

# WHISTLEBLOWING POLICY

## Preamble

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The Société Fédérale de Participations et d'Investissement [Federal Holding and Investment Company] (hereinafter referred to as "**SFPIM**") has decided to install a whistleblower channel and, to this end, has drawn up a whistleblowing policy (hereinafter, the "**Whistleblowing Policy**").

The provisions of this Whistleblowing Policy shall also apply to the affiliates of SFPIM, i.e. Relaunch for the Future, (hereinafter referred to as "**SFPIM Relaunch**"), SFPIM Real Estate and SFPIM International, (hereinafter collectively referred to as the "**Affiliates**," and together with SFPIM, referred to as the "**SFPIM Group**") insofar as relevant.

The respective boards of directors reserve the right to modify, revise or amend the Whistleblowing Policy or any part thereof at any time according to the needs and development of the SFPIM Group's activities, in accordance with the applicable legal, regulatory and statutory provisions applicable to each of said SFPIM Group's entities.

The designations of the positions (chairman, director, employee...) used in the Whistleblowing Policy always refer to both genders. For the sake of legibility, the masculine form is used as gender neutral and always refers to both women and men.

## Violations, reporting and questions

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### Article 1. Who can report

Any director, manager or employee of SFPIM or the Affiliates, at any level of the organisation, as well as external consultants (e.g. freelancers, independent subcontractors) who has a contractual relationship in a work-related context with the SFPIM Group (hereinafter referred to as "**Collaborator (s)**"), former Collaborators, and/or applicants for one of the functions above (hereinafter collectively referred to as the "**Whistleblower(s)**") are invited to report in good faith any well-founded suspicion of violation mentioned in article 2 of the Whistleblowing Policy and any situation contrary to ethics of which they might be aware, through the internal whistleblower channel.

This internal reporting channel is not open to persons who are not linked to the SFPIM Group on a work related basis, such as trainees, volunteers or shareholders, etc.

### Article 2. Violations

SFPIM Group has installed a whistleblowing channel for reporting any violation or potential violation of SFPIM's Code of Ethics and/or according to Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons, to Union law in the following matters :

- violations relating to the financial interests of the European Union and/or the Internal Market;

- public procurement;
- financial services, products and markets;
- the prevention of money laundering and the financing of terrorism;
- product safety and product compliance;
- transport safety;
- protection of the environment;
- radiation protection and nuclear safety;
- food and feed safety; animal health and welfare;
- public health;
- consumer protection;
- protection of privacy and personal data;
- security of network and information systems;
- combating tax fraud; and
- combating social fraud.

### Article 3. Not suitable for the internal whistleblowing channel

All violations as defined in article 2 of the Whistleblowing policy can be reported through the whistleblowing channel. The violations of the Code of ethics for public officials may also give rise to a request for an opinion from the Federal Ethics Commission.. The two procedures are not mutually exclusive.

However, if the violations/concerns to be reported do not pertain to a standard in article 2 of the Whistleblowing policy, but rather to an individual conflict regarding the payment of wages, the performance of or (dis)satisfaction with the job, the adjustment of working conditions, etc., it is referred to the competent HR department.

Incidentally, employee complaints relating to bullying, violence and unwanted sexual behaviour at work are dealt with through a separate procedure, as described in the workplace regulations. To this end, employees can contact the HR Department or the prevention advisor for psychological aspects (CPAP), Modesty Cuvelier at Mensura (modesty.cuvelier@mensura.be +32 (0) 470 200 438).

Finally, the Whistleblowing Policy does not apply to and does not affect:

- protection of classified data from unauthorised access;
- information covered by medical secrecy or information and intelligence received by lawyers, on condition that they are assessing the client's legal situation or exercising their remit to defend or represent the client;
- information covered by the secrecy of judicial deliberations;
- rules on the criminal procedure; and
- national security (excluding reports of breaches of public defence and security contracts).

### Article 4. Operation of the internal channel

As an Whistleblower, you can make a report

- via the following link [sfpim.speakup.report/SFPIMGroup](https://sfpim.speakup.report/SFPIMGroup) or



- via the SpeakUp application by mentioning the code 111435 or the QR-code

This can be done by stating your name and other contact details or anonymously.

The Whistleblower can report in writing as well as by telephone through this platform. If the Whistleblower consents, this conversation will be recorded.

Every Whistleblower also has the right to obtain an appointment for a face-to-face meeting to discuss the information about the report within a reasonable period of time. If the Whistleblower consents, this conversation will be recorded for safekeeping.

Both a telephone conversation and a face-to-face meeting may be recorded. The Whistleblower will have the opportunity to check this report, correct it and sign it for approval.

Once the Whistleblower has submitted a report, the following procedure will be followed:

#### *1. Acknowledgement of receipt*

The Whistleblower will receive an acknowledgment of receipt within seven days as of the day the reporting channel received the report.

