

FAQ: Management of Reports - Whistleblowing

Who can submit a report?

The following people may submit a Whistleblowing Report (exclusively from identified individuals): employees, self-employed persons, partners, volunteers and trainees, including unpaid ones, who carry out their work activities at Fondazione FS Italiane (hereinafter, “**Fondazione**”); workers or collaborators who carry out their work activities at entities that supply goods or services or perform works for third parties; freelancers and consultants who provide their services at Fondazione; Founding Partner and Fondazione personnel with admin, management, control, supervisory, or representative roles.

Such subjects report information on violations of which they have become aware within the scope of their work-related context.

Reports may also be submitted:

- when the legal relationship has not yet begun, if the information on violations was acquired during the recruitment process, or at other pre-contractual stages;
- during the probationary period;
- after the termination of the legal relationship, if the information on the violations was acquired during the relationship.

If the above-mentioned individuals submit a report without providing their identity, it will be treated as an Ordinary Report.

What can you report?

Conduct, acts or omissions that harm the public interest or the integrity of Fondazione, and which consist of:

- offences of an administrative, accounting, civil, or criminal nature;
- unlawful conduct as defined under Italian Legislative Decree no. 231/2001; breaches of Organization, Management and Control Model of Fondazione FS Italiane pursuant to Italian Legislative Decree no. 231/2001 (hereinafter, “**Model 231**”) and the procedures implementing it; and/or breaches of the Anti-Corruption Policy of the FS Group; and/or the relevant internal company regulations pertaining to the aforementioned system;

- offences that fall within the scope of European Union acts and the national provisions implementing them, in the sectors listed in Annex 1 of Italian Legislative Decree no. 24/2023 (the so-called “**Whistleblowing Regulations**”);
- actions or omissions detrimental to the financial interests of the European Union;
- actions or omissions concerning the internal market (by way of example: antitrust and government aid violations);
- actions or forms of conduct that jeopardize the objectives or purposes of the provisions laid out in the acts of the European Union in the aforementioned sectors.

Reports regarding the breach of the FS Group’s Code of Ethics are handled as Ordinary Reports.

Reports must concern facts that the Reporting Person has reasonable grounds to believe to be true at the time the report is submitted.

Reports must be promptly submitted upon becoming aware of the knowledge of the facts, in order to ensure their verification concretely possible.

How can you submit a report?

Fondazione provides the following reporting channels:

- *IT platform*: accessible from the Fondazione website (or via the following link <https://segnalazione-whistleblowing.fondazionefs.openblow.it/#/>) and the corporate intranet. This channel is considered preferable as it is more suitable to guarantee, through IT methods, the confidentiality of the Reporting Person’s identity and adequate information security measures;
- *telephone line with an Interactive Voice Response system*: accessible at +39 0682950721, reserved for Whistleblowing Reports, which provides for the recording of the call subject to the Reporting Person’s express consent and the distortion of the recorded voice;
- *verbally*: by means of a statement issued by the Reporting Person during a specific face-to-face meeting with the Whistleblowing Officer, as requested by the Reporting Person.

Why should you submit a report?

Reports enable to identify in a timely manner and remedy unlawful acts or irregularities that may harm the interest and integrity of Fondazione, the FS Group or of third parties.

What guarantees does Fondazione provide if you submit a report?

In order to pursue the purposes of protection against retaliation, in accordance with the provisions of Italian Legislative Decree no. 24/2023 (Whistleblowing Reports) and of the Code of Ethics (Ordinary Reports), Fondazione, in addition to guaranteeing the confidentiality of the Reporting Person's identity, prohibits (and sanctions, to the extent allowed by its powers and prerogatives) any form of direct or indirect retaliation, carried out through discriminatory or intimidating measures or conduct adopted or threatened against the Reporting Person as a consequence of the report, including those in an omissive or attempted form.

For Whistleblowing Reports, Fondazione also prohibits retaliation against third parties connected to the Reporting Person, such as relatives, colleagues, or legal entities owned by or working for the Reporting Person, which operate in a work-related context connected to the FS Group.

The additional specific measures to protect the Reporting Person set forth in Italian Legislative Decree no. 24/2023 do not apply to Ordinary Reports, as such reports do not fall within the scope of the aforementioned Decree.

What protections does Fondazione ensure for the Person Involved (the person to whom the violation is attributed or who is in any case implicated in the reported violation)?

The Person Involved is informed of the content of the Report, having assessed the need for it, duly justified and traced, in cases where:

- his/her hearing is ordered;
- an activity requiring his/her participation or contribution;

with the exception of reference to the identity of the Reporting Person, which in any case cannot be disclosed to the Person Involved, except in cases expressly provided for by law.

When the Person Involved is informed of the content of the report, he/she is also informed of the outcome of investigation.

Can you submit a report anonymously?

Reports may also be submitted anonymously. However, Fondazione encourages Reporting Persons, in order to facilitate verification of the reported facts and the effectiveness of the consequent measures, to disclose their identity, which is guaranteed to be kept confidential in compliance with applicable legislation.

If you submit a report without providing your identity, it will be treated as an Ordinary Report, even if it concerns violations relevant for the purposes of Italian Legislative Decree no. 24/2023.

What does Fondazione do once it has received your report?

Reports are addressed to the Supervisory Board as Whistleblowing Officer.

The Supervisory Board reviews the content of the report and conducts all necessary investigations into the reported facts to verify their validity and enable Fondazione to adopt measures to prevent or sanction any irregularities or violations identified.

How is protection against malicious or defamatory reports ensured?

Malicious or defamatory reports are prohibited and are subject to disciplinary sanctions and legal penalties.

How are personal data processed?

Personal data are processed in compliance with the applicable legislation (EU Regulation 2016/679, Italian Legislative Decree no. 196/2003, as amended, and Italian Legislative Decree no. 24/2023).

Information on the purposes and methods of processing is available on the Fondazione website and on the corporate intranet.