

## **WHISTLEBLOWING CHANNEL Internal Informaoon System and Informaion Channel**

At echoHive Channel, we are commi1ed to maintaining a safe workplace that complies with our ethical standards, our internal regula8ons and current legisla8on, crea8ng an environment of transparency. This includes providing our employees, suppliers and business partners the appropriate support and tools to report behavior that violates our Code of Conduct, as well as our company Policies and values and applicable laws. To enable them to report such non-compliance, dentsu makes several channels available to all of them: Speak Up @ Dentsu portal, which is managed independently by Convercent. This Speak Up @ Dentsu portal is free and confiden8al to use. If you prefer, communica8ons can be made anonymously. The portal is available 24 hours a day, 7 days a week. For repor8ng in the Whistleblowing Channel can also be contacted via the toll-free telephone numbers listed on the portal. Alterna8vely, communica8ons may be reported through the other exis8ng channels: repor8ng line, HR department, Compliance Manager and members of the dentsu Criminal Compliance Commi1ee or through the email [Speakup@dentsu.com](mailto:Speakup@dentsu.com) which is received by the Global Compliance department of dentsu. Therefore, the essen8al principles governing the dentsu Informa8on System are as follows: