

## Whistleblowing Disclosure

### 1. WHAT IS WHISTLEBLOWING AND WHAT CAN BE REPORTED?

Whistleblowing is the act of reporting or disclosing illicit acts or omissions contravening Luxembourg, EU or other applicable law, e.g.:

- failure to comply with a legal obligation (including commission of a criminal offence)
- fraud or accounting misstatement
- bribery
- market abuse
- involvement in money laundering / terrorist financing activities
- or the cover-up of any of the above whether or not the information is confidential.

The purpose of this Whistleblowing Policy is to detect or ideally prevent crimes and persons can report any violation or omission which is illegal, including material breaches of internal governance.

It is important to stress that it is not a channel for complaints.

### 2. WHO CAN MAKE A REPORT?

Reports can be made not only by current employees, but also by former and prospective workers, volunteers and trainees, the self-employed, shareholders and contractors, subcontractors and suppliers.

### 3. WHO WILL RECEIVE AND FOLLOW-UP ON THE REPORT?

Within the Company, the Board of Directors has instructed the Compliance Department to receive any whistleblowing reports, to communicate with the whistleblowers, to follow-up and investigate the accusations, to report on the outcome of investigations and to recommend on any actions to be taken.

For the purpose of investigating the reported matters, impartial members of senior management may be involved, depending on the actual breach, the sensitivity of the case, and the person(s) accused of performing the illicit acts or omissions.

Where deemed necessary, investigations may be supported by external specialists, including but not limited to legal counsels.

### 4. HOW TO MAKE A REPORT?

#### Internal Reporting Channels

Whistleblowing reports will be handled by OAM Compliance and will be accepted by various channels, including the possibility to report breaches anonymously (e.g. via email or sealed physical mail):

- Email: [Whistleblowing@optimumam.com](mailto:Whistleblowing@optimumam.com)
- Physical mail: Optimum Asset Management S.A.  
4 Boulevard Royal, L-2449 Luxembourg,

Grand Duchy of Luxembourg  
Attn: Senior Compliance Officer, Mr. Tobias Schnizler

- Oral Reports: Senior Compliance Officer, Mr. Tobias Schnizler  
Phone: +352 270 484 181  
Mobile: +352 270 484 181

A whistleblowing report should contain sufficient information in order for the recipient to initiate and investigate the matter.

The whistleblower, unless the report was filed anonymously, will receive an acknowledgement of receipt within 7 days from making the report, containing also information on the designation of an impartial person or external service competent for following-up on the reports, if any.

Each case will trigger an investigation, assessing the accuracy of the allegations through interviews, collecting and reviewing evidence (e.g. transaction-related documentation, emails, text messages or similar). Any review of personal information will be subject to a prior analysis of the rules on personal data protection and will only be performed as necessary and proportionate, i.e. within a clearly defined period of time using specific key words.

All data used during the investigations and the results thereof will be treated with utmost confidentiality. The report, any parties mentioned therein and the subsequent investigations fall under strict confidentiality and the identity of the whistleblower will be protected. Any access to the related information may only be accessed by authorised persons, such as senior management / board of directors of the Company, unless being targeted by an investigation.

Any decisions taken as a consequence of the investigation is under the full responsibility of the board of directors of the Company.

Whistleblowers will receive feedback after a maximum of three months. This does however not imply that the investigations will conclude within this timeframe.

As per applicable law, internal reporting channels should be used before reporting through external channels, in cases where the breach can be addressed effectively internally and where the whistleblower considers that there is no risk of retaliation.

#### External Reporting Channels

Even though internal whistleblowing notification should be the first recourse in case of breaches or misbehaviour to be reported, each OAM Employee still has the possibility to use the whistleblowing procedure provided by the CSSF, which is available online to the following link: <https://whistleblowing.apps.cssf.lu/>, complemented by a Q&A, which can be found under:

[https://www.cssf.lu/wp-content/uploads/whistleblowing\\_EN.pdf](https://www.cssf.lu/wp-content/uploads/whistleblowing_EN.pdf)

#### Public disclosure

The whistleblower may eventually consider making a public disclosure of the information obtained, provided that :

- that person has first reported internally and externally, or reported directly externally, but no appropriate action has been taken;

## Whistleblowing Disclosure

- that person has reasonable grounds to believe that :
  - the breach may constitute an imminent or manifest danger to the public interest; or
  - In the case of external reporting, there is a risk of retaliation or there is a low prospect of the breach being effectively addressed

### 5. WHISTLEBLOWER PROTECTION

Both the report and the subsequent investigations fall under strict confidentiality and the identity of the whistleblower needs to be protected, unless the latter consents to disclose his identity to other persons or the case is subject to investigations by national authorities or judicial proceedings.

Reporting Persons are effectively protected against any form of retaliation and are provided with effective legal remedies. Reporting Persons will not incur any liability for obtaining or accessing information that is reported or publicly disclosed. A reverse burden of proof is established. Anything that could constitute a retaliation against a whistleblower will be considered as such unless OAM proves otherwise

The protection from unfavourable treatment shall also be extended to any person subject to a whistleblowing report until such wrongdoing can be proven beyond any doubts.

Should the whistleblower act on a genuinely and reasonably held concern, it does not matter if the he/she is mistaken.

### 6. CONSEQUENCES IN CASE OF FALSE ACCUSATIONS

The protection provided under section 5. only applies if the whistleblower:

- had reasonable grounds to believe that the information reported was true at the time of reporting; and
- reported in accordance with the conditions and procedures laid down in this policy for internal and external reporting.

The protection provided under section 5. does not apply to any whistleblower reporting a breach that is knowingly untrue, with malicious intent. Anyone who is found to have done so is likely to face disciplinary or other action.