

CHANNEL TO REPORT VIOLATIONS OF THE CODE OF ETHICS - WHISTLEBLOWING

In 2022, the Marsilli Group agreed the Group's Code of Ethics which gathers and discloses the reference principles for those who, at various levels, operate in the name and on behalf of the Group. The Code of Ethics, therefore, aims at formalizing the ethical principles that Marsilli takes as reference in carrying out the management processes of its business.

In order to monitor compliance with said principles, Marsilli established a specific process to ensure that violations of the principles expressed in the Code of Ethics are regularly and rigorously brought to the attention of the relevant Supervisory Board or, for non-Italian companies or companies without a Supervisory Board, to the attention of the Supervisory Board of Marsilli S.p.A..

In this respect, anyone wishing to report a violation of the Code of Ethics can send an e-mail to the relevant Supervisory Board. You can write to the Supervisory Board of Marsilli S.p.A. at this e-mail address:

Organismo.Vigilanza@marsilli.it

The Supervisory Board will ensure strict confidentiality of the identity of the reporting person and will verify that no forms of retaliation or discriminatory measures are taken against the whistle-blower..

The reporting person is required to comply with the indications below in order for the Supervisory Board to take account of the reporting:

- Provide a detailed description of the reported facts.
- Specify where the violations occurred (if known and relevant).
- Specify the dates when the violation occurred or was detected (if known and relevant).
- Specify the people involved in the violation (if known).
- Attach any relevant document or picture (if available).

The Supervisory Board shall acknowledge receipt of the reported violation to the whistle-blower within seven days, and shall also communicate the status of the investigation process of the reporting thereof within three months from the acknowledgment of receipt. The Supervisory Board also reserves the right to request clarifications and further information to the whistle-blower or his/her representative.

Lastly, we hereby inform you that reports without sufficient detailed elements will not be taken into account and reported to the relevant judicial authority if made purely for defamation purposes.

Castelleone (CR) 11/05/2023.