

## WHISTLEBLOWING PROCESS

The Toro Company, and its Italian subsidiaries Irritrol Systems Europe srl and Irritrol Systems Europe Productions srl, (“TTC”) is committed to fostering a workplace that values ethics and integrity, and that integrates those values into every decision we make. Our dedication to ethical decision making is set forth in our [Code of Conduct](#). For TTC, compliance with the principles expressed in the Code of Conduct is the responsibility of everyone: of those who work for TTC, on behalf of TTC, and of our third party partners.

We are committed to correcting and preventing violations of our Code of Conduct and of any other ethical or legal obligations. To promote the values of integrity and ethical behavior, we encourage anyone who has information or a reasonable suspicion, based on a good faith belief, that misconduct has occurred or may occur to make a confidential report through one of the channels described below.

A report may be submitted through the following channels:



- [EthicsPoint](#) webform: Active 7 days a week, 24 hours a day.



- [EthicsPoint](#) toll-free phone line: from Italy 800-797121.



- **Email** to the ISE Whistleblowing Officer - Avv. Generoso Perna: [generoso.perna@toro.com](mailto:generoso.perna@toro.com)



- **Post** to Whistleblowing Officer – Avv. Generoso Perna, ISE srl, Via dell'Artigianato 1/3 – 00065 Fiano Romano (RM) – Italy



- **In-person meeting** with the Whistleblowing Officer at the ISE srl headquarters in Via dell'Artigianato 1/3 – 00065 Fiano Romano (RM) – Italy; Send requests via email to [generoso.perna@toro.com](mailto:generoso.perna@toro.com)

## MANAGEMENT OF REPORTS

For information on how reports are handled, see the [FAQ](#).

**Reports will be processed in compliance with Legislative Decree no. 24 of 10 March 2023, issued in implementation of Directive (EU) 2019/1937, therefore:**

- We will notify the reporter that the report has been received within 7 days.
- We will engage in discussions with the reporter and may request additional information.
- We will diligently follow up on reports received.
- We will carry out an appropriate investigation.
- Within 3 months of receiving the report, we will provide the reporting party with appropriate information regarding the handling of the report.