

Whistleblowing and Legislative Decree 231/2001

Preliminary Remarks

The Previous Law

The regulation of whistleblowing in Italy dates back to December 14, 2017, the date on which it was published in Gazzetta Ufficiale No. 291 of November 30, 2017, no. 179, bearing "Provisions for the protection of the authors of reports of crimes or irregularities of which they have become aware in the context of a public or private employment relationship" (the "**Previous Law**"), adopted, after a legislative process that began in 2015, with the aim of reforming the subject of whistleblowing in the public and private sectors, thus making up for a scenario defined by the European Commission as having a "rather generic and non-exhaustive character."

Focusing only on the private sector, the Previous Law had provided for the integration of Article 6 of Legislative Decree No. 231 of June 8, 2001, on "Discipline of the administrative liability of legal persons, companies and associations, including those without legal personality" (the "**Decree 231**"), in order to provide for timely protection for all those employees and/or collaborators of companies who report unlawful behaviours of which they become aware in the course of their work duties.

Pursuant to the Article 6 of Decree 231 (the "**Model**"), the Organization, Management and Control Model of O-I Italy S.p.A. ("**O-I**" or the "**Company**"), had been supplemented (Edition headed 01/2021, approved by BoD of 2021) in order to provide for, inter alia, measures aimed at ensuring the protection of the reporting person from retaliatory or discriminatory acts against the reporting person and, more generally, a timely and non-abusive use of the new reporting tool.

The New Law

More recently, the regulation on whistleblowing was further amended and supplemented by Legislative Decree No. 24 of March 10, 2023 (the "**Decree**"), which transposed Directive (EU) 2019/1937 regarding the protection of persons who report violations (the "**Directive**" and, together with the Decree and the national and sectoral regulations governing on whistleblowing concerning the reporting of misconduct, the "**Whistleblowing Regulations**").

For companies (such as O-I) that had already adopted the models set forth in Decree 231 and had averaged at least fifty employees with permanent or fixed-term employment contracts in the past year, the Decree required that special procedures and a whistleblowing channel be established or revised to ensure that: (i) certain types of offenses, provided for in the Decree and in addition to those provided for in the Model and Decree 231, can also be reported; (ii) the number of persons protected by the Decree is expanded; (iii) it is ensured that the internal channels for collecting reports comply with the requirements established by the Decree (iv) information is provided on how to make external reports and complaints to the relevant authorities, as well as public disclosures; and (v) the same protections provided for internal whistleblowers are applied to those who make them in compliance with the Decree.

It was therefore necessary for O-I to further update the Model to the Whistleblowing Regulations. This Procedure, which forms an integral and substantive part of the Model, therefore regulates in an organic manner for O-I the procedures for submitting, handling, and responding to reports and provides recipients with the additional information required as mandatory by the Decree.

The terms "violations," "report," "whistleblowing," "public disclosures," "retaliatory acts," "reporting person," "person involved," or the others however pertaining to the semantic field of the

Whistleblowing Regulations, are to be understood in the meaning attributed to them by the Decree, unless otherwise specified by this Procedure.

The role of the Surveillance Body

The Surveillance Body ("**SB**") in the "231" whistleblowing system, playing an important role, supporting O-I in the preparation of the specific Procedure that governs the manner of reporting. The duties of the SB include the following:

