

PRIVACY POLICY REPORTING PERSON

Pursuant to Article 13 of Regulation (EU) 2016/679 on the processing of personal data in the context of the reporting of violations referred to in Legislative Decree 24/2023

Pursuant to Article 13 of Regulation (EU) 2016/679 (General Data Protection Regulation, hereinafter "**GDPR**") and the applicable legislation on the protection of personal data, we inform you that the personal data provided as Whistleblower (hereinafter also "**Data Subject**") in case of internal reporting of a violation pursuant to D. Lgs. 24/2023, will be processed, in compliance with the aforementioned legislation and in accordance with the principles of fairness, lawfulness and transparency by authorized personnel of the Martinelli Ginetto Group pursuant to Article 29 of the GDPR and Article 2 *quaterdecies* of the Code regarding the protection of personal data (D.Lgs. 196/2003) and ss.mm.ii.

1. Data Controller and Data Processor

For the purposes of this policy for the management of the whistleblowing internal reporting channel, as referred to in the Applicable Legislation, by the companies of the Martinelli Ginetto Group, of which Martinelli Ginetto S.p.A. is the parent company, are Joint Controllers and are respectively:

- i. **Martinelli Ginetto S.p.A.**, with registered office at Via Agro del Castello, 38 - 24020 Casnigo (BG), registered with the Bergamo Companies Register, tax code and VAT number 03403660164, as the legal representative Martinelli Sergio ("**Martinelli**" or the "**Parent Company**");
- ii. **Satta & Bottelli S.r.l.**, with its registered office in Via Agro del Castello, 38 - 24020 Casnigo (BG), registered in the business register of Bergamo, C.F. 00768300154 and P.IVA 01773200249, as the legal representative Paccanelli Alberto ("**Satta & Bottelli**");
- iii. **Nord Filati S.r.l.**, with its registered office in Via Agro del Castello, 38 - 24020 Casnigo (BG), registered with the Bergamo Companies Register, C.F. and P.IVA 02517850166, as the legal representative Martinelli Angelo Luciano ("**Nord Filati**");
- iv. **Wykt S.r.l.**, with registered office at Via Brennero, 15 - 24026 Leffe (BG), registered with the Bergamo Companies Register, tax code and VAT number 03096110162, as the legal representative Martinelli Sergio ("**Wykt**");
- v. **Lyontex S.r.l.**, with registered office at Via Agro del Castello, 38 - 24020 Casnigo (BG), registered with the Bergamo Companies Register, C.F. and P.IVA 01632660161, as the legal representative PaccanelliAlberto ("**Lyontex**").

(collectively the "**Joint Controllers**")

Pursuant to article 26 of the GDPR, the Joint Controllers have regulated – in a transparent manner, by means of a joint controller agreement (the "**Agreement**") – their respective responsibilities regarding compliance with the obligations deriving from the GDPR, with particular regard to the exercise of the rights of the Data Subject and their respective functions of communicating the information referred to in articles 13 and 14 of the GDPR. The essential content of the Agreement is available in Annex 1 to this document.

2. Purposes and legal basis of processing

Personal data are processed for the management of internal reports of presumed breaches and of conduct, acts or omissions that might harm the public interest or the integrity of the public

administration or private entity, as defined by art. 2 co. 1 lett. a) of D.Lgs. 24/2023, of which the whistleblower has become aware due to his or her collaboration relationship with each of the Joint Controllers.

The personal data processed are those contained in the internal report, and/or in acts and documents attached to it that refer to the whistleblower and any other person involved.

Personal data may also be processed to carry out the necessary investigative activities aimed at verifying the validity of what has been reported, as well as, if necessary, for the adoption of appropriate corrective measures and the introduction of appropriate disciplinary and/or judicial actions against those responsible for breaches. The legal basis that legitimizes the processing of personal data is represented by the fulfillment of a legal obligation to which the Joint Controllers are subject (pursuant to Article 6, paragraph 1, letter c) of the GDPR), and specifically, provided for by the Applicable Legislation.

The processing may also concern special data and data relating to criminal convictions and offences if included in the report in accordance with the provisions of Articles 9 and 10 of the GDPR. In the case of processing of special categories of personal data, the legal basis for the processing is identified in Art. 9 par. 2 letters b) and f) of the GDPR and in particular, to fulfil the obligations of the Joint Controllers and/or to guarantee the exercise of the rights of the Data Subject in the field of labour law and social security and social protection, to the extent authorized by EU legislation and/or by an applicable collective agreement. In addition, the Joint Controllers may process personal data in order to establish, exercise or defend a right in court.

