

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 notification is made to:	
	First recourse	Second recourse
Axians AV Belgium NV, Cegelec NV, Hooyberghs HVAC NV, Cegelec Electrical Solutions NV (voorheen ITB), Cegelec Fire Solutions NV, Cegelec Fire Solutions BV	(in French, Dutch or English) Sarah BERTI Legal Advisor Avenue Georges Lemaître, 49 6041 Gosselies Tel: +32 474 52 33 64 Alerte.Buildings@vinci-energies.com	(in French, Dutch or English) Anne-Pascale KOEUNE General Counsel VINCI Energies Belgium Building Solutions Avenue du Bourget 44 1130 Bruxelles +32 495 58 11 93 anne-pascale.koeune@vinci-energies.com
FACEO Belgium NV, VINCI Facilities Belgium NV	(in French, Dutch or English) Sophie SMITS External Legal Counsel Havenlaan 86C bus 201 1000 Brussels Tel: +32 2 422 26 11 sophie.smits-ext@vinci-facilities.com	(in French, Dutch or English) Anne-Pascale KOEUNE General Counsel VINCI Energies Belgium Building Solutions Avenue du Bourget 44 1130 Bruxelles +32 495 58 11 93 anne-pascale.koeune@vinci-energies.com
Cegelec Infra Technics NV, Cegelec Control Systems & Services NV, City Electric SARL, Promatic-W SA	(in French, Dutch or English) Ingrid THELEN Legal Advisor Avenue Georges Lemaître, 49 6041 Gosselies Tel: +32 71 60 65 11 Alerte.InfraTelecom@vinci-energies.com	(in French, Dutch or English) Ans VERACHTERT General Counsel VINCI Energies Belgium Industry, Infra & ICT Avenue du Bourget 44 1130 Bruxelles

		0492 15 65 44 ans.verachttert@vinci-energies.com
Promatic B NV, LEGENDRE CONVEYORS NV, RADAR Automation NV, RADAR Automation SARL, FIT IT NV, TRANZCOM SA, CAITLAN CONSULTING BV	(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 OR (in Dutch, French or English) Ans VERACHTERT HR & Legal Manager Léon Bekaertlaan 24 9880 Aalter Tel: +32 9 325 75 50 ans.verachttert@actemium.com	(in French, Dutch or English) Ans VERACHTERT General Counsel VINCI Energies Belgium Industry, Infra & ICT Avenue du Bourget 44 1130 Bruxelles 0492 15 65 44 ans.verachttert@vinci-energies.com
Cegelec Industry NV, INAUMA NV, AVT EUROPE NV	(in French, Dutch or English) Inneke BOCKSTAELE Legal Advisor Atomveldstraat 10 9450 Haaltert Tel: +32 53 84 14 41 Whistleblowing.IndustryFireSolutions@vinci-energies.com	(in French, Dutch or English) Ans VERACHTERT General Counsel VINCI Energies Belgium Industry, Infra & ICT Avenue du Bourget 44 1130 Bruxelles 0492 15 65 44 ans.verachttert@vinci-energies.com
IZEN Energy Systems NV, IZEN Renewable Energy BV	(in Dutch, English or French) Michiel DE HOUWER Legal Advisor Hoeksken 56 2275 Lille Tel: +32 14 55 83 19 michiel.dehouwer@vinci-energies.com	(in French, Dutch or English) Ans VERACHTERT General Counsel VINCI Energies Belgium Industry, Infra & ICT Avenue du Bourget 44 1130 Bruxelles 0492 15 65 44 ans.verachttert@vinci-energies.com
VINCI Energies Belgium NV, VINCI Energies Belgium Real Estate NV	(in French, Dutch or English) Anne-Pascale KOEUNE General Counsel VINCI Energies Belgium Building Solutions Avenue du Bourget 44 1130 Bruxelles	(in French, Dutch or English) Ans VERACHTERT General Counsel VINCI Energies Belgium Industry, Infra & ICT

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VINCI ENERGIES BELGIUM INDUSTRY, INFRA & ICT NV	(in French, Dutch or English) Ans VERACHTERT General Counsel VINCI Energies Belgium Industry, Infra & ICT Avenue du Bourget 44 1130 Bruxelles 0492 15 65 44 ans.verachtert@vinci-energies.com	(in French, Dutch or English) Anne-Pascale KOEUNE General Counsel VINCI Energies Belgium Building Solutions Avenue du Bourget 44 1130 Bruxelles +32 495 58 11 93 anne-pascale.koeune@vinci-energies.com
VINCI ENERGIES BELGIUM BUILDING SOLUTIONS NV	(in French, Dutch or English) Anne-Pascale KOEUNE General Counsel VINCI Energies Belgium Building Solutions Avenue du Bourget 44 1130 Bruxelles +32 495 58 11 93 anne-pascale.koeune@vinci-energies.com	(in French, Dutch or English) Ans VERACHTERT General Counsel VINCI Energies Belgium Industry, Infra & ICT Avenue du Bourget 44 1130 Bruxelles 0492 15 65 44 ans.verachtert@vinci-energies.com

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