.EL LLC**, considers it essential that all stakeholders respect the ethical principles that inspire its work, identified in the Code of Ethics, and, equally, respect for all applicable normative provisions.

In this light, **MONT.EL LLC** has implemented a system for managing reports of facts illegal or contrary to ethical principles with its own *“Whistleblowing”* procedure.

This procedure has the aim of implementing and regulating a system of reporting irregularities within the activity carried out by the Company **MONT.EL LLC**. In particular, the procedure implements the provisions of Legislative Decree of 10 March 2023 no. 24 (the *“Whistleblowing”* Decree) implementing Directive (EU) no. 2019/1937 of the European Parliament and of the Council, dated 23 October 2019, concerning the protection of persons who report Violations of Union law and containing provisions concerning the protection of persons who report Violations of national normative provisions, which regulates the protection of people who report Violations of national or European Union normative provisions that harm the public interest or the integrity of the public administration or the private entity, of which they have become aware of in a public or private working context.

RECIPIENTS

Recipients of the Procedure are:

- the top management and members of corporate governance bodies;
- the employees of **MONT.EL LLC**;
- partners, suppliers, consultants, collaborators, shareholders and, more generally, anyone with a relationship of interest with **MONT.EL LLC**.

OBJECTIVE SCOPE OF APPLICATION

The Violations that can be reported pursuant to the *Whistleblowing* Decree must have as their object behaviors, acts or omissions that damage the public interest or the integrity of the Public Administration or the private entity (i.e., **MONT.EL LLC**), of which the Reporter has become aware of in the working context of **MONT.EL LLC**, and which consist of:

1. unlawful conducts relevant to Decree no. 231 or Violations of Model no. 231, which do not fall within the offenses indicated below (the "231 Reports");
2. offenses that fall within the scope of application of acts of the European Union or national's acts (as referred to in the *Whistleblowing* Decree) relating to the following sectors:
 - (a) public procurement;
 - (b) financial services, products and markets and prevention of money laundering and financing of terrorism;
 - (c) product safety and compliance;
 - (d) transport safety;
 - (e) environmental protection;
 - (f) radiation protection and nuclear safety;
 - (g) food and zootechnical feed safety and animal health and welfare;
 - (h) public health;
 - (i) consumers' protection;
 - (j) protection of privacy and of personal data and security of networks and information systems;
3. acts or omissions that harm the financial interests of the European Union, as indicated in the *Whistleblowing* Decree;

4. acts or omissions relating to the internal market, including infringements of European Union norms in terms of competition and state aid rules, as well as infringements relating to the internal market linked to acts which infringe rules in terms of corporate tax or mechanisms whose purpose is to obtain a fiscal advantage that defeats the object or purpose of the applicable legislation on corporate tax, as indicated in the *Whistleblowing Decree*;
5. acts or behaviors that nullify the object or purpose of the provisions referred to in Union acts in the sectors indicated at points no. (2), (3) and (4).

CONTENT OF THE REPORTS

The *Whistleblower* (hereinafter Reporter) is required to provide all the useful elements to allow the Receiving Party to proceed with the due and appropriate checks to confirm the validity of the facts object of Reporting. To this end, the Report shall preferably contain the following elements:

- (a) personal identification details of the individual making the Report with indication of the position or function carried-out within the company;
- (b) the clear and complete description of the facts object of Reporting;
- (c) if known, the circumstances of time and place in which they were committed;
- (d) if known, the personal details or other elements (such as the qualification and the service in which takes place the working activity) which allow the identification of the person who carried-out the fact object of Reporting;
- (e) the indication of any other individual subjects who can report on the facts object of Reporting;
- (f) the indication of any documents that can confirm the validity of such facts;
- (g) any other information that can provide a useful check regarding the existence of the facts reported;
- (h) indication of the methods (email, other) with which you wish to receive feedback's communications from the Recipient regarding the Report.

The anonymous Report is subject to evaluation in terms of admissibility and validity.

MONT.EL LLC, without prejudice to the registration of any form of Report, takes an anonymous Report into consideration when it is adequately specific and rendered in great detail and in any case such that it lets emerge facts and situations by relating them to specific contexts (e.g., indication of particular names or qualifications, mention of specific offices, particular procedures or events, etc.).

INTERNAL REPORTING CHANNEL

In accordance with normative provisions of the *Whistleblowing* Decree, the Company has activated the following internal reporting channel, accessible through the website via the following link:

- <https://whistleblowing.montel.it/>,

which allows the sending in electronic mode of Reports in written form and guarantees - also through encryption's tools - the confidentiality of the identity of the Reporter, the Person Involved and the person in any case mentioned in the Report, as well as the content of the Report and the related documentation.