1. to verify the adequacy of the information channels, prepared in application of the Whistleblowing Regulations to ensure the proper handling of reports of unlawful conduct, guaranteeing confidentiality throughout the entire process of handling the report;
2. verify the adoption of the internal channel referred to in Article 4 of the Decree;
3. manage the process of analysis and evaluation of reports as provided for in Article 5 of the Decree;
4. supervise compliance with the prohibition of "acts of retaliation," understood as *"any conduct, act or omission, even if only attempted or threatened, put in place by reason of the report, the report to the judicial or accounting authorities or public disclosure and which causes or may cause the reporting person or the person who made the report, directly or indirectly, unjust damage"* (Art. 1, par I, (m) of the Decree), which the regulations accompany with a system of sanctions that O-I has integrated into the disciplinary system of Decree 231. In carrying out this supervisory activity, particular attention is paid by the O-I to dismissals or other measures (e.g., demotions and transfers) that may be retaliatory or discriminatory in nature against whistleblowers (or persons equated to them under Article 3, paragraphs 3 and 4, of the Decree);
5. supervise the proper use of information channels by whistleblowers, given that Art. 16, paragraph 3, of the Decree provides that it is sanctioned - in addition to the person who has carried out acts of retaliation or discrimination against the whistleblower - also the reporting person for whom *"it is ascertained, even with a judgment of first instance, the criminal liability (...) for the crimes of defamation or slander or otherwise for the same crimes committed with the complaint to the judicial or accounting authority or its civil liability, for the same title, in cases of malice or gross negligence."*

Whistleblowing Procedure

I. Purpose

The purpose of this procedure on whistleblowing (the "**Procedure**") is to regulate the manner of ascertaining the validity and substantiation of reports of conduct in violation of: (i) the Model, Code of Ethics, Protocols and Procedures adopted by O-I; or (ii) regulations in the following fields (to the extent they are mentioned by the Decree): public procurement; services, products and financial markets and prevention of money laundering and financing of terrorism; product safety and compliance; environmental protection; radiation protection and nuclear safety; consumer protection; public health; protection of privacy and protection of personal data and security of networks and information systems; European internal market regulations, in particular with reference to rules on competition, state aid, corporate taxes, as well as the protection of the financial interests of the State and/or the European Union.

The Procedure also regulates reports or circumstantiated information or testimony regarding violations of which the reporting person has become aware by reason of the functions performed and, consequently, the appropriate corrective and disciplinary actions to protect O-I.

2. Addressees

This Procedure applies to O-I. Specifically, the recipients of this Procedure are (the "**Recipients**"):

- A) the employees of the Company and/or contractors and/or suppliers of the Company, under any type of contract;
- B) temporary workers;
- C) applicants for employment positions with the Company, for information on alleged violations acquired in the selection process or other pre-contractual stages;
- D) self-employed workers and/or consultants and/or suppliers and/or clients and/or collaborators who perform their activities at the Company;
- E) volunteers and/or trainees at the Company;
- F) shareholders and persons with administrative, management, control, supervisory or representative functions at the Company; and
- G) all former employees of the Company, if the information about violations was acquired during the course of employment; as well as the Company's functions, personnel, collaborators and/or consultants, in any capacity involved as employees in the legal, technical and/or organizational management of the Procedure.

Equivalent to the aforementioned persons, for the purposes of the protections provided by this Procedure, are:

- H) "facilitators,": persons working in the same work environment as the reporting person;
- I) persons related to the reporting persons or to the person who made a complaint to the competent authority and/or made a public disclosure by a stable emotional or kinship link within the fourth degree and who work in the same work context;
- J) co-workers of the reporting person and/or the person who has made a complaint to the competent authority and/or made a public disclosure, who work in the same work environment as the reporting person and who have a regular and current relationship with said person;
- K) the entities owned by the reporting person or the person who made a complaint to the competent authority or made a public disclosure or for which the same persons work, as well as entities that work in the same work environment as the said persons.

3. Persons who can activate the reporting system

The reporting system may be activated by the Recipients included in letters (a) - (g) of paragraph 2 above. The Recipients included between letters H and K of the preceding paragraph, while not assuming the status of whistleblowers, are Recipients of this Procedure as persons vested with management functions on behalf of the Company in the context of its application or as persons connected to the reporting person and deserving of protection under the Whistleblowing Regulations.

Recipients with knowledge of violations are invited to make reports promptly through the methods described below, refraining from undertaking autonomous initiatives of analysis and/or in-depth investigation.

