

**SOCOTEC**

# **WHISTLEBLOWING PROCEDURE**

SOCOTEC GROUP

## 1 WHEN SHOULD A WHISTLEBLOWER REPORT AN ALERT?

→ If you encounter a confirmed or potential violation of laws, regulations, or the Code of Ethics, you must report it by submitting an alert.



Conduct or situations that violate the rules of the Code of Ethics



Crime, felony or misdemeanor



Violation or threatened violation of laws, regulations, or public policy

Examples: acts of corruption, fraud, anti-competitive practices, conflicts of interest

## 2 WHO CAN SUBMIT AN ALERT?

→ Any employee or third party may submit an alert, provided that they act:

- **in good faith,**
- **without financial compensation.**

## 3 WHEN SHOULD AN ALERT BE REPORTED?

→ There is no imposed deadline for submitting an alert. An alert can be reported as soon as the facts become known.

**An alert may be submitted at any time!**

## 4 HOW IS AN ALERT SUBMITTED?

An alert may be reported **internally**:

- Either via the SOCOTEC Group's **whistleblowing platform**:  
<https://alerts.socotec.com/entreprises>

This platform is secure and confidential. It allows the whistleblower to submit an alert anonymously if desired.

- Or by contacting:
- their **Compliance Officer**
  - their **manager**
  - the **Legal Department** who must inform the Group Compliance Officer.

The recipients of alerts submitted via the whistleblowing platform are the **Group General Counsel, the Group Human Resources Director, and the Group Compliance Officer.**

**An alert may also be reported to external regulatory bodies, law enforcement, or professional organizations (e.g., judicial authority, administrative authority, professional order, Defender of Rights, Legal Aid, etc.).**

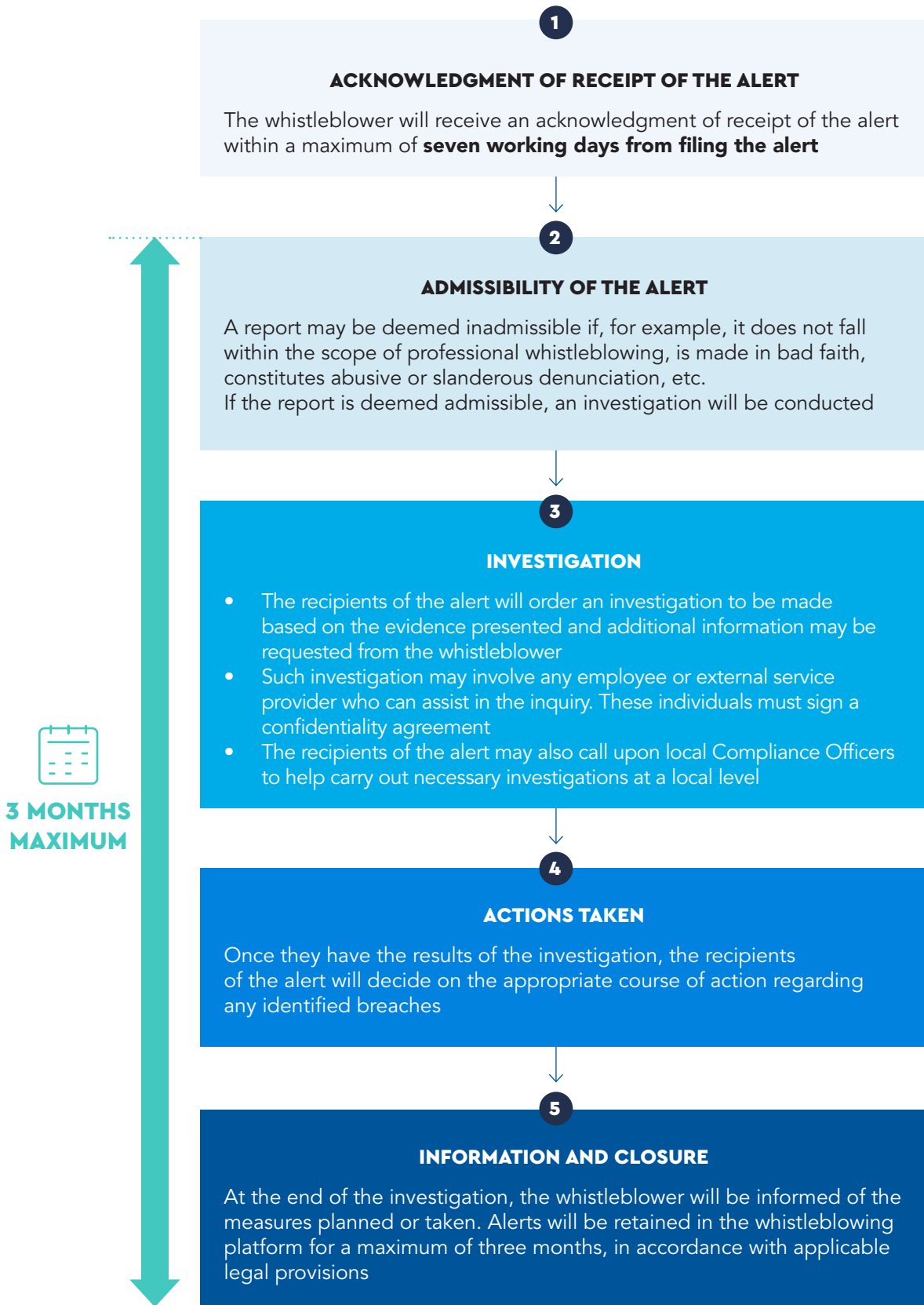
The whistleblower may also seek assistance from a facilitator to submit their report.

## 5 WHAT SHOULD AN ALERT CONTAIN?

- The whistleblower must present the facts clearly and precisely. They must provide any documents or information that help substantiate the reported facts.



## 6 WHAT ARE THE NEXT STEPS AFTER AN ALERT IS LAUNCHED?



## 7 HOW IS THE WHISTLEBLOWER PROTECTED?

### CONFIDENTIALITY GUARANTEE

All information provided in the context of a report is treated as **confidential**: and all efforts will be made to protect the whistleblower's identity, the identity of individuals targeted by the report, the documents or information provided.

### PROTECTION AGAINST RETALIATION, INCLUDING DISCIPLINARY ACTIONS

No retaliatory action or sanction may be taken against the whistleblower. Examples: intimidation, disciplinary sanctions, damage to reputation.

### CIVIL LIABILITY PROTECTION

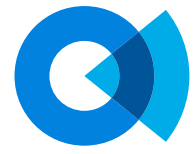
The whistleblower cannot be held civilly liable and cannot be ordered to pay damages for harm caused by the report.



- However, if an alert is found to have violated the standards for submission, particularly if the whistleblower acts in bad faith (for example, to harm a colleague), the whistleblower may be sanctioned and held liable.

## 8 WHAT ARE THE RIGHTS OF A PERSON TARGETED BY AN ALERT?

- The person targeted by an alert will be informed by the alert recipient of the allegations against them, except for the identity of the whistleblower. If necessary, they will only be informed after measures have been taken to prevent the destruction of evidence.



**SOCOTEC**

**Whistleblowing Procedure**  
SOCOTEC Group  
2025 Edition