



WHISTLEBLOWING

(Violation reporting system)

This is the company system created to enable the reporting of violations and offences, suspicious conduct, irregularities in company management, acts or facts that may constitute a violation of the rules governing company activities, as well as of the principles and rules of conduct contained in the company's Code of Ethics, identified within the work-related context.

➤ WHO CAN REPORT VIOLATIONS

- Employees (including trainees)
- Self-employed workers and consultants working for Suzuki Italia
- Contractors and suppliers with whom Suzuki Italia has established business relations
- Shareholders and persons in administrative, management, monitoring, supervisory or representative roles (e.g.: shareholders, directors, members of the board of auditors, executives, managers)

The whistleblower may submit a report while employed by the company, before starting (if a violation becomes known at the initial selection stage) or after having left.

➤ WHAT CAN BE REPORTED

- Criminal, civil, administrative and accounting offences
- Significant illegal conduct pursuant to Italian Legislative Decree 231/2001 (e.g. money laundering, environmental offences, false declarations, fraud and computer crimes, safety at work)
- Violations of the company's Code of Ethics and Organisational Model (which you can find in the 'Legal' section of the website www.suzuki.it)
- Violations of European standards listed in Annex 1 to Italian Legislative Decree No 24/2023 (e.g. violations in the areas of: competition and state aid, financing of terrorism, data protection, consumer protection, product safety and conformity)



➤ TO WHOM TO SEND A REPORT

Suzuki Italia has appointed the SB (Supervisory Board: this refers to the entity, vested with independent powers of initiative and control, responsible for monitoring to ensure that there is no fraudulent activity on the part of the organisation's top management).

➤ HOW TO SEND A REPORT

Suzuki Italia has set up the following methods for submitting reports:

- IN WRITING:

A written report must be placed in sealed envelopes:

- 1) One envelope containing data identifying the person reporting and a copy of his/her identification documents;
- 2) Another envelope containing the report;
- 3) Both envelopes (envelope 1 and envelope 2) must be placed in a third sealed envelope marked "SB Confidential" on the outside. It must be sent to the Supervisory Board at the following address:

Organismo di Vigilanza
c/o Suzuki Italia S.p.A.
Via Ettore de Sonnaz 19
10121 Turin

- BY VOICE MESSAGING

Use the voice messaging system with its dedicated line at 328-6445788

- OTHER METHODS

In addition to the methods indicated above, set up by Suzuki Italia as laid down by national regulations, all employees of the Suzuki Group also have the option of



reporting any irregularities encountered, by means of the following channel set up by the parent company as laid down by Japanese regulations:

1. External contact

Shimada Hamba & Osajima [Law Firm]

Telephone: +81-3-3217-5163 (Japanese or English language)

*Hours: 10:00-17:30 (Japanese time)

E-mail: suzuki-globalhotline@shimada-law.jp

Postal address: Suzuki Group Risk Management Hotline
Shimada Hamba & Osajima
West 18th floor Otemachi 1st Square
5-1, Otemachi 1-chome, Chiyoda-ku, Tokyo 100-0004, Japan

2. Suzuki Motor Corporation internal contact

(1) Sustainability Promotion Gr. Corporate Strategy Dept. Corporate Planning Office

Telephone: +81-53-440-2388

E-mail: globalhotline-cg@hhq.suzuki.co.jp

Postal address: Suzuki Group Risk Management Hotline
Sustainability Promotion Gr. Corporate Strategy Dept.
Corporate Planning Office, Suzuki Motor Corporation
300 Takatsuka-cho, Minami-ku, Hamamatsu-shi,
Shizuoka 432-8611, Japan

(2) Secretariat of the Audit & Supervisory Board

Telephone: +81-53-440-2600

E-mail: globalhotline-as@hhq.suzuki.co.jp

Postal address: Suzuki Group Risk Management Hotline
Secretariat of the Audit & Supervisory Board, Suzuki Motor Corporation
300 Takatsuka-cho, Minami-ku, Hamamatsu-shi,
Shizuoka 432-8611, Japan

If, after having used the channels set up by Suzuki Italia, the conditions set out in current legislation are met, a report may be submitted to the competent Authority (ANAC=National Anti-Corruption Authority).



➤ WHAT THE REPORT MUST CONTAIN

- details of the whistleblower;
- details of the time and place when the reported event occurred;
- a precise and complete description of the action that is the subject of the report;
- personal details or other elements enabling the perpetrator to be identified;
- any documents that may support the report;
- any information about other persons who could be aware of the facts;
- any other useful information.

➤ WHAT THE REPORT MUST NOT COVER

- it must not relate to grievances of a personal nature of the whistleblower;
- it must not be used to exploit a situation or with the purpose of gaining an advantage of any kind for the whistleblower;
- it must not be made in 'bad faith', something that also applies to the absolute requirement that the facts or situations be reported truthfully;
- it must not come from persons other than those indicated in the paragraph "Who can report violations" above

➤ PROTECTION FOR THE WHISTLEBLOWER

Suzuki Italia guarantees the confidentiality of the personal data of the whistleblower, in order also to protect him/her from possible retaliation, as provided for by the regulations on the matter. Any form of retaliation or discriminatory measure effected against a person making a report, whether direct or indirect or affecting working conditions, for reasons directly or indirectly linked to the report shall be neither permitted nor tolerated.



To that end, Suzuki Italia has instructed the manager handling these reports (see SB above), not to reveal within the company the identity of the whistleblower.