



NovaTaste

Speak Up Policy

Description: Whistleblowing Policy applicable to all NovaTaste entities

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1. Introduction and Purpose

NovaTaste is committed to conducting its business with integrity. Therefore, NovaTaste strives to create a culture where employees, suppliers, contractors and other stakeholders feel comfortable speaking up. Reported concerns are treated seriously and handled in a manner that protects those reporting (“whistleblowers”) against any form of retaliation. The identification of concerns related to misconduct allows NovaTaste to take appropriate action that could prevent further misconduct. Therefore, speaking up may limit potential financial and reputational damages as well as other unwanted outcomes.

This policy aims to encourage and support individuals who report concerns related to misconduct. It also lays out the principles, reporting procedures as well as the process and responsibilities for handling reports on misconduct. In addition, this policy also outlines the potential consequences in instances where it is violated.

2. Scope

This policy applies to all employees, Executive Committee (EC) Members, supervisors and management members working for NovaTaste (Pepper BidCo GmbH and Cumin HoldCo GmbH and all its subsidiaries and affiliates or majority owned joint ventures worldwide, collectively referred to here as “NovaTaste”). It also applies to temporary personnel, such as officers, consultants, contractors, freelancers, casual workers, agency workers, apprentices, volunteers, interns, and former employees. Furthermore, it covers shareholders, suppliers, service providers, agents and business partners. Everything that applies to employees equally applies to the named third parties. Therefore, third parties are not mentioned separately below. Any reference to “employee” or “employees” in the policy shall be understood as all categories of employees as well as third parties stated above.

3. Policy Implementation

It is explicitly acknowledged that this policy may go beyond or deviate from what is required by local law. If this policy provides better protection for whistleblowers, the respective NovaTaste provisions will prevail. For any other conflicts between this policy and local law, local law will prevail.

Please note however that SpeakUp reporting mechanisms might not be used for general complaints about salaries or other Human Resources (HR) related topics or dissatisfaction with office equipment or similar. For these cases, please contact local HR or your direct manager. Any such complaints will be deleted without further investigation.

4. SpeakUp principles

4.1. Duty to report and to refrain from own investigation

NovaTaste’s reputation for integrity depends upon the action of its employees. Therefore, employees are reminded that, they can report any concern related to misconduct without fearing any retaliation of any kind. Employees shall not start any investigation by themselves.

4.2. Protection of whistleblower identity

NovaTaste encourages all employees to identify themselves when reporting a concern or providing information. Whistleblowers may report concerns anonymously without disclosing their identity via the SpeakUp mechanism (NovaTaste’s speak up reporting tool). However, they must be aware that the proper handling of a report and/or an investigation is more difficult, and sometimes even impossible, if the reporting employee’s identity is not known. The SpeakUp mechanism still allows for two-way, anonymous communication, even if a whistleblower chooses to withhold their identity.

If the whistleblower discloses their identity, the person receiving the non- anonymous report will still treat their identity as strictly confidential. The whistleblower’s identity and information provided by them will only be shared with others on an absolute need-to-know basis.

There may be circumstances where information may require disclosure. In these cases, the whistleblower will generally be informed about the disclosure. These circumstances may include, but are not limited to the following situations:

- a) where NovaTaste has to disclose information provided by a whistleblower due to a legal obligation;
- b) where information is given on a strictly confidential basis to legal or auditing professionals for the purpose of gaining professional advice; and
- c) where the information is given to the government authorities for the purpose of a criminal investigation.

In addition, information may be disclosed, and the whistleblower informed if the information is no longer secret because it is already in the public domain. If NovaTaste is confronted with a situation not covered by the above, and where it is necessary to disclose an identity, the disclosure will, to the extent legally possible, first be discussed with the whistleblower.

