

**ANNEX 1 To the
WHISTLEBLOWING PROCEDURE
VINCI ENERGIES BELGIUM**

To whom do you make a report?

To the lawyer(s) of the VEB company concerned (see table below).

The report is made verbally or in writing (by e-mail or post – Please indicate "strictly confidential" on the cover sheet). It is best to use the available report form (Annex 2).

For following VEB companies	the report is made to:
Axians Audiovisual Belgium NV, Cegelec NV, Hooyberghs HVAC NV, Installatietechniek België (ITB) NV	<p>(in Dutch or English) Joachim LEBEER Legal Advisor Baarbeek 8 2070 Zwijndrecht Tel: +32 3 800 51 00 Whistleblowing.Buildings@vinci-energies.com or (in French) Sarah BERTI Legal Advisor Avenue Georges Lemaître, 49 6041 Gosselies Tel: +32 71 60 65 11 Alerte.Buildings@vinci-energies.com</p>
Cegelec Infra Technics NV, Cegelec Control Systems & Services NV, City Electric SARL, TranzCom NV, F.E.M. (Formation étude maintenance électronique) SARL	<p>(in French or English) Ingrid THELEN Legal Advisor Avenue Georges Lemaître, 49 6041 Gosselies Tel: +32 71 60 65 11 Alerte.InfraTelecom@vinci-energies.com or (in Dutch) Bruno FLOOR Legal Advisor Kruiskouter 1 1730 Asse Tel: +32 2 529 64 04 Whistleblowing.InfraTelecom@vinci-energies.com</p>
Promatic B NV, Promatic W NV, LEGENDRE CONVEYORS NV, RADAR Automation NV, RADAR Automation SARL, AVT Europe NV, FIT IT NV	<p>(in Dutch, French or English) Stijn WAERLOP Sourcing & Legal Officer Léon Bekaertlaan 24 9880 Aalter Tel: +32 9 325 75 50 stijn.waerlop-ext@actemium.com</p> <p style="text-align: center;">OR</p>

	<p>(in Dutch, French or English)</p> <p>Ans VERACHTERT HR & Legal Manager Léon Bekaertlaan 24 9880 Aalter Tel: +32 9 325 75 50 ans.verachtert@actemium.com</p>
FACEO Belgium NV, VINCI Facilities Belgium NV	<p>(in French, Dutch or English)</p> <p>Sophie SMITS Legal Advisor Havenlaan 86C bus 201 1000 Brussels Tel: +32 2 422 26 11 sophie.smits-ext@vinci-facilities.com</p>
Cegelec Fire Solutions NV, Cegelec Fire Solutions BV, Cegelec Industry NV	<p>(in French, Dutch or English)</p> <p>Inneke BOCKSTAELE Legal Advisor Atomveldstraat 10 9450 Haaltert Tel: +32 53 84 14 41 Whistleblowing.IndustryFireSolutions@vinci-energies.com</p>
IZEN Energy Systems NV, IZEN Renewable Energy BV	<p>(in Dutch, English or French)</p> <p>Michiel DE HOUWER Legal Advisor Hoeksken 56 2275 Lille Tel: +32 14 55 83 19 michiel.dehouwer@vinci-energies.com</p>
VINCI Energies Belgium NV, VINCI Energies Belgium Real Estate NV	<p>(in French, Dutch or English)</p> <p>Anne-Pascale KOEUNE General Counsel VEB Avenue du Bourget 44 1130 Bruxelles +32 2 775 90 45 anne-pascale.koeune@vinci-energies.com</p>

If it is not clear which company is involved, please contact Anne-Pascale Koeune (see above).