



Notice for Whistleblowing Reports

as per Legislative Decree no. 24/2023

ITALIA MARITTIMA S.p.A (hereinafter also the “Company”) has implemented a “Whistleblowing” System (hereinafter also “Reports”) provided for by Legislative Decree no. 24/2023, by means of which Italy has given “Implementation of the Directive (EU) 1937/2019 concerning the protection of persons who report violations of Union law and containing provisions concerning the protection of persons who report violations of National law provisions”.

Legislative Decree no. 24/2023, in the wake of the European Directive, pursues the aim of strengthening the legal protection of people who report violations of National or European law provisions, which harm the interests and/or integrity of the private (and public) entity to which the Reporters belong to, and of which they became aware in carrying out their work.

Therefore, if a person* becomes aware of administrative, accounting, civil or criminal offenses he/she can promptly report them in details to the Company's (external) individuated Contact Person as REPORT MANAGER and Responsible for managing the reports.

Reports to the Contact Person may be made, even anonymously, provided they are detailed,

➤ **REPORTING METHODS - WRITTEN FORM**

- by reports to be sent via SEGNALASICURO.ORG portal, designed by the IT company Ambient7, for the management of whistleblowing reports, at the following link:

<https://imwhistleblowing.segnalasicuro.org>

➤ **REPORTING METHODS - ORAL FORM**

- by requesting a direct meeting, at the request of the Reporter, to the Contact Person to be sent via SEGNALASICURO.ORG portal, designed by the IT company Ambient7, for the management of whistleblowing reports, at the following link: <https://imwhistleblowing.segnalasicuro.org>

Please note that the reporting party must not use the subject institute for purely personal purposes, for claims or retaliation, which, in case, fall within the more general discipline of the employment/collaboration relationship or relationships with the Supervisors or with colleagues, for which the procedures of the Company' structures have to be followed up.

*Employees; self-employed workers, holders of collaborative relationships, freelancers and consultants; volunteers and interns, paid and unpaid; shareholders and people with administrative, management, control, supervisory or representation functions (even de facto); facilitators (the people who assist the reporter in the reporting process); people belonging to the same working context as the reporter linked to him by a stable emotional or kinship bond; work colleagues of the reporter linked to him by a habitual and current relationship.

Reports linked to a personal interest of the reporting person, which relate exclusively to individual working relationships, or are inherent to their working relationships with hierarchically figures, are excluded.

For further information, we invite you to read the Whistleblowing Policy advertised on our website as well as on the Company's Intranet.