Anonymous *whistleblowing* Reports are permitted.

Nonetheless, it must be taken into account that sending an anonymous *whistleblowing* Report could render it more difficult to ascertain the reported conduct and the interlocutions between the person authorized to receive the Report and the *Whistleblower* and therefore undermine the usefulness of the Report itself.

RECIPIENT OF THE INTERNAL REPORTING CHANNEL

The Company has identified the Human Resources Manager as the Recipient of the Reports:

- Mr. **FONTANA** Fabio.

If the aforementioned individual is a Person Involved in the Report, the Reporter may decide to address it directly to the Legal Representative of the Company, with the exclusion of the Person Involved in the Report.

INTERNAL REPORTING MANAGEMENT

1. Preliminary verification of the Report

Upon receipt of the Report, the authorized person:

- (a) issues to the Reporting Party an acknowledgment receipt of the Report within seven days since the date of receipt, unless the Reporting Person explicitly requests otherwise;
- (b) carries out a preliminary analysis of its contents, if deemed appropriate by the aforementioned authorized person also with the support of specialized external consultants, in order to evaluate its relevance in relation to the scope of application of the *Whistleblowing* Decree and, in general, of the Procedure;
- (c) archives the Report if it considers it to be not admissible based on what has been provided by the *Whistleblowing* Decree and by this Procedure, such as for example:
 - manifest unfoundedness due to the absence of factual elements attributable to the typified Violations;
 - ascertained generic content of the offense's Report such as it does not allow the understanding of facts, or offenses' Report accompanied by inappropriate or irrelevant documentation in a way that it does not allow the content of the Report itself to be understood;
 - production of documentation only, in the absence of a Report of illicit conduct. In this case, the person authorized to receive the Report, pursuant to the provisions of the *Whistleblowing* Decree and paragraph 6.2 of this Procedure, must take care to justify in writing to the Reporter the reasons for archiving the Report;

(d) whereby the Report is not archived, it takes charge of the management of the Report.

As required by the article 4 of the *Whistleblowing* Decree, the Report submitted to a person other than the person authorized to receive the Report must be transmitted immediately (within seven days) to the person authorized to receive the Report, giving contextual notice to the Reporting Party, unless an explicitly contrary request of the Reporting Person.

2. Report Management

The management of the Report takes place in compliance with the provisions of this Procedure. In managing the Report, the person authorized to receive the Report carries-out the following activities:

- (a) maintains interlocutions with the Reporter and – if necessary – requests to the latter integrations;
- (b) provides diligent follow-up to the Reports received;
- (c) provides a response to the Report within three months from the date of the acknowledgment receipt of the Report or, in the absence of such notice, within three months from the expiry of the seven-day deadline from the submission of the Report.

The person authorized to receive the Report has the right to request the support of internal functions or specialized external consultants, in compliance with the confidentiality requirements established by the *Whistleblowing* Decree and by the present Procedure.

The person authorized to receive the Report also has the right to request clarifications and/or integrations to the Person Involved during the course of the Report's management activities.

It is to be reserved, furthermore, the possibility for the Reporter to provide further information in the event that the fact object of the Report has been continued, interrupted or even worsened.

The Reports (and correlated documentation) are kept for the time necessary to process them and, in any case, no more than five years from the date of communication of the final outcome of the Report's management process.

3. Internal investigation activities

The person authorized to receive the Report, in order to evaluate it, may carry-out the appropriate internal investigations necessary, either directly or by appointing – without prejudice to the confidentiality obligation – a subject internal/external to the Company. The members of the entity authorized to receive the Report interact by exchanging information and/or documents via the platform, that allows the creation of a dossier for each case, in which the information and documentation inherent to each Report are archived.

4. Closing of the Report

The evidences gathered during internal investigations are analyzed to understand the context of the Report, to establish whether a Violation has actually occurred relevant to this Procedure and/or to the *Whistleblowing* Decree, as well as to identify disciplinary measures, measures suitable to remedy the situation that has been determined and/or to prevent a similar situation from recurring in the future.

