

BELGIUM

This country-specific appendix is an integral part of Bridgestone's Speak Up Policy and describes the local procedures under national law for reporting Local Concerns in Belgium. The Speak Up Policy (including the protection from Retaliation) applies in full to the reporting under local procedures. In case of discrepancy, the rules set forth below shall prevail. Any capitalized terms not specifically defined in this sheet refer to the definitions in the Policy.

In addition to the definition provided in Appendix 2 to the Speak Up Policy, the term "Local Concerns" under Belgian law includes (i) any breach related to tax fraud and (ii) any breach related to social fraud. The procedures for intervention in matters of psycho-social risks, as provided for in the Belgian law on wellbeing at work of 4 August 1996, as well as the individuals' right to be assisted by a trade union delegate as per applicable laws, are not impacted by Bridgestone's Speak Up Policy.

1. Internal Reporting

Pursuant to applicable laws, Bridgestone has set up a local reporting channel in the following Belgian legal entities:

- Bridgestone Europe NV/SA
- Bandag Europe NV
- Bridgestone Aircraft Tire (Europe) SA

Reporters may submit their Local Concerns using the local reporting channel on the BridgeLine (bridgestone-integrityline.org), both **in writing or orally** (via the BridgeLine's phone messaging system). The Reporter can request, in writing or orally through the BridgeLine, a meeting with the local Speak Up Officer within 7 calendar days of the submission of the request. Local Concerns that are reported orally directly through BridgeLine's phone messaging system shall be documented through the recording of the message in a secure, durable and accessible format. Local Concerns that are reported orally during a meeting with the local Speak Up Officer shall instead be documented, with the consent of the Reporter, through a transcript. The Reporter shall have the opportunity to review the transcript and request amendments, if necessary.

Reports can be made **anonymously**. Both identified and anonymous Reporters (identifiable or identified at a later stage) shall be fully protected from Retaliation under applicable laws and Bridgestone policies.

The Speak Up Officer shall, within 7 calendar days from the receipt of the Local Concern, send a message to the Reporter through the BridgeLine to (i) confirm receipt and (ii) provide to the Reporter, in a clear and accessible manner, information about the admissibility of the report and the procedure that will be followed.

Following the investigation, and within a reasonable period that shall not exceed 3 months from the date of confirmation that the Local Concern was received, the appointed Investigator shall provide the Reporter (i) information on the outcome of the investigation (i.e., whether the Local Concern was found to be substantiated) and, to the extent applicable, (ii) an overview of the corrective actions defined, and the grounds for such actions.

A register of the Local Concerns received is maintained in the BridgeLine. Further requirements regarding the register and the data included in it may be defined by applicable laws in the future. This register (including the contents of the Concerns and investigation) shall be kept for at least five years from the receipt of the Local Concern and, regardless of such period, during any pending judicial or administrative proceedings relating to the reports. The details of the Local Concerns shall be destroyed if they are no longer necessary to meet the requirements of applicable laws.

2. External Reporting

Reporters are always encouraged to report their Concerns internally first. Bridgestone is committed to addressing any reported Concerns and believes this can be done more effectively internally. However, if you feel that **(i)** internal measures are insufficient or **(ii)** you have exhausted all internal procedures and the Local Concern was not addressed, external reporting remains possible. In these cases, if you decide to report externally, you will be protected from Retaliation.

The Belgian laws identify the following competent authorities to investigate external reports:

- Federale Overheidsdienst Economie, K.M.O., Middenstand en Energie / Service public fédéral Economie, PME, Classes Moyennes et Energie;
- Federale Overheidsdienst Financiën / Service public fédéral Finances;
- Federale Overheidsdienst Volksgezondheid, Veiligheid van de voedselketen en Leefmilieu / Service public fédéral Santé publique, Sécurité de la chaîne alimentaire et Environnement;
- Federale Overheidsdienst Mobiliteit en Vervoer / Service public fédéral Mobilité et Transports;
- Federale Overheidsdienst Werkgelegenheid, Arbeid en Sociaal Overleg / Service public fédéral Emploi, Travail et Concertation sociale;
- Programmatie Overheidsdienst Maatschappelijke Integratie, Armoedebestrijding, Sociale Economie en Grootstedenbeleid / Service public de programmation Intégration Sociale, Lutte contre la Pauvreté, Economie Sociale et Politique des Grandes Villes;
- Federaal Agentschap voor Nucleaire Controle / Agence fédérale de Contrôle nucléaire ;
- Federaal Agentschap voor Geneesmiddelen en Gezondheidsproducten / Agence fédérale des médicaments et des produits de santé;
- Federaal Agentschap voor de veiligheid van de voedselketen / Agence fédérale pour la sécurité de la chaîne alimentaire;
- Belgische Mededingingsautoriteit / Autorité belge de la Concurrence;
- Gegevensbeschermingsautoriteit / Autorité de protection des données;
- Autoriteit voor Financiële diensten en Markten / Autorité des services et marchés financiers;
- Nationale Bank van België / Banque nationale de Belgique ;
- College van toezicht op de bedrijfsrevisoren / Collège de supervision des réviseurs d'entreprises ;
- De autoriteiten gemeld in artikel 85 van de wet van 18 september 2017 tot voorkoming van het witwassen van geld en de financiering van terrorisme en tot beperking van het gebruik van contanten / autorités visées à l'article 85 de la loi du 18 septembre 2017 relative à la prévention du blanchiment de capitaux et du financement du terrorisme et à la limitation de l'utilisation des espèces;
- Nationaal Comité voor de beveiliging van de levering en distributie van drinkwater / Comité national de sécurité pour la fourniture et la distribution d'eau potable;
- Belgisch Instituut voor postdiensten en telecommunicatie / Institut belge des services postaux et des télécommunications;
- Rijksinstituut voor ziekte- en invaliditeitsverzekering / Institut National d'Assurance Maladie-Invalidité;
- Rijksinstituut voor de Sociale Verzekeringen der Zelfstandigen / Institut National d'Assurances Sociales pour Travailleurs Indépendants;
- Rijksdienst voor Arbeidsvoorziening / Office National de l'Emploi;
- Rijksdienst voor Sociale Zekerheid / Office National de Sécurité Sociale;
- Sociale Inlichtingen en Opsporingsdienst / Service d'Information et de Recherche Sociale;
- Autonome dienst Coördinatie Anti-Fraude (CAF) / Service autonome de Coordination Anti-Fraude (CAF);
- Scheepvaartcontrole / Contrôle de la Navigation.

External Reports may be submitted in writing and/or verbally, also anonymously. Both identified and anonymous Reporters (identifiable or identified at a later stage) shall be fully protected from Retaliation under the applicable laws.