4. Subject of the report

"Whistleblowing" means any report of violations based on precise and concordant elements of fact, of which Recipients have become aware by reason of the functions performed.

Reports taken into consideration are only those that concern facts found directly by the reporting person, not those based on rumors or hearsay.

The Report must not involve complaints of a personal nature. In fact, the reporting person must not use this Procedure for merely personal purposes, for claims or complaints, which, if anything, fall under the more general discipline of the labor/collaboration relationship or relations with the hierarchical superior or with colleagues, for which reference should be made to the procedures within the competence of the corporate structures.

5. Reports must be made in good faith

Anyone who decides to make a report must act in good faith and must not deliberately raise false allegations. A report is made in good faith when it does not consider personal gain, is without malice, and the person making the report has a reasonable reason to believe that the report is true and well-founded.

Reports made in bad faith constitute a source of liability for the person making the report in disciplinary and other relevant venues.

With respect to bona fide reporters, no form of retaliation or discriminatory measures related, directly or indirectly, to the report shall be permitted or tolerated.

6. Content of reports

Reports must be substantiated and based on precise elements, must concern facts that can be ascertained and known directly to the reporting person, and, where possible, must contain information useful for identifying who committed the violations.

The reporting person is required to report in a clear and complete manner all the elements useful to carry out the checks and verifications necessary to assess the validity and objectivity of the report, indicating, by way of example but not limited to:

- any useful reference as to the course of events and/or any information that may provide valid feedback as to the existence of the person involved;
- any other information that may provide useful feedback about the existence of the facts reported;
- any documents that can confirm the substantiation of the reported facts;
- generalities or other elements that would make it possible to identify the perpetrator as the person involved;
- generalities of any other persons who may report on the reported facts;
- any private interests related to the report.

Anonymous reports are accepted only if they are adequately substantiated and capable of bringing out certain facts and situations. They are taken into consideration only if they do not appear “prima facie” irrelevant, groundless or unsubstantiated.

7. Dedicated channels

In accordance with the Decree, O-I has established dedicated channels of communication suitable for protecting the identity of the reporting person.

The report can be sent:

- A) by sending an e-mail to the O-I's e-mail address: odv.oitaly@o-i.com.
- B) by postal service, in a sealed envelope, to the Surveillance Body at O-I Italy S.p.A., Via I° Maggio n. 18, 21040 Origgio (VA);

- C) by mobile at the following number 800 715 069, telephone line with the assistance of an Italian language interpreter;
- D) through the Whistleblowing Portal ("Helpline") managed by Navex through the completion of a specific form.



In addition to the above-mentioned reporting channels, the reporting person may also make internal reports orally through a direct meeting with the SB, at the request of the reporting person, to be arranged within a reasonable period, or with the People & Culture Department.

8. The Whistleblowing Portal

The Whistleblowing Portal (Helpline) can be reached at the following web address: www.oiethics.com

The image shows two screenshots of the O-I Ethics and Compliance Helpline website. The top screenshot is in English and features a navigation menu on the left with options like 'Ask a Question Online', 'File a Report Online', and 'Code of Business Conduct and Ethics'. The main content area includes an attention notice, a letter from the CEO, and a list of frequently asked questions. The bottom screenshot is in Italian, showing a similar layout with the title 'Linea di assistenza per l'etica e la conformità' and a list of frequently asked questions in Italian.

A) Method of reporting transmission.

Access to the O-I Helpline does not use caller identification devices, logging or other methods to identify people making a report.

After accessing the Helpline, the reporting person is guided in the completion of a Report consisting of open and/or closed questions that allow him/her to provide the elements characterizing the report (time context, information, details, etc.). By filling out the Report, the reporting person may or may not provide his or her identity, which in any case will remain private and confidential for the duration of the reporting management process.