4.3. Protection from retaliation and harassment

All employees are protected from any form of retaliation (or professional harm) for reporting concerns about wrongdoing, if those reports are made in good faith. Consequently, if a genuine concern is raised, the whistleblower will be protected whether it proves to be true. Measures taken in retaliation for a justified tip-off are legally invalid, in particular the following measures:

- 1) Suspension, termination or similar action;
- 2) Non-renewal or premature termination of a fixed-term employment contract;
- 3) Downgrading or denial of a promotion;
- 4) Transfer of duties, change of place of work, reduction in pay, change in working hours;
- 5) Refusal to participate in further training measures;
- 6) Negative performance appraisal or issue of a poor reference;
- 7) Disciplinary action, reprimand or other sanction, including financial sanctions;
- 8) Early termination or cancellation of a contract for goods or services;
- 9) Withdrawal of a license or permit;
- 10) Coercion, intimidation, bullying or exclusion;
- 11) Discrimination, disadvantageous or unequal treatment;
- 12) Failure to convert a fixed-term employment contract into a permanent employment contract in cases where an employee was entitled to expect to be offered a permanent employment contract;
- 13) Damage, including damage to reputation, particularly in social media, or causing financial loss, including loss of orders or revenue;
- 14) Inclusion of the whistleblower on a blacklist on the basis of an informal or formal sector or industry-specific agreement with the consequence that the whistleblower no longer finds employment across the sector or industry;
- 15) Psychiatric or other referral for medical treatment.

However, NovaTaste will not tolerate frivolous, mischievous, malicious allegations or any other form of misuse of this policy. Therefore, if a report is made in bad faith (i.e., with the intent to harm the accused), the reporter will not be considered a whistleblower and will not be protected under this policy. Any such act is considered to be a serious breach of the Code of Conduct and disciplinary actions will be taken.

4.4. Presumption of innocence until proven guilty

False allegations may be detrimental to the accused's reputation. Therefore, the identity of the accused is protected just as much as the identity of the whistleblower. It is only shared on an absolute need-to-know basis.

5. Procedures

5.1. Internal reporting mechanisms

Whistleblowers must use internal reporting mechanisms in cases where the misconduct can be effectively addressed internally. Whistleblowers wishing to report a concern regarding misconduct may choose to report directly through NovaTaste's SpeakUp mechanism, which is handled by the Global Compliance Officer, or through local reporting channels, i.e. by email, telephone, mail or in person to a line manager.

If a whistleblower wishes to report directly through the SpeakUp mechanism, anonymously or not, they can do so via the web link, the dedicated mobile application (for iOS and Android) or by calling a dedicated Interactive Voice Response (IVR) and leaving a message (see Annex A for full details). These three reporting channels are available 24/7, 365 days a year.

Whistleblowers shall always include the “who, what, where, when, how, and why?” when reporting a concern related to misconduct, as well as any other information that may enable NovaTaste to best go about handling and/or investigating the matter. Whistleblowers are free to report in any language they wish (75+ languages available). Any response from the Global Compliance Officer or any investigator will be in the same language as the report was made.

The internal reporting is divided into two branches INTERNAL and EXTERNAL.

- INTERNAL is for all employees (incl. industrial asset workers), Board Members, shareholders, supervisors and management members working for NovaTaste or for its subsidiaries and affiliates or majority owned joint ventures worldwide; Furthermore, it covers apprentices, volunteers, interns, and former employees.
- EXTERNAL is for consultants, contractors, freelancers, casual workers and agency workers. Furthermore, it covers suppliers, service providers, agents and business partners.