#### *2. During the investigation*

During the investigation, the information about the reported violation is checked by the reporting manager (Head of Legal). Depending on the person mentioned in the report, the reporting manager will refer this report for an appropriate treatment in concert with the following person(s):

For SFPIM

- If one of the persons mentioned in the report is a member of the executive committee or a member of the board of directors other than the chairman of the board of directors or of the audit committee: the chairman of the board of directors and the chairman of the audit committee.
- If one of the persons mentioned in the report is the chairman of the board of directors: the chairman of the audit committee and the managing director.
- If one of the persons mentioned in the report is the chairman of the audit committee: the chairman of the board of directors and the managing director.
- For all other cases: the managing director and the director of finance and administration

For SFPIM Affiliates

- If one of the persons mentioned in the report is the person in charge of day-to-day management, a member of the executive committee (if applicable) or a member of the board of directors other than the chairman of the board of directors: the chairman of the board of directors.
- If one of the persons mentioned in the report is the chairman of the board of directors: the managing director and the director of finance and administration.
- For all other cases, the report will be handled by the managing director and the director of finance and administration.

In any event, if the reporting manager (Head of Legal) is implicated in a report, he is immediately removed from the report procedure and denied access to any related information.

Where necessary, additional information is requested or questions are asked to clarify some issues.

### *3. More information about your report*

The Whistleblower will receive information about what happened to the report within a reasonable period of time. More specifically:

- Within three months as of the day the reporting channel sent the acknowledgement of receipt.
- Or within three months and seven days, if no acknowledgement of receipt was sent.

The Whistleblower will find out what action has been or will be taken as a result of the report. The Whistleblower will also be apprised of the reasons for those measures.

Every report will be treated with absolute confidentiality. The identity of the Whistleblower or information revealing the identity can be disclosed to unauthorised staff members only with the explicit, free consent of the Whistleblower (to the extent that it is known and not anonymous). The identity of the Whistleblower may however be disclosed if this is a necessary and proportionate obligation arising out of special legislation for investigations by national authorities or judicial proceedings, partly in order to safeguard the rights of defence of the person or persons concerned. The Whistleblower shall be informed accordingly in writing as well as of the reasons that gave rise thereto, unless this would jeopardise related investigations or legal proceedings.

If a Collaborator inadvertently becomes aware of a report for which he is not authorised, he shall be required to forward the report to the reporting manager as soon as possible in a safe manner. The reporting Manager will inform the Whistleblower of this transmission.

## **Article 5. Request for clarification**

Whistleblowers can contact the Legal Department ([legal@sfpi-fpim.be](mailto:legal@sfpi-fpim.be)) for support and information on the internal whistleblower channel.

Whistleblowers can also contact the Federaal Instituut voor Rechten van de Mens (FIRM) [Federal Institute for Human Rights] (by telephone (Dutch: +32 479 88 57 40; French: +32 479 88 57 23) or by e-mail ([kl-la@firm-ifdh.be](mailto:kl-la@firm-ifdh.be))) for the following support:

- psychological, social, technical support and assistance;
- legal assistance in criminal and civil proceedings; and
- financial assistance in legal proceedings.

## **Article 6. Processing of Personal Data**

The SFPIM Group undertakes, as data controller, to process personal data as defined in SFPIM's Privacy Policy (hereinafter referred to as the "**Personal Data**") collected for a report through the internal whistleblowing channel in accordance with data protection laws and regulations, including the General Data Protection Regulation.

The SFPIIM Group processes the Personal Data of the Whistleblower and persons named in the Whistleblower Report.