When the report is submitted, the Helpline will issue a unique identification number (Report Key) to the person making the report. This number, known only to the person making the report, cannot be retrieved if it is lost. This number and ticket will be used by the reporting person to access their report via Helpline to monitor the progress of the report; enter additional information or answer follow-up questions to corroborate the report; provide personal information; and answer any additional questions posed by the Company. The portal allows for the establishment of a virtual conversation

(chat) between reporting person and recipient, guaranteeing anonymity, at the request of the reporting person.

B) Report management

Navex Global Inc. - Ethics and compliance platform

The screenshot shows the Navex Global Inc. Ethics and Compliance Platform reporting interface. At the top, it says "NAVEX GLOBAL" and "You are now in an EthicsPoint Secure Area | File a Report". Below this, a message states: "You are currently in the confidential and secure reporting structure of EthicsPoint. Below are the choices available to you. Please select the type of report you would like to make." There are two columns of report categories, each with a "More Details" link.

Anti-Bribery	More Details
Auditing and Accounting	More Details
Financial Issues	More Details

Accounting / Financial Issues

Accounting, Auditing and Internal Financial Controls	More Details
Antitrust/Competition Law	More Details
Bribery & Corruption	More Details
Conflict of Interest	More Details
Falsification of Contracts, Reports or Records	More Details
Misuse or Misappropriation of Corporate Assets	More Details
Trade Compliance	More Details
Other	More Details

Human Resources Issues

Discrimination	More Details
Employment Concerns	More Details
Environmental Protection, Health or Safety	More Details
Harassment	More Details
Retaliation	More Details
Sexual Harassment	More Details
Violence or Threat	More Details
Other - HR	More Details

Reports submitted through the Helpline are received by independent third parties ([Navex Global Inc. - Ethics & Compliance Platform](#)), who report to the Chief Ethics & Compliance Officer at the U.S. parent company's Headquarters in Perrysburg. O-I has entered into appropriate agreements, which also include the necessary safeguards for the processing of personal data related to the collection and processing of reports outside the European Union, with both the external provider and the U.S. Headquarters of the U.S. parent company in Perrysburg.

The O-I's SB (one of its components) is immediately informed by the Chief Ethics & Compliance Officer with the receipt of the so-called "*Helpline Report EU-n....*" which contains the description of the report.

The screenshot shows an email from Jack Radke, Chief Ethics & Compliance Officer, dated Thursday, 23/09/2021 22:10. The subject is "New Helpline Report EU-187 - Discrimination". The email body says: "Attached for your review and investigation is a new anonymous Helpline report (EU-187) received from [redacted]. Please let me know if you have any questions. Thanks. Jack". The sender's address is "Jack W. Radke, Chief Ethics & Compliance Officer, O-I Glass, Inc., One Michael Owens Way, Plaza I, Perrysburg, Ohio 43551 USA".

After that, the member of the SB receiving the report informs the other members of the SB.

9. Preliminary review and assessment of reports by the SB

Upon receiving the report through the dedicated channels mentioned in Sec. 7, the SB shall immediately act to conduct a preliminary analysis to evaluate the following alternatives:

- provide the reporting person with an acknowledgement of receipt of the internal report made **within seven days from the date of receipt**;
- proceed to the immediate dismissal of reports that are manifestly unfounded or too general and therefore lacking the minimum elements to be able to initiate any in-depth investigation and notify the reporting person **within three months from the date of the acknowledgement of receipt or, in the absence of such notice**, within three months from the expiration of the seven-day period from the submission of the report;
- Initiate an investigation for reports that contain reasonably sufficient and substantiated elements. In this case, except in the case of an anonymous report, the SB will notify the reporting person (through the same mode of receipt of the report) of the reasoned outcome and the conclusion of the proceedings within three months from the date of the notice of receipt or, in the absence of such notice, within three months from the expiration of the seven-day period from the submission of the report. In the case of the Helpline, as mentioned, the reporting person is also informed through the ticket that allows him or her to access the information.

Reports may not be used beyond what is necessary for appropriate follow-up.