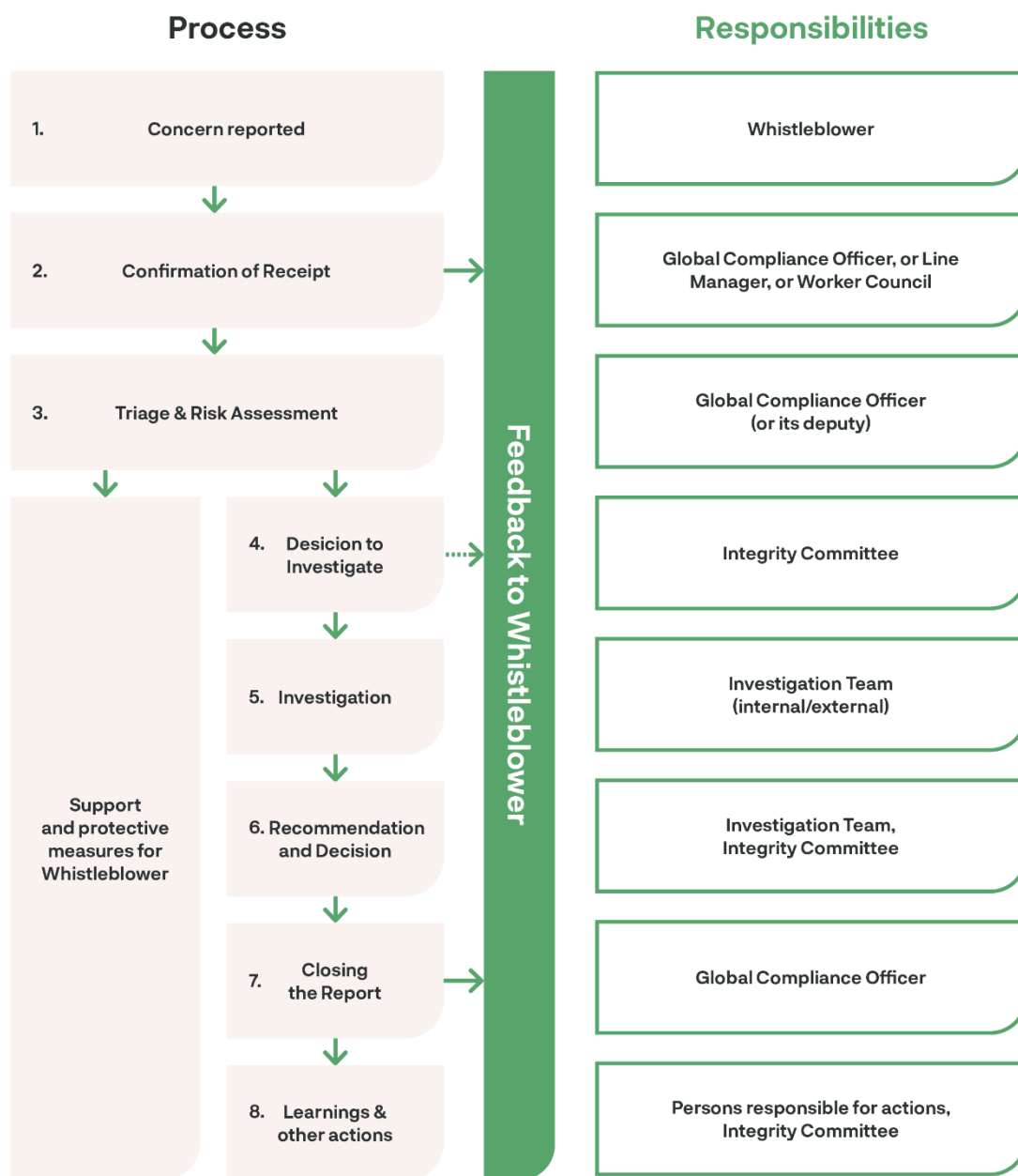
If you want to, you can be informed of any news and updates on your report via automated notification by the SpeakUp system, if you insert your email-address in the respective field. This address is only for notifications of the system but is not available to the Global Compliance Officer or any member of the Integrity Committee or any investigator unless you provide your contact details in your report.

5.2. External reporting mechanisms

All whistleblowers are strongly encouraged to report internally first. However, NovaTaste declares and acknowledges that this does not limit the right of employees to make a report externally to a relevant competent authority. Such a report will normally relate to the conduct of NovaTaste employees but may sometimes relate to the conduct of a third party, such as a customer, supplier or service provider. External reporting may be required by law in certain countries. In all cases, whistleblowers are encouraged to seek the advice of the Global Compliance Officer, in his or her capacity as policy owner and as the person responsible for the Speak Up process, before making an external report.

5.3. Dealing with Reports

The following is a description of each of the steps that will be taken in the handling of reports of concerns related to misconduct.



5.3.1. Report of a concern related to misconduct

For the internal reporting mechanism, whistleblowers report a concern about misconduct through the SpeakUp mechanism (i.e., web, app, hotline) or through a local reporting channel (i.e., email, phone) or in person to a line manager, the works council (if established) or the Global Compliance Officer.

5.3.2. Receiving (or referring)

The Global Compliance Officer receives the report through the SpeakUp mechanism, or the line manager, the works council (if established) or the Global Compliance Officer receives the report by email, telephone, mail or in person. If anyone else receives a report, they will forward it to the Global Compliance Officer (directly or through the SpeakUp mechanism), who will inform the whistleblower accordingly. The whistleblower will receive an acknowledgement of receipt via the SpeakUp mechanism (if the report is not anonymous), from the line manager, works council or Global Compliance Officer within one week (seven days). If the report is made through the local reporting channel (i.e. to the line

manager or works council or Global Compliance Officer), the works council/line manager/Global Compliance Officer is required to submit a report through the SpeakUp mechanism on behalf of the whistleblower and inform the whistleblower accordingly.

5.3.3. Triage & Risk assessment

The Global Compliance Officer or his/her deputy will initially evaluate the report of a concern related to misconduct for purposes of categorization, preliminary action, prioritization and assignment for further handling (i.e., considering the likelihood of the alleged misconduct and its potential impact, e.g., physical health risks, mental health risks, legal risks, etc.).

The Global Compliance Officer or his/her deputy shall assess the risk of detriment/retaliation against the whistleblower and other relevant parties. The Global Compliance Officer shall also identify strategies to prevent any detriment to the whistleblower and other relevant interested parties. These strategies shall be proportionate to the risk identified. Possible preventive measures may include, but are not limited to

- i. changing workplace or reporting arrangements;
- ii. providing support throughout the process, including regular communication, with special consideration towards vulnerable people (e.g., people affected by [sexual] harassment or discrimination);
- iii. warning the subject of the report or interested parties that detrimental conduct or breach of confidentiality can be a disciplinary offence;
- iv. encouraging and reassuring the whistleblower of the importance of reporting concerns related to misconduct; and
- v. safeguarding the whistleblower's interests wherever possible.

If detriment is occurring or has occurred, remediation measures may be needed. Possible remediation measures may be, but are not limited to:

- o reinstating the whistleblower in the same or equivalent position, with equal salary, responsibilities, working position and reputation;
- o ensuring fair access to promotion, training, opportunities, benefits, and entitlements; and
- o withdrawing litigation.

In high-risk cases, the Global Compliance Officer may consider involving other functions, such as Human Resources (HR) or Internal Audit, to provide cross-functional oversight.

If the allegations are found to be frivolous, mischievous, or malicious, the Speak Up process is terminated. The individual that has made a report may be subject to disciplinary measures according to the NovaTastes disciplinary Policy.

Triage and risk assessments shall happen within approximately two (2) weeks after acknowledgement. The whistleblower shall be informed unless internal investigations or the rights of persons involved would be jeopardized.

5.3.4. Support and protection measures

Depending on the risk assessment, different protection and supporting strategies may be implemented. Coordination with HR and/or external legal firms may be required.

The Executive Committee (EC) is accountable for ensuring support and protection, while the Global Compliance Officer is responsible for the implementation of support and protection measures.

Support and protection measures shall be provided after triage and risk assessment, throughout the whole investigation, and even after the closing of the case.

5.3.5. Decision to investigate

Depending on the outcome of the triage and initial risk assessment, which shall consider the nature of the case, the Integrity Committee may decide to investigate or not to investigate. The Global Compliance Officer shall inform the Integrity Committee about all cases and consult it. The Integrity Committee shall choose an impartial and suitably qualified investigation team which may include external consultants where required for their independence or expertise. The Global Compliance Officer may also delegate the investigation lead to other relevant functions within the Group as appropriate (e.g., Internal Audit).