Furthermore, whereas the commission of a Violation has been ascertained, the subject authorized to receive the Report may:

- (a) proceed with the establishment of a sanctioning procedure against the Person Involved, in compliance with the normative, and any collective bargaining agreements eventually applicable;
- (b) evaluate – also together with the other competent corporate functions – the opportunity to initiate a disciplinary proceeding against the *Whistleblower*, in the case of Reports in relation to which bad faith and/or a merely defamatory intent are ascertained, also confirmed by the groundlessness of the same Report;

- (c) agree with the Board of Statutory Auditors affected by particular Reports – concerning issues relating to complaints pursuant to former article 2408 of the Civil Code (denounces by shareholders) – any initiatives to be undertaken before the closure of the Report itself;
- (d) agree, together with the company function affected by the Violation, on any *action plan* eventually necessary for the removal of the detected control's weaknesses, also guaranteeing the monitoring of its implementation.

PROTECTION MEASURES

1. Measures to protect the *Whistleblower*

Reports must be made in good faith, without prejudice to the criminal liability of the Reporter if a Report constitutes the offence of slander or defamation or other types of crime and without prejudice to the cases of non-punishment referred to in the *Whistleblowing* Decree.

Any forms of abuse of this Procedure, such as manifestly opportunistic Reports and/or Reports made for the sole purpose of harming the reported person or other subjects, and any other hypothesis of improper use or of intentional instrumentalization of the institute object of the present Procedure, are also a source of responsibility, in disciplinary and other competent bodies.

The *Whistleblowing* Decree provides for the following protection measures towards the *Whistleblower* and Related Parties:

- prohibition of retaliation by reason of a Report;
- support measures, which consist of information, assistance, free consultancy from third sector entities indicated in a list available on the ANAC's website regarding the reporting methods and normative provisions in favor of the Reporter and the Person Involved;

- retaliation protection, which includes:
 - the possibility of communicating to the ANAC the retaliations that one's believes to have suffered following a Report;
 - the provision of nullity of acts undertaken in violation of the prohibition of retaliation, to be asserted also in judiciary's courts;
- limitations of liability in the event of disclosure (or dissemination) of Violations covered by the obligation of secrecy or relating to the protection of copyright or the protection of personal data or information on Violations that offend the reputation of the Person Involved or denounced, if:
 - at the time of disclosure (or dissemination) there were reasonable grounds to believe that it was necessary to disclose the Violation; and
 - the conditions referred to in the following paragraph 6.2 existed;
- limitations of liability, except the fact constitutes a crime, for the acquisition of information on the Violations or for access to them;
- sanctions (as reported in the present Procedure, within paragraph 8).

2. Conditions for the application of protection measures

The protection measures listed above apply to the Reporter and Connected Parties provided that:

- (a) at the time of the Report, the author of the Report had reasonable grounds to believe that the information on the reported or denounced Violations were true and fell within the scope of application of the *Whistleblowing* Decree (as referred to in paragraph 2 of the present Procedure);
- (b) the Reporting has been made in compliance with the provisions of the *Whistleblowing* Decree.

The protection measures also apply in the case of an anonymous Report, if the *Whistleblower* subsequently has been identified and has suffered retaliations.

In particular, retaliations are intended as the cases provided for by article 17 of the *Whistleblowing* Decree, including the following cases, which are reported merely by way of example and not exhaustively:

- dismissal, suspension or equivalent measures;
- the change of functions;
- failure to renew or early termination of a fixed-term employment contract;
- discrimination or otherwise unfavorable treatment;
- the early termination or cancellation of the goods or services' supply contract.

CONFIDENTIALITY OBLIGATIONS RELATING TO THE IDENTITY OF THE REPORTER

In any case, the confidentiality of the Reporter is guaranteed, whose identity will not be revealed to people other than those competent to receive or follow-up on the Reports. Not only the name, but all the elements from which the identification of the Reporter can be deduced, even indirectly, are covered by confidentiality.

Pursuant to article 4-undecies, comma 2, letter (a) of the TUF, the identity of the Reporter (*Whistleblower*) cannot be revealed without his/her express consent, also in order to avoid that the fear of suffering prejudicial consequences could lead to not reporting the Violations, and all those who receive or are involved in the management of the Reports are required to protect the confidentiality of such information.

The anonymity of the *Whistleblower* is also guaranteed in the disciplinary proceeding when the complaint against the Reported Party is based on investigations that are distinct and additional to the Report (a hypothesis which can occur in cases in which the Report is only one of the elements that have brought the illicit to light, while the disciplinary dispute is made on the basis of other facts which alone are sufficient to justify the opening of the disciplinary proceeding).

The identity of the Reporter may instead be revealed to the Reported Party in the following cases:

- (i) when there is the Reporter's consent, or
- (ii) when the dispute is based, in whole or in part, on the Report and the knowledge of the identity is absolutely indispensable for the defense of the Reported Party.