The identity of the reporting person and any other information from which such identity may be inferred, directly or indirectly, may not be disclosed, without the express consent of the reporting person himself or herself, to persons other than those competent to receive or follow up on the reports, who are expressly authorized to process such data pursuant to Articles 29 and 32(4) of Regulation (EU) 2016/679 and Article 2-quaterdecies of the Code on the Protection of Personal Data set forth in Legislative Decree No. 196 of June 30, 2003.

In the context of any disciplinary proceedings initiated against the person involved, the identity of the reporting person may not be disclosed where the allegation of the disciplinary charge is based on investigations separate and additional to the report, even if consequent to it. Where the charge is based, in whole or in part, on the internal report and the knowledge of the identity of the reporting person is indispensable for the defense of the person involved, the report will be usable for the purposes of disciplinary proceedings only if the reporting person expressly consents to the disclosure of his or her identity.

Notice shall be given to the reporting person by written communication of the reasons for the disclosure of confidential data in the event of the disclosure of the identity of the reporting person referred to above, as well as within the framework of the reporting procedures transmitted through Helpline or another of the provided internal reporting channels, or through the external reporting channel (see below), when the disclosure of the identity of the reporting person and/or other information is also indispensable for the defense of the person involved.

10. The Investigative Phase

If the SB deems that further verification is necessary, it then proceeds to a more specific and targeted investigative activity, including the possible hearing of the person involved and/or other persons mentioned in the report or who have emerged in the course of the investigation (including third parties informed of the facts that are the subject of the report).

The SB may also enlist the support and cooperation of corporate structures and functions, including the People & Culture (HR) Manager and/or Plant Manager, where the matter is traceable to a plant, and/or external consultants.

In the case of forwarding the report to other corporate structures and/or third parties, the SB may forward only the contents of the report, expunging all references from which it is possible to trace, even indirectly, the identity of the reporting person.

11. The Final Phase and the Investigation Summary

At the conclusion of the investigative activity, the Supervisory Board prepares a document called the Investigation Summary, which contains the analytical description of the facts that occurred, the assessment that of the same was made through the hearings of the person involved and/or persons mentioned in the report or investigation, to reach the concluding part of the investigative activity with the following assessment about:

- A) the absence of the reported elements and/or the unfoundedness of the report, which will lead to the dismissal of the report, without continuation, with the relevant reasons and with the initiation of disciplinary proceedings against the reporting person, in the case of reports in relation to which the bad faith of the reporting person and/or the merely defamatory intent are established;
- B) the presence of the reported elements and the merits of the report that will lead to handling the investigative process:
 - I. with the proposal of actions and/or measures to be implemented (action plan) for the solution of the reported situation to restore the correct balance, removing the weaknesses detected;
 - II. with the proposal of possible disciplinary measures against those who have put in place violations.

At the conclusion of the in-depth process carried out, the results are submitted to the CEO, the People & Culture Department and the Board of Statutory Auditors, as well as the Chief Ethics & Compliance Officer of the U.S. parent company is informed. Unless the report concerns one or more of the members of the offices, in which case the SB will take care to avoid the disclosure of the report and/or the in-depth investigations carried out to the reported members, if possible, investing the others in the determination of any relevant measures.

Disciplinary sanctions resulting from reports are imposed in accordance with the law, the labor contract, and the Disciplinary System adopted by O-I.

The SB is informed of all decisions made.

12. Cases of conflict of interest

If the report concerns one or more of the members of the SB, the person reporting should not use the email or the paper mail channel addressed to the SB.

In such cases, the report should be made through the Helpline or over the phone or by requesting a meeting in person with the Company's Chief Executive Officer, indicating through the appropriate features of these channels that the potential perpetrator of the violations is one or more of the members of the SB, so that the Chief Ethics & Compliance Officer will route the handling of the report directly to the Chief Executive Officer, who may use a special team to carry out the verifications on the report in accordance with the same principles on which this Procedure is based.