The decision to investigate and the engagement of the investigation team needs to happen within approximately three weeks after the acknowledgement of receipt. The whistleblower shall be informed about the decision to investigate unless internal investigations or the rights of persons involved would be jeopardized.

5.3.6. Investigation

The investigation team shall conduct the investigation without bias. The accused shall be given the right to respond and have the opportunity to be assisted by a representative of a works councillor (if applicable).

Every investigation needs an investigation plan. The investigation process includes data gathering and interviews conducted by suitably qualified investigators. During the investigation, the investigation team shall regularly update the Integrity Committee on progress.

The investigation may take up to three months after the acknowledgement of receipt. In certain cases, the investigation may take up to six month if necessary.

5.3.7. Recommendation & Decision of Integrity Committee

Once all relevant information is gathered, the investigation team shall decide whether the evidence supports the allegations of misconduct or not. The investigation team shall issue findings, provide recommendations, and document the investigation conducted accordingly.

If the evidence supports the allegations of misconduct, the findings shall be brought before the Integrity Committee composed of Legal, HR, Internal Audit, CFO, CEO and elected works councillor (if applicable) and, if needed in a specific case, other relevant parties. The Integrity Committee will evaluate the recommendations and decide on recommendations of disciplinary and remediation measures to the responsible management.

The whistleblower shall then be informed about the conclusion of the investigation and the decision of the Integrity Committee if measures are taken within three months after the acknowledgement of receipt unless internal investigations or the rights of persons involved would be jeopardized.

5.3.8. Closing the case

The Global Compliance Officer shall review the case to make sure all necessary information and documentation is safeguarded, including the decisions of the Integrity Committee and the date of the decision of the Integrity Committee of closing the case and what action was or is planned to be taken.

The case shall be closed within approximately three to four months after the acknowledgement of receipt.

5.3.9. Organizational learnings and other measures

After closing the case, disciplinary and/or remediation measures are being implemented. The Integrity Committee shall decide who is the person responsible for and will oversee the implementation of these measures. The remediation measures shall then be monitored by the CFO. For disciplinary measures, please see the following chapter.

6. Disciplinary Measures

Once internal investigations have been completed and in case the accused has been found to have engaged in misconduct, the appropriate disciplinary measures or sanctions must be taken – with due regard for the principles of equal treatment and proportionality and employment law obligations.

Depending on the severity of the misconduct, various type of disciplinary measures may be imposed according to the employment law.

Furthermore, any person engaged in retaliation may face potentially consequences under applicable legislation or regulations.

7. Additional Resources

NovaTaste will ensure that all new employees will receive introduction on the NovaTaste SpeakUp policy and will provide refresher training at regular intervals to all employees.

If there are any questions about this policy, the SpeakUp process or whistleblowing in general, employees may contact the Global Compliance Officer in his capacity as policy owner and person responsible for the SpeakUp process.

Annex A

SpeakUp reporting channels

(1) Via Web

Go to <https://novataste.com/en/speakup> and follow the instructions on our website.

(2) Via Mobile App (iOS and Android)

- a) Download the SpeakUp App from your preferred app store on your mobile device. Search for “SpeakUp | Listen for a change” by People Intouch” or use the QR-Code
- b) Choose your PIN
- c) connect via the NovaTaste company code: **122445**



(3) Via Phone call

- a) Search for the number of your country in the list below (Annex B) and dial the number.
- b) The telephone prompt will ask for the company code of the company you want to make a report. Please enter the code: **122445**.
- c) After entering the company code you will be asked to select a language. Please follow the instructions accordingly.
- d) Leave your message/report
- e) Your message will be translated and/or transcribed and sent to the Global Compliance Officer via the SpeakUp System.

If you are not able to call from a mobile phone or the digit number recognition on your phone is not working or not recognized, please use the reporting option via Web above under (1) to report your concern.