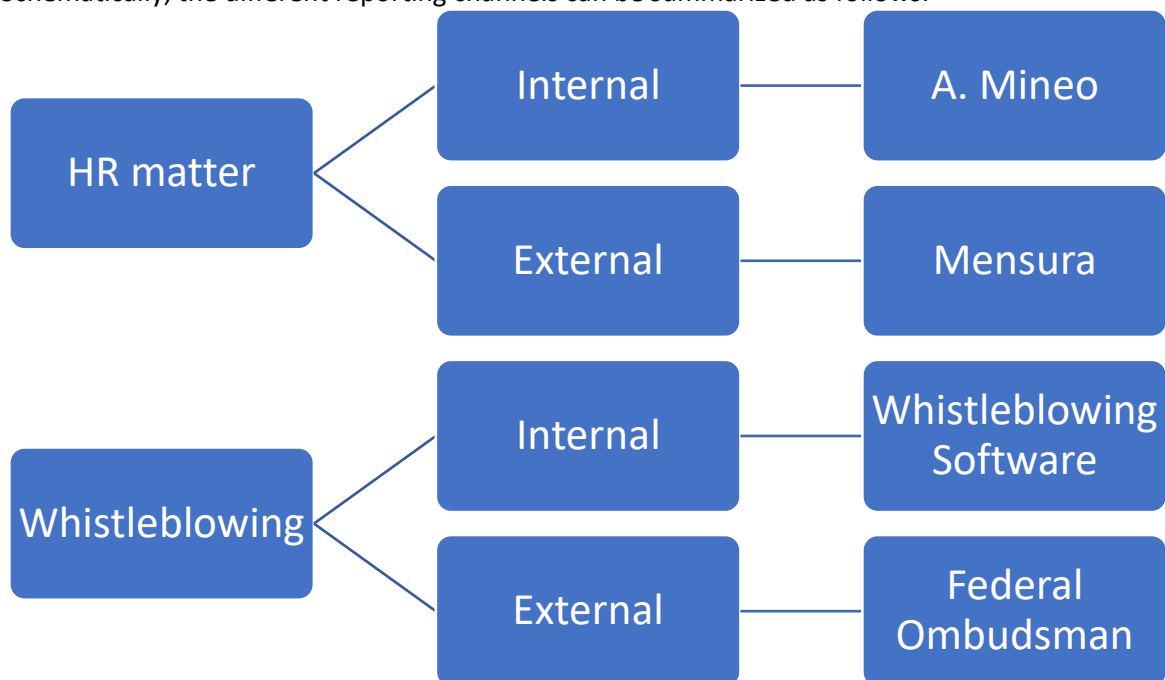
## Article 7. External reporting

A report through the Whistleblower Channel is preferred. If the Whistleblower has already submitted an internal report or if he considers that the violation cannot be dealt with effectively in an internal report or that there is a risk of reprisals, he can also turn to the external whistleblower channel.

In such a case, you can contact the Federal Ombudsman ([Klokkenluiders | Federaalombudsman.be](https://www.federaalombudsman.be)) – e-mail: [integriteit@federaalombudsman.be](mailto:integriteit@federaalombudsman.be) – phone: 0800 999 61.

## Artikel 8. Summary of the different reporting channels

Schematically, the different reporting channels can be summarized as follows:



## Article 9. Whistleblower protection

No retaliatory measures, such as suspension, demotion, harassment, dismissal, etc., will be tolerated towards the Whistleblower and any other (external) whistleblower who submitted a report in good faith.

If the report is anonymous, the identity of the Whistleblower is in any case secret and the Whistleblower is therefore protected against reprisals (= retaliation/revenge actions).

By way of example, retaliation is to refer to the following:

- suspension, temporary lay-off, dismissal, or similar measures,
- demotion or refusal of promotion,
- transfer of duties, change of workplace, reduction of salary, change of working hours,
- withholding of training,

- negative assessment or employment reference,
- imposition or application of a disciplinary measure, reprimand or other (financial) penalty,
- coercion, intimidation, harassment, exclusion,
- discrimination, adverse or unequal treatment,
- non-conversion of a fixed-term employment contract into an open-ended employment contract,
- non-renewal or early termination of a temporary employment contract,
- damage, including damage to reputation, in particular on the social media, or financial loss, including loss of turnover and income,
- blacklisting based on an informal or formal agreement for an entire sector or industry, preventing the person from finding a job in sector or industry in question,
- cancellation of a contract for the supply of goods or services,
- revocation of a licence or permit,
- etc...

The foregoing list is not exhaustive.

The Whistleblower will enjoy protection against reprisals, provided that:

- the information is reported through the internal/external whistleblowing channel;
- the Whistleblower had *justified reasons* to believe that the reported information was true at the time the report was submitted and fell within the scope defined in Article 2 of the Whistleblowing Policy.

In other words, if the Whistleblower intentionally or knowingly reports incorrect information, he does not enjoy protection.

When disclosing information about a violation, the Whistleblower is also protected from retaliation if he had justified reasons to believe that the reported information was correct at the time of reporting, and,

- he first reported internally or externally and no appropriate action was taken within the statutory period (3 months as of receipt of the report for the internal whistleblowing channel) after the reporting channel received the report; or
- he considers that the violation may pose an imminent or real danger to the public interest and/or there is a risk of reprisals following an external report or that the violation is unlikely to be dealt with effectively given the particular circumstances of the case.

This protection also applies to persons who have assisted the Whistleblower in the reporting process and whose assistance is confidential as well as to related third parties who may become victims of retaliation in a work-related context, such as colleagues/relatives. They are protected if they had justified reasons to believe that the Whistleblower was entitled to submit a report. People who cooperated in the investigation by an external whistleblowing channel and counsel, or any legal entities owned by the whistleblower, for whom the latter works or with whom he is connected in another work-related context, also enjoy protection.

## Article 10. Rights for the person concerned

The person concerned, i.e. the person named as being the person responsible for or involved in the violation, has the right to:

- confidentiality of his identity during the investigation;
- effective remedy in court;
- fair trial;
- presumption of innocence;
- right of defence (e.g. right to be heard, unless contrary to SFPIIM's interest, and right to access the file).

Whistleblowers who have knowingly reported or disclosed inaccurate information may be held liable, will have to compensate the persons concerned for their losses and may also incur a penalty.

## Article 11. Remedies and procedures

Whistleblowers who submit a report in accordance with the legal condition will not be liable (unless they have committed a criminal offence to access information or an act not related to or not necessary for the report).

In addition to any measures that may be imposed, the Whistleblower who was subjected to retaliatory measures may initiate legal proceedings (at the labour court) / complaint proceedings (at the Federal Ombudsman) / administrative proceedings.

Persons who obstruct or attempt to obstruct a report, retaliate, initiate unnecessary or vexatious proceedings, or breach the confidentiality obligation may be held liable and also incur a penalty.

*The Code was approved by the SFPIIM Board of Directors on 14<sup>th</sup> november 2023.*