

THE NETHERLANDS

This country-specific appendix is an integral part of Bridgestone's Speak Up Policy and describes the local procedures under national law for the reporting of Local Concerns in The Netherlands. 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 Dutch law includes: (i) any breach of EU law which violates or undermines the purpose or application of the topics listed as Local Concern in Annex 2 and (ii) any act or omission of public interest which involves (a) a (risk of) violation of statutory regulations or internal company rules containing a concrete obligation and having been established by the company pursuant to a statutory regulation; (b) any improper conduct or failure to act resulting in danger to public health, to the safety of persons, to the environment, or to the proper functioning of a public service body or a company; or (c) any breaches that do not merely affect personal interests and have either a pattern or structural character, or are serious or extensive, as a result of which the public interest is at stake.

Internal Reporting

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

- Bridgestone Mobility Solutions B.V.
- Webfleet Solutions B.V.
- Firestone Industrial Products Europe B.V.

Reporters can 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 Speak Up Officer within 7 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 minutes 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 days from the receipt of the Local Concern, (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 to 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.

External reporting

Reporters are always encouraged to report their Concerns internally first. Bridgestone is committed to address any reported Concerns and believes this can be done more effectively internally. However, if (i) you feel that internal measures

are insufficient or **(ii)** if you have exhausted all internal procedures and the Local Concern was not addressed, external reporting remains possible. If you decide to report externally, you be protected under applicable laws and Bridgestone's policies if you gave precedence to the internal reporting channels.

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

- a. Autoriteit Consument & Markt;
- b. Autoriteit Financiële Markten;
- c. Autoriteit Persoonsgegevens;
- d. De Nederlandsche Bank;
- e. Het Huis voor Klokkenluiders;
- f. Inspectie gezondheidszorg en jeugd;
- g. De Nederlandse Zorgautoriteit; and
- h. Autoriteit Nucleaire Veiligheid en Stralingsbescherming.

Additional competent authorities may be designated by Dutch laws in the future. External reports can also be submitted through the external reporting channels of the Public Prosecution Office or the criminal police bodies (if the violation constitutes a crime), and the competent administrative authorities or the police and supervisory authorities (if it constitutes an administrative offence).

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.