13. Documentation of reports and their preservation

The Supervisory Board (or the Managing Director for the case in which the report concerns the Supervisory Board) is required to document, through the preservation of electronic and/or paper documents, the reports received to ensure complete traceability of the actions taken to fulfill its institutional functions. Documents, whether paper or electronic, by anyone processed and/or modified, in the context of this Procedure, must always contain information useful for identifying the author of the document and/or modification and the relevant date (*Document Log*).

The report made through the *Helpline*, managed by Navex, is documented in writing through the detailed report completed by the reporting person; the reporting person receives a report code (**Report Key**) and processes a password. The reporting person has the opportunity to edit his or her report online within 5-6 working days after submission with the Report Key, by logging in with his or her previously chosen password. Also later, by requesting it from the SB, the reporting person can supplement or modify the report.

About the report made by telephone line **800 715 069 with the Italian translator**, the conversation is not recorded; it takes place with an interview, also anonymously, through questions from the Navex operator to the reporting person regarding the issue being reported. A summary is made of the conversation, which is followed, again, by the processing of a password and *Report Key*, which can also be used to be able to request updates. The *Report Key* and *password* will, in fact, allow the reporting person to redial and/or go to the Helpline site to be able to query the status and/or update of the report and receive news about it. Moreover, even later, by requesting it from the SB, the reporting person will always be able to supplement or amend his or her report by signing the written report of what was reported by telephone.

When, at the request of the reporting person, the report is made orally during a meeting with the personnel in charge, it shall, with the consent of the reporting person, be documented by the personnel in charge by means of recording on a device suitable for storage and listening or by minutes. In case of minutes, the reporting person may verify, correct and confirm the minutes of the meeting by his or her signature.

Bad faith reports shall be filed taking care to delete the names and elements that may allow the identification of the people involved and other people mentioned in the report or investigation.

Documents in electronic format are stored in a directory protected by authentication credentials known to the members of the SB or the Managing Director, for cases of reports concerning the SB. Paper documents are stored at an identified location whose access is allowed to the members of the SB or the CEO, for cases of reports concerning the SB.

The original paper and/or electronic documentation must be kept for as long as necessary for the processing of the report and, in any case, no longer than five years from the date of the communication of the final outcome of the reporting procedure, in compliance with the obligations of confidentiality and minimization set forth in Article 5 of EU Regulation 2016/679 on the protection of individuals with regard to the processing of personal data and on the free movement of such data ("GDPR").

The documentation relating to each report may be subject to longer retention periods (i) in execution of legal obligations and provisions in force, (ii) for administrative purposes and/or (iii) to assert and/or defend the rights and/or legitimate interests of the Company or third parties, including in the event of complaints, litigation or pre-litigation. Any personal and sensitive data contained in the report, including those related to the identity of the reporting person or other individuals, will be processed in compliance with the regulations for the protection of personal data and the **GDPR**.

14. Processing and protection of personal data

The data controller of personal data related to the Procedure (the "**Data Controller**") is identified as the Company, which will process the personal data of all individuals involved in the report in accordance with the principles set forth in the GDPR, providing appropriate information to the individuals concerned pursuant to Articles 13 and 14 of the GDPR, as well as taking appropriate measures to protect the rights and freedoms of the individuals concerned.

In the management of the reports, and the related procedure, the Owner is assisted by the Supervisory Board, the Managing Director and the auxiliary staff in charge, who are expressly authorized to process personal data pursuant to Article 29 of the GDPR and 2-aterdecies of the Privacy Code. These functions will be the only ones authorized to process the personal data of the reporting person, the person involved, as well as persons equated to them.

In addition to the above, the Data Controller may make use of the collaboration of external expert consultants, authorized to process personal data, subject to their appointment as "Data Controller," pursuant to Article 28 of the GDPR.

The Data Controller ensures that any third party, who may be involved in the management of the reporting procedure (e.g., personnel assigned to the business areas affected by the reporting), processes personal data only if expressly authorized and in accordance with the instructions given by the Data Controller.