Annex B. Telephone numbers by country in alphabetical order

Country	Phone number	Phone instructions
Albania	0035545301801	Number: +355 4 530 1801 Call charged at local rate
Algeria	00213983299338	Number: +213 983 29 93 38 Call charged at local rate
Angola	00244226425610	Number: +244 226 425 610 Call charged at local rate
Anguilla	18334222005	Freephone: 1833 422 2005
Antigua and Barbuda	18334222006	Freephone: 1833 422 2006
Argentina	00541120397280	Number: +54 11 2039 7280 Call charged at local rate
Australia	0061282846262	Number: +61 2 8284 6262 Call charged at local rate
Austria	0800909683	Freephone: 0800 909 683
Bahamas	18334222007	Freephone: 1833 422 2007
Bahrain	0097316501936	Number: +973 1650 1936
Bangladesh	008809610998462	Freephone: +880 (0) 9610 998462
Barbados	0012466239631	Number: +1 (246) 623 9631 Call charged at local rate
Belarus	882004910089	Freephone: 8 820 0491 0089
Belgium	080089326	Freephone: 0800 89 326
Belize	18000130076	Freephone: 1800 0130 076
Benin	0022920900380	Number: +229 20 90 0380 Call charged at local rate
Bermuda	18334222008	Freephone: 1833 422 2008
Bhutan	009752379003	Freephone: +975 2 379 003
Bolivia, Plurinational State of	800105122	Freephone: 800 105 122
Bosnia and Herzegovina	0038770330093	Number: +387 70 330 093 Call charged at local rate
Botswana	8007861103	Freephone: 800 786 1103
Brazil	00551147008838	Number: +55 (11) 4700 8838 Call charged at local rate
Brunei Darussalam	8014657	Freephone: 801 4657
Bulgaria	8002100645	Freephone: 800 210 0645
Burkina Faso	0022625300982	Number: +226 25 30 09 82 Call charged at local rate
Cambodia	1800209867	Freephone: 1800 209 867
Cameroon	00237657103112	Freephone: +237 6 57 10 31 12
Canada	0015143950496	Number: +1 (514) 395 0496 Call charged at local rate
Cayman Islands	0013457695580	Number: +1 (345) 769 5580 Call charged at local rate
Chile	0056224835917	Number: +56 22 483 5917 Call charged at local rate
China	4001201842	Country wide number with no supplier restriction: 400 120 1842 Call charged at local rate.
China	108008522221	Freephone (Via China United Network): 1080 0852 2221
China	108001523042	Freephone (via China Telecom): 1080 0152 3042
Colombia	00576012421247	Number: +57 601 242 1247 Call charged at local rate
Costa Rica	0050640360350	Number: +506 4036 0350 Call charged at local rate
Côte d'Ivoire	002250566770918	Freephone: +225 05 66 77 0918
Croatia	08007745	Freephone: 0800 7745
Cyprus	80091142	Freephone: 800 91142

