

SpeakUp Whistleblower Hotline Procedure

1. General Information

Euronav has adopted a **Whistleblower Protection Policy** to protect individuals who want to lawfully raise a legitimate concern. If an individual does not feel comfortable reporting concerns to a supervisor, manager or any other appropriate person within the Company, he or she can use a free telephone service or web-based platform that enables him or her to report a concern in complete confidentiality.

Euronav's "*SpeakUp*" service is hosted by an independent third party, People InTouch, to ensure a straightforward, confidential, secure, and convenient way of reporting.

Webservice URL

www.speakupfeedback.eu/web/euronav

Phone service

The global URL enables the employee to consult the individual local phone number of the country he or she is located. For a general numbers' overview, we refer to the attached document. Please note this is also available once you visit the general Webservice URL.

2. Process & guidelines

If you become aware of illegal or unethical misconduct, we strongly encourage you to report it to Euronav through your regular channels of communication, including the "*On Board Complaint (or Grievance) Procedure*" for seagoing personnel. If an individual does not feel comfortable talking to any of these persons about such matters, he or she is encouraged to use Euronav's SpeakUp Hotline platform that enables to report a concern in complete confidentiality. Euronav encourages individuals to identify themselves when making a report to facilitate the investigation. However, any person who does not want to be identified is entitled to register a complaint **confidentially and anonymously**. The Company will treat all complaints in a confidential manner. The Company will not in any manner discriminate against any individual who has made a complaint in good faith.

Should you be aware of such misconduct and you wish to file a complaint via the SpeakUp platform, you (the messenger) have the opportunity to proceed with a complaint through the **SpeakUp phone service** or via the **SpeakUp Web Service** in your own language¹ or in English. This can be done by visiting the URL above or directly calling the applicable number in the attached Number Overview of your country (also accessible on the website).

The message is received by an independent employee of our third-party provider (People Intouch bv) who transcribes the message and translates it into English. Next, the undistorted transcription and translation of the message is transferred to the authorized message recipients within Euronav.

The reply of the message recipient to the messenger is always translated by the people of SpeakUp in the native language.

¹ Eleven languages made available by Euronav: English, French, Greek, Dutch, Bulgarian, Croatian, Spanish, Russian, Indonesian, Filipino & Romanian



A 6-digit secret case number is used in the communication with People Intouch and is known only by the messenger to be used to log back in the case to read the reply. The secret case number is provided to the messenger at the moment of initiating the report to SpeakUp. Please write down this secret 6-digit number as it is required in further interaction with the SpeakUp system.

Messengers have the possibility to upload attachments to their message via the SpeakUp Web Service. Messengers who initially left a message via the SpeakUp phone system, can log on the SpeakUp Web Service by using the 6-digit secret case number and upload attachments to their message.

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Euronav

Country	Phone instruction	Webservice URL (general URL: www.speakupfeedback.eu/web/euronav)	Access code	Language Option 1	Language Option 2	Language Option 3	Language Option 4
1 BELGIUM	0800-71365	www.speakupfeedback.eu/web/euronav/be	78241	Flemish	French	English	Greek
2 BULGARIA	080001194474	www.speakupfeedback.eu/web/euronav/bg	78241	Bulgarian	English		
3 CROATIA	0800223069	www.speakupfeedback.eu/web/euronav/hr	78241	Croatian	English		
4 FRANCE	0800-908810	www.speakupfeedback.eu/web/euronav/fr	78241	French	English	Dutch	Greek
5 GREECE	080004142695	www.speakupfeedback.eu/web/euronav/gr	78241	Greek	English	Dutch	French
6 HONG KONG SAR, GREATER CHINA	800963161	www.speakupfeedback.eu/web/euronav/ht	78241	English	French	Spanish	Russian
7 INDONESIA	If you are calling with provider Indosat: 001 803 440 559 If you are calling with provider Telkom: 007 803 440 559	www.speakupfeedback.eu/web/euronav/id	78241	Indonesian	English		
8 PANAMA	011 001 Wait for the tone or instructions, and then dial: 800-876-1871	www.speakupfeedback.eu/web/euronav/pa	78241	Latin American Spanish	US English		
9 PHILIPPINES	1800 1441 0215	www.speakupfeedback.eu/web/euronav/ph	78241	Filipino	English		
10 ROMANIA	0800894540	www.speakupfeedback.eu/web/euronav/ro	78241	Romanian	English		
11 RUSSIA	810 800 2626 9902	www.speakupfeedback.eu/web/euronav/ru	78241	Russian	English		
12 SINGAPORE	1800-8232206	www.speakupfeedback.eu/web/euronav/sg	78241	English	French	Spanish	Russian
13 UNITED KINGDOM	0800-1693502	www.speakupfeedback.eu/web/euronav/gb	78241	English	French	Spanish	Russian
14 UNITED STATES	1-866-2506706	www.speakupfeedback.eu/web/euronav/us	78241	US English	Latin American Spanish	French	Russian