In the context of a report, the person involved, alleged perpetrator of the unlawful conduct, with reference to his or her personal data processed by the Company, in accordance with the provisions of the legislator in Article 2-undecies of Legislative Decree No. 196 of June 30, 2003 ("**Privacy Code**") may be subject to limitations (e.g., delay) and/or preclusions (failure by the Holders to accept) in the exercise of the rights provided for in Articles 15 -22 GDPR, where their exercise may result in an actual and concrete prejudice to the protection of the confidentiality of the reporting person and the persons treated as such, and/or to the conduct of investigations or the exercise of a right in court by the Company. This is without prejudice to the possibility for the person involved to exercise their rights by requesting the intervention of the Guarantor for the protection of personal data, in the manner provided for in Article 160 of the Privacy Code.

For further information on the processing of personal data, please look at the whistleblowing notice, available on O-I's SharePoint web platform at the following path: **Legal Corporate Intranet > O-I Italy Spa Whistleblowing > Whistleblowing Procedure.**

15. Updating the Procedure

The Procedure will be reviewed periodically to ensure constant alignment with relevant regulations as well as in accordance with operations and experience.

16. Protection and responsibility of the reporting person

No retaliation or discrimination, whether direct or indirect, may result against a person who has in good faith made a report as well as persons equated with them (e.g., facilitators, colleagues, etc.). In addition, sanctions are provided against those who violate the measures to protect the reporting person.

Penalties are provided against the reporting person, where possible, in the case of reports made with malice or gross negligence or that turn out to be false, unfounded, with defamatory content or otherwise made for the sole purpose of harming O-I, the person involved or other persons affected by the report. The Company may also take appropriate action in the courts.

The adoption of discriminatory measures against the reporting person may be reported to the ANAC, for measures within its competence.

17. Protection of the person involved

The report is not sufficient to initiate any disciplinary proceedings against the person involved. If concrete findings are acquired regarding the report and it is decided to proceed with the investigation, the person involved may be contacted and will be assured of the opportunity to provide any necessary clarification.

18. External reporting, whistleblowing and public disclosures

In addition to the above, the reporting person may also make the external report through the reporting channel activated and prepared, through a special telematic platform, by the National Anti-Corruption Authority (ANAC), **but only upon the occurrence of one of the following conditions:**

- A) the reporting person has already made the internal report and it has not been followed up;
- B) the reporting person has well-founded reason to believe that, if he or she made the internal report, it would not be effectively followed up or that the same report may result in the risk of retaliation;
- C) The reporting person has reasonable grounds to believe that the violation may pose an imminent or obvious danger to the public interest.

More details on how to communicate, receive and manage reports transmitted through the external reporting channel, are available in the appropriate section on ANAC's website at <https://www.anticorruzione.it/-/whistleblowing>.

The protections against retaliatory measures provided for by the Decree and this Procedure also apply to those who make information about violations publicly available through the press or electronic media or otherwise through means of dissemination capable of reaching many people (the "Public Disclosure"), but only if the following conditions are met:

- A) the reporting person has previously made a report in accordance with the law and received no response;
- B) the reporting person has well-founded reason to believe that the violation may constitute an imminent and/or obvious danger to the public interest;
- C) the reporting person has well-founded reason to believe that the report may pose a risk of retaliation and/or may not be effectively followed up due to the specific circumstances of the concrete case, such as those where evidence may be concealed or destroyed or where there is a well-founded fear that the person who received the report may be colluding with or involved in the perpetrator of the violation.

This Procedure is available at O-I's SharePoint web platform at the following path: **Legal Corporate Intranet > O-I Italy Spa Whistleblowing > Whistleblowing Procedure**, and periodic updates to the Procedure will be communicated to the Recipients through appropriate ways and means identified by the Company from time to time.

Origgio, 05.05.2023