

Whistleblowing Report Form

(Law No. 93/2021, of December 20, establishing the general regime for the protection of whistleblowers of infringements)

In compliance with Law No. 93/2021, of December 20, Prismapor, Lda ensures independence, impartiality, confidentiality, data protection, secrecy, and the absence of conflicts of interest in the receipt, investigation, and handling of whistleblowing reports. Whistleblowers are, in any case, protected against any form of retaliation.

The whistleblower may submit their report anonymously or choose to share their identity. If the whistleblower opts for an anonymous report, they may be asked to identify themselves during the investigation; however, the decision remains entirely theirs. If the whistleblower decides to provide personal information that could identify them, their data will always be protected. You can consult Prismapor, Lda's privacy policy at www.prismapor.pt.

At Prismapor, Lda, only individuals designated by the company, in accordance with the law, will have access to this information, ensuring the security of the shared information. Prismapor, Lda highlights that reports should be made in good faith, and any misuse and/or submission of false statements is a serious matter that undermines the purpose of this channel and may result in sanctions.

The submission of reports based on facts, detailed and objective, is an important tool to prevent, detect, and sanction inappropriate conduct.

For an appropriate analysis of the report, it is essential that the submission be detailed and objective, including a description of the facts, the dates or time periods, the locations where they occurred, the individuals and/or entities involved, and any other relevant elements.

Finally, Prismapor, Lda recommends that, prior to submitting a report, a careful review of Law No. 93/2021, of December 20, and all applicable legislation, as well as the information on reporting channels available on the website www.prismapor.pt, be conducted.

By mail to: Prismapor, Lda

A/C Responsável pelo Cumprimento Normativo

Praceta Artur Marques, 88, piso -2, loja 27

4470-049 Maia

Or e-mail: canaldedenuncias@prismapor.pt

WHISTLEBLOWING

1. Whistleblower Identification (Optional fields: The report can be anonymous)

Name: _____

Email: _____

Phone contact: _____

2. Identification of the Reported Party:

3. Have you reported this situation before?

- Yes, to Prismapor, Lda.
- Yes, to na entity other than Prismapor, Lda.
- Which one? _____
- No

4. What is your relationship with Prismapor, Lda.?

- Employee of Prismapor, Lda.
- Service provider, contractor, subcontractor, and supplier, as well as any individuals acting under their supervision and direction
- Volunteer and/or intern, with or without compensation
- Person who obtained information during the recruitment process or in the pre-contractual negotiation phase of an established or not yet established professional relationship, or within the scope of a professional relationship that has since ended with Prismapor, Lda.

5. Identification of the scope of the report

- Moral harassment
- Sexual harassment
- Act or omission contrary to and harmful to the financial interests of the European Union
- Conflict of interests.
- Violent and highly organized crime.
- Discrimination and violation of Human Rights.
- Corruption and related offenses.
- Non-compliance and/or violations under the General Regime for Corruption Prevention.
- Protection of privacy and personal data, and security of the network and information systems.
- Financial services and products, and prevention of money laundering and terrorist financing.
- Other reason or unsure how to classify.

6. Date of the occurrence: _____

7. How frequently did it occur?

- At least once
- Sporadic
- Frequent
- Constant

8. Where did it occur? (It is important to be precise. For example, if the incident took place at Prismaopor, Lda's facilities, please specify the exact location.) _____

9. How did you become aware of it?

- It happened to me.
- I witnessed it in person.
- I became aware of it.

10. Describe in as much detail as possible the irregularity you wish to report (Describe the incident, including all individuals and institutions involved, witnesses, dates and times, relevant locations).

11. Attachments (If you wish to attach a document, please identify them here).

Date: _____

Signature: _____

(Sign only if you do not wish to keep the report anonymous)