The violation of the obligation of confidentiality, including the disclosure of information from which the identity of the *Whistleblower* can be deduced, is considered a violation of the Procedure adopted by the Company and is a source of disciplinary responsibility.

PRIVACY POLICY DISCLAIMER

PURSUANT TO ARTICLES 13 AND 14 OF REGULATION (EU) NO. 679/2016 RELATING TO THE PROCESSING OF PERSONAL DATA IN THE CONTEXT OF THE REPORTING OF VIOLATIONS REFERRED TO IN THE LEGISLATIVE DECREE NO. 24/2023

Pursuant to articles 13 and 14 of Regulation (EU) no. 2016/679 (*General Data Protection Regulation*, hereinafter "GDPR") and the applicable legislation on the protection of personal data, the personal data processed by **MONT.EL LLC**, within the scope of the management of Reports of Violations of national or European Union normative provisions which harm the public interest or the integrity of the private entity, received through the appropriate internal reporting channels made available by the Company pursuant to Legislative Decree no. 24/2023, will be processed, in compliance with the aforementioned legislation and in accordance with the principles of correctness, lawfulness and transparency by personnel authorized by the Company pursuant to article 29 of the GDPR and article 2-quaterdecies of the code in the matter of protection of personal data (Legislative Decree no. 196/2003).

1. Data controller

The controller of the personal data processing is **MONT.EL APPARECCHIATURE ELETTRONICHE SRL** (hereinafter also "Company" or "**MONT.EL SRL**") with registered office in Sale Marasino (BS), via Mazzini 31/B.

2. Purpose of processing and legal basis

Personal data are processed for the management of internal Reports of alleged Violations, or behaviors, acts or omissions that harm the public interest or the integrity of the private

entity, defined by the article 2, comma 1, letter (a) of Legislative Decree no. 24/2023, of which the Reporting Person has become aware due to his/her own collaboration relationship with the Data Controller.

The processed personal data are those contained in the internal Report, and/or in deeds and documents attached to it, and may refer both to the Reporting Person and to the Persons Involved, indicated as possible responsible of the illicit conducts, as well as to those who are in various capacities involved in the Reports.

Personal data may also be processed to carry-out the necessary preliminary investigative activities aimed at verifying the validity of what has been reported, as well as, if necessary, for the adoption of adequate corrective measures and the introduction of appropriate disciplinary and/or judicial actions in towards those responsible for the Violations. The legal basis that legitimizes the processing of personal data is represented by the fulfillment of a legal obligation to which the Data Controller is subject, article 6, comma 1, letter (c) of the GDPR, specifically provided for by the Legislative Decree no. 165/2001, by Legislative Decree no. 231/2001, by Law no. 179/2017 and by Legislative Decree no. 24/2023; the processing may eventually also concern particular data and data relating to criminal convictions and crimes included in the Reports in accordance with the provisions of articles 9 and 10 of the GDPR.

3. Categories of data recipients

The personal data provided will be processed:

- by the Receiving Subject, as a subject authorized to process data by the Data Controller, to follow-up and provide feedback to the Reports received, in compliance with the provisions of Legislative Decree no. 24/2023 and the Organisation, Management and Control Model pursuant to article 6 of Legislative Decree no. 231/2001.

Personal data will not be disclosed but may, if necessary, be transmitted to the Judicial Authority. None of the data collected will be transferred to Third Countries, meaning countries not belonging to the European Economic Area (EEA). If the Report is external and is presented, as required by the articles 6 and 7 of Legislative Decree no. 24/2023, to the National Anti-Corruption Authority (ANAC), information relating to the processing of personal data will be provided by the Authority through the appropriate channels.

4. Storage time criteria

The internal Reports and the related documentation will be kept for the time necessary to process the Report and in any case no later than five years from the date of communication of the final outcome of the Reporting Procedure, in compliance with the confidentiality obligations referred to in article 12 of this Legislative Decree no. 24/2023 and with the principle referred to in articles 5, paragraph 1, letter (e) of the GDPR and 3, paragraph 1, letter (e) of Legislative Decree no. 51/2018. After the maximum period of five years is elapsed, the information relating to the Report may be retained by the Company in order to guarantee and preserve its right of defense and to provide proof, whereas required, of the correct management of the Reports received. In this case, the personal data referring both to the Reporting Person and to the Persons Involved, indicated as possible responsible for the illicit conducts, as well as to those who are involved in various ways in the Reports, will be anonymized.