The employee's identity may also be disclosed to other parties.

3. Categories of data recipients

The personal data provided will be processed by the members of the Whistleblowing Committee and by additional persons within the Company as persons authorized to process the data Martinelli, in order to follow up and respond to the reports received, in compliance with the provisions of the Applicable Legislation, and activate any disciplinary system envisaged, as well as take corrective actions aimed at avoiding situations similar to those covered by the report, in compliance with the provisions of D.Lgs. 24/2023.

In the event that the Companies entrust a third party with the task of managing the reporting channel, the aforementioned personal data will be processed by this subject in its capacity as the Data Processor designated pursuant to art. 28 of the GDPR. These data will be processed exclusively by expressly authorized personnel and in compliance with the provisions of D.Lgs. 24/2023.

Personal data will not be subject to dissemination but may be transmitted to the Judicial Authority. None of the data collected will be transferred to Third Countries, understood as countries not belonging to the European Economic Area (EEA). In the event that the report is external and is submitted, as provided for in Articles 6 and 7 of D.Lgs. 24/2023, to the National Anticorruption Authority (ANAC), information regarding the processing of personal data will be provided by the Authority itself through the appropriate channels.

4. Data retention

The internal reports and the related documentation will be kept for the time necessary for the processing of the report and in any case no longer 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 D.Lgs. 24/2023 and the principle set forth in Article 5, par. 1 (e) of the GDPR and Article 3, par. 3 (1) (e) of D.lgs. 51/2018. After the maximum period of five years, the information relating to the report may be retained by the Companies in order to guarantee and preserve their right of defence and to demonstrate, where required, the correct management of the reports received. In this case, the personal data of the whistleblower will be anonymized.

5. **Methods of data processing**

The processing of personal data will be carried out exclusively by expressly authorized personnel, in such a way as to ensure the confidentiality of the identity of the Whistleblower and the content of internal reports and related documentation, adopting appropriate technical and organizational measures to protect them from unauthorized or illegal access, destruction, loss of integrity and confidentiality, including accidental. In order to guarantee the confidentiality of the Whistleblower for the entire duration of the handling of the internal report, the identity of the Whistleblower will be known by the individuals expressly authorized to handle the reports. With the exception of cases in which a liability for slander and defamation can be configured under the provisions of the Italian Criminal Code or Article 2043 of the Italian Civil Code or, where applicable, in the context of criminal proceedings and in the manner and within the limits of the provisions of Article 329 of the Criminal Code, the identity of the Whistleblower shall be protected in any context subsequent to the reporting. Therefore, subject to the aforementioned exceptions, the identity of the Whistleblower cannot be disclosed without his or her express consent, and all those who receive or are involved in the handling of the report are required to protect the confidentiality of such information.

6. **Provision of data**

The provision of personal data is optional. Failure to provide it, however, could prejudice the investigation of the report: anonymous reports, in fact, will be taken into consideration only where they are adequately substantiated and rendered in great detail, so as to bring out facts and situations related to specific contexts.

7. **The rights of the Data Subject**

The rights referred to in Articles 15-22 of the GDPR may be exercised, within the limits of the provisions of Article 2-undecies, co. 3, of D.lgs 196/2003 as amended., by contacting the Joint Controllers through the contacts indicated below. In particular, the rights identified above may not be exercised with a request to the Joint Controllers, or with a complaint pursuant to Article 77 of the GDPR to the relevant Authority, if the exercise of such rights may result in actual and concrete prejudice to the confidentiality of the identity of the person reporting violations of which he/she has become aware by reason of his/her employment relationship or functions performed. The exercise of the aforementioned rights may, in any case, be delayed, limited or excluded by reasoned notice given without delay by the Joint Controllers unless the notice would jeopardize the purpose of the limitation, for the time and to the extent that this constitutes a necessary and proportionate measure, taking into account the fundamental rights and legitimate interests of the Whistleblower, the Person Involved or the persons in various capacities involved in the reports. In such cases, pursuant to art. 2 undecies, co. 3, of D.Lgs. 196/2003, the Data Subject has the right to exercise the aforementioned rights through the Guarantor Authority in the manner set forth in art. 160 of the aforementioned legislative decree. In cases where it is believed that the processing of personal data is in violation of the provisions of the GDPR, it is possible to lodge a complaint with the Guarantor Authority, as provided for in art. 77 of the GDPR itself (with the exclusion of the limitations to the exercise of rights reported above and provided for in art. 2-undecies, co. 3, of D.Lgs 196/2003 as amended), or to take appropriate legal action (art. 79 of the GDPR).

