

Athena Retail Srl  
Via del Faggiolo, 1/13 – 40132  
Bologna (BO)  
P.Iva: IT03153621200

## Communication to all Recipients

### Whistleblowing channels

Athena Retail Srl, in implementation of Legislative Decree No. 24 of 10 March 2023, issued in implementation of Directive (EU) 2019/1937, and concerning "the protection of persons who report breaches of Union law and laying down provisions concerning the protection of persons who report breaches of national laws", has renewed its system for the protection of persons who report the commission of offences within the company.

For this reason, the Supervisory Body (SB) has been designated to receive and evaluate complaints.

The SB may therefore be contacted:

1. by e-mail: **odv@athenaretail.com**. It is understood that each e-mail address is managed exclusively by the Recipient in order to protect the confidentiality of the whistleblower;

2. **letter or note sent in a sealed envelope** through the postal service or the internal mail service (internal mailbox, for whistleblowers operating within the Company where made available by the latter), addressed to the Company's registered office, to the attention of the Recipient with the wording "Confidential Whistleblowing Recipient of Athena Retail Srl" or "Confidential Supervisory Body of Athena Retail Srl"; another envelope containing the identification data of the whistleblower must be inserted inside the envelope containing the report.

The Company's protocol office or the person collecting the notifications left in the internal box shall not open the envelope under any circumstances, and the protocol mark shall be made on the closed envelope. Such envelope shall be promptly delivered to the Recipient or to the Supervisory Board, if any, and filed and preserved by the latter;

3. **verbally**, alternatively through the **telephone number indicated**, (+39 3473691186) also equipped with voice messaging systems or through a **face-to-face meeting**, at the explicit request of the reporting person; and alternatively


4. communication sent through a **special IT platform**, if and where made available and communicated to the persons concerned.

If the report is made by means of the aforementioned IT tool, the identity of the reporter will be separated from the content of the report and stored separately from it, by adopting a cryptographic system.

The identity of the person making the report may be recovered in cases where this is necessary for the reported person's defense or as part of any proceedings (disciplinary, criminal, etc.) against him/her.

Should the hypotheses set out in Article 6 of Legislative Decree no. 24 of 10 March 2023 occur, the whistleblower may turn to the competent authorities designated by the new legislation, the so-called **external channel**, namely:

- A.N.A.C, through the dedicated portal on the Agency's website [www.anac.it](http://www.anac.it); or provide
- for Public Disclosures or Complaints to the judicial and accounting authorities.

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