5. Data processing modes

The processing of personal data will be carried-out exclusively by expressly authorized personnel, in ways that guarantee the confidentiality of the identity of the Reporting Person and the content of the internal Reports and the related documentation, adopting technical and organizational measures adequate to protect them from unauthorized or illicit accesses, from destruction, from loss of integrity and confidentiality, even accidental. In order to guarantee the confidentiality of the Reporting Person for the entire duration of the management of the internal Report, the identity of said person will be known by the subjects expressly authorized to manage the Reports. Except for cases in which liability for slander and defamation is configurable pursuant to the provisions of the Penal Code or article 2043 of the Civil Code or, whereas applicable, in the context of the criminal proceeding and in the ways and limits of the provisions of article 329 of the Penal Procedure Code, the identity of the Reporting Person is protected in every context following the Report. Therefore, without prejudice to the aforementioned exceptions, the identity of the Reporting Person cannot be

revealed without his express consent, and all those who receive or are involved in the management of the Report are required to protect the confidentiality of such information.

6. Provision of data

The provision of the Reporting Person's personal data is optional. Failure to provide information could, however, jeopardize the investigation of the Report: anonymous Reports, in fact, will be taken into consideration only if they are adequately circumstantiated, rendered in great detail, in order to let emerge facts and situations connected to determined contexts.

7. Rights of interested parties

The rights referred to in articles 15-22 of the GDPR can be exercised, within the limits of the provisions of article 2-undecies, comma 3, Legislative Decree no. 196/2003, by contacting the Data Controller. In particular, the rights identified above cannot be exercised with a request to the Data Controller, or with a complaint pursuant to article 77 of the GDPR to the Guarantor Authority, if the exercise of these rights could result in an effective and concrete prejudice to the privacy of the identity of the persons reporting Violations of which they became aware due to their own employment relationship or the functions performed. The exercise of the aforementioned rights may, in any case, be delayed, limited or excluded with motivated communication rendered without delay by the Data Controller, unless the communication could compromise the purpose of the limitation, for the time and within the limits in which this constitutes a necessary and proportionate measure, taking into account the fundamental rights and legitimate interests of the Reporting Person, the Person Involved or the persons involved in various capacities in the Reports. In such cases, pursuant to article 2-undecies, comma 3, Legislative Decree no. 196/2003, the interested party has the right to exercise the aforementioned rights through the Guarantor Authority in the manner set-out by article 160 of Legislative Decree no. 196/2003. In cases whereas it is believed that the processing of personal data occurs in violation of the provisions of the GDPR, it is possible to lodge a complaint with the Guarantor Authority, as provided for by article 77 of the GDPR itself (with the exclusion of the limitations on the exercise of the

rights reported above and provided for by article 2-undecies, comma 3, Legislative Decree no. 196/2003), or to take action in the appropriate judicial offices (article 79 of the GDPR).

DATA PROTECTION AND DOCUMENT STORAGE

In order to ensure the reconstruction of the different phases of the Reporting process, it is the responsibility of the Recipient Subject to guarantee:

- the traceability of the Reports and related investigative activities;
- the conservation of the documentation relating to the Reports and the related verification activities, in specific archives (paper/IT), with the appropriate levels of security and confidentiality;
- the conservation of the documentation and Reports for a period of time not exceeding that necessary for the purposes for which the data were collected or subsequently processed and in any case in compliance with the procedures in the matter of privacy in force in the Company.

The processing of personal data of the Persons Involved and/or mentioned in Reports is protected, pursuant to normative in force and corporate procedures in the matter of privacy.

SANCTIONS

It is subject to pecuniary sanctions:

(a) from 10,000 to 50,000 EUR, anyone responsible for one of the following conducts:

- carrying-out acts of retaliation against the Reporter or Related Persons in relation to Reports;
- obstacle or attempted obstacle to transmitting the Report;
- violation of the confidentiality obligations provided by the Procedure and by the *Whistleblowing* Decree;
- failure to establish Reporting channels according to the requirements set-out in the *Whistleblowing* Decree;

- failure to adopt a procedure for transmitting and managing Reports or failure to comply with the *Whistleblowing* Decree;
 - failure to verify and analyze the Reports received;
- (b) from 500 to 2,500 EUR, in the case referred to in article 16, paragraph 3 (loss of protection), unless the Reporting Person has been convicted, even in first grade, for the crimes of defamation or slander or in any case for the same crimes committed with the denounce to the Judicial or Accounting Authority.

INFORMATION AND TRAINING

The information on the present Procedure is rendered accessible and available to all, made easily visible in the workplaces and also published in a dedicated section of the company website.

Rev. no. 1: 13.12.2023.