To exercise the rights set forth in this paragraph, each Data Subject may submit his or her requests to:

- Martinelli Ginetto S.p.A: hr@martinelliginettogroup.it
- Satta & Bottelli S.r.l.: hr@martinelliginettogroup.it

Attached: Annex 1 - Essential contents of the joint control agreement

Annex 1_ESSENTIAL CONTENTS OF THE JOINT CONTROL AGREEMENT

entered into between Martinelli Ginetto S.p.A., Satta & Bottelli S.r.l., Nord Filati S.r.l. Wykt S.r.l. and Lyontex S.r.l. pursuant to Article 26 of Regulation (EU) 2016/679 ("**GDPR**")

Martinelli Ginetto S.p.A. (the "**Parent Company**") and the other companies in the group (the "**Martinelli Ginetto Group**") Satta & Bottelli S.r.l ("**Satta & Bottelli**"), Nord Filati S.r.l ("**Nord Filati**"), Wykt S.r.l. ("**Wykt**"), Lyontex S.r.l ("**Lyontex**") (collectively the "**Joint Controllers**") specialize in the production and marketing of fabrics for the upholstery and linen sectors.”).

The current whistleblowing regulations applicable to the Joint Controllers aim to extend employee-initiated disclosure of wrongdoing, ensuring protection against retaliation not only in favor of the whistleblower, but also against a range of individuals who may be considered related to him or her (hereinafter the "**Whistleblowing Regulations**").

As a result, the Joint Controllers entered into a joint control agreement (the "**Agreement**") under which they jointly established the handling of whistleblowing reports by each employee of the Parties, or other person authorized under the Whistleblowing Regulations through the online whistleblowing platform made available by the Parent Company ("**Data Subjects**").

Specifically, the Agreement – the essential content of which is described below – regulates:

- a. the main categories of personal data collected and processed through the online whistleblowing platform and in the execution of the Agreement;
- b. the decisions regarding the manner and means of acquisition and processing of such personal data;
- c. the attribution to each Joint Controller of the individual data processing activities to be carried out as part of the execution of the Agreement (e.g., the provision of the privacy notice referred to in Articles 13 and 14 of the GDPR; the response to any requests from Data Subjects; the notification of any data breaches to the Data Protection Authority and/or Data Subjects);
- d. the allocation of the obligations and responsibilities arising from such processing activities and with respect to compliance with all obligations under the GDPR, the Whistleblowing Regulations and any other applicable legal provisions relating to the processing of personal data, as well as any applicable guidelines and codes of conduct from time to time, as approved by the Data Protection Supervisor.

Under the joint control thus established, the Joint Controllers shall:

- i. collect and process the personal data of the Data Subjects exclusively for the purposes set forth in the Agreement, as further described in the Privacy Policy provided to the Data Subjects;
- ii. share decisions on the purposes and processing methods related to the handling of whistleblowing reports and the execution of the Agreement by each Joint Control Person; and
- iii. provide reasonable cooperation, assistance, and information (including access to documents and personal data) to ensure compliance and enable the other party to be able to demonstrate compliance with the Agreement, the GDPR, the Whistleblowing Regulations, and any other applicable data protection laws;
- iv. keep strictly confidential all information, data and/or materials exchanged between them that are not in the public domain and agree to use such information only for the purposes set forth in the Agreement, not disclosing it to third parties;
- v. periodically verify the compliance of the processing with the security measures and compliance documentation required by the Agreement and carry out periodic monitoring of the security level achieved in order to keep it adequate to the risk;
- vi. take all technical and organizational security measures for the prompt restoration of the

availability of personal data in case of any security incidents and/or data breach.

Any complaints and requests to exercise the rights granted to the Data Subject under Articles 12-23 of the GDPR will be handled by Martinelli Ginetto, together with the other obligations under applicable data protection legislation, such as the notification of data breaches to the relevant Data Protection Authority and the obligation to carry out a Data Protection Impact Assessment pursuant to Article 35 of the GDPR, as well as any other regulatory obligations from time to time applicable to the processing of personal data related to the Contract.

In this regard, the contacts related to privacy support and the address of the operating office responsible for such matters are:

- Martinelli Ginetto S.p.A.: hr@martinelliginettogroup.it
- Satta & Bottelli S.r.l.: hr@martinelliginettogroup.it

In any case, it is understood that Data Subjects may exercise their rights against the Joint Controllers pursuant to Article 26 (3) of the GDPR by taking action against each Joint Controller, independently of the other, before the Data Protection Authority and/or before any ordinary national court.