

SPEAK UP



Do you have a concern with wrongdoing at work?

- Report to your Line Manager.
 - Report to HR, the Management Board or the CEO.
 - Report to our Governance and Ethics Committee (G&EC):
Diane Villax, Francisco van Zeller, Sofia Villax.
- Email to ethics@hovione.com
 - Call your site's general number to speak directly to a G&EC member
 - Write to the G&EC using Hovione's general address in Portugal

All contacts are treated confidentially and you may remain anonymous if you wish.

Independent confidential reporting regarding:

- Bullying & Harassment
- Discrimination
- Unethical/Dishonest behavior or business practice
- Environmental, Health & Safety concerns
- Fraud
- Bribery & Corruption
- Insider trading
- Improper use of Company resources
- Wrongful disclosure of confidential information
- Conflicts of interest
- Other forms of wrongdoing or illegality

For further information, visit www.hovione.com/speakup