Czechia	800050833	Freephone: 800 050 833
Denmark	004543310961	Number: +45 43 31 09 61 Call charged at local rate
Dominica	18334221998	Freephone: 1833 422 1998
Dominican Republic	0018299471996	Number: +1 (829) 947 1996 Call charged at local rate
Ecuador	1800001432	Freephone: 1800 001 432
Egypt	08000000083	Freephone: 0800 000 0083
El Salvador	0050322304752	Number: +503 2230 4752 Call charged at local rate
Estonia	003726093008	Number: +372 609 3008 Call charged at local rate
Ethiopia	800861919	Freephone: 800 86 1919
Fiji	008002650	Freephone: 008 002 650
Finland	0800392912	Freephone: 0800 392 912
France	0805543753	Freephone: 080 554 3753
French Guiana	0800991448	Freephone: 0800 99 1448
French Polynesia	0800914886	Freephone: 0800 91 4886
Georgia	1800008013	Freephone: 1800 008 013
Germany	08001818952	Freephone: 0800 1818 952
Ghana	00233596993553	Number: +233 59 699 3553 Call charged at local rate
Greece	0080044145924	Freephone: 0080 0441 45924 Can only be connected by Cosmote mobile and OTE landline
Grenada	0014732300333	Number: +1 (473) 230 0333 Call charged at local rate
Guam	18338096777	Freephone: 1833 809 6777
Guatemala	0050223028459	Number: +502 2302 8459 Call charged at local rate
Honduras	80027916139	Freephone: 800 2791 6139
Hong Kong	0085230194193	Number: +852 3019 4193 Call charged at local rate
Hungary	0680984589	Freephone: 06 809 845 89
Iceland	003544150349	Number: +354 415 0349 Call charged at local rate
India	0008000503159	Freephone: 0008 0005 03159
Indonesia	00622180630074	Number: +62 21 8063 0074 Call charged at local rate
Ireland	1800800636	Freephone: 1800 800 636
Israel	0097233741225	Number: +972 3374 1225 Call charged at local rate
Italy	800147694	Freephone: 800 147 694
Jamaica	0018766779125	Number: +1 (876) 677 9125 Call charged at local rate
Japan	0081366270734	Number: +81 3 6627 0734 Call charged at local rate
Jordan	080023801	Freephone: 0800 23801 No mobile access
Kazakhstan	007877273574582	Number: (+7) 877 2735 74582 Call charged at local rate; No mobile access
Kenya	00254207650957	Number: +254 20 765 0957 Call charged at local rate
Korea, the Republic of	0082237005146	Number: +82 2 3700 5146 Call charged at local rate
Kuwait	0096522055730	Freephone: +965 2205 5730
Latvia	80005929	Freephone: 800 05929
Lebanon	8338160913	Freephone: first dial 01-426-801 and then 833 816 0913
Lithuania	880030366	Freephone: 8800 30366
Luxembourg	003523420808982	Number: +352 342 080 8982 Call charged at local rate

Malaysia	0060377243136	Number: +60 3 7724 3136 Call charged at local rate
Malta	80065144	Freephone: 8006 5144
Martinique	0800901651	Freephone: 0800 90 1651
Mauritius	0023052970999	Number: +230 5 297 0999 Call charged at local rate
Mexico	00525547806198	Number: +52 55 4780 6198 Call charged at local rate
Moldova, the Republic of	080060016	Freephone: 080 060 016
Morocco	00212530144108	Number: +212 5 30 14 41 08 Call charged at local rate
Myanmar	08008008062	Freephone: 0800 800 8062
Namibia	00264833800103	Freephone: +264 83 380 0103
Nepal	18000010186	Freephone: 1800 001 0186
Netherlands	0031107007503	Number: +31 10 700 75 03 Call charged at local rate
New Zealand	006499135892	Number: +64 9 913 5892 Call charged at local rate
Nicaragua	0050575137610	Number: +505 7513 7610 Call charged at local rate
Nigeria	07080601221	Freephone: 070 8060 1221
North Macedonia	0038925513216	Number: +389 2551 3216 Call charged at local rate
Norway	004724140601	Number: +47 24 14 06 01 Call charged at local rate
Oman	80074161	Freephone: 8007 4161
Pakistan	0080090044437	Freephone: 0080 0900 44437
Panama	005073084480	Number: +507 308 4480 Call charged at local rate
Papua New Guinea	000861322	Freephone: 0008 61322
Paraguay	0098004410266	Freephone: 0098 0044 10266 No mobile access
Peru	080074535	Freephone: 0800 74535
Philippines	180083948474	Freephone: 1800 8394 8474 Can only be connected by Globe Telecom device
Poland	800012953	Freephone: 800012953
Portugal	800831302	Freephone: 800 831 302
Puerto Rico	0017872007305	Number: +1 (787) 200 7305 Call charged at local rate
Qatar	00800101094	Freephone: 00800 101 094
Réunion	1800916980	Freephone: 1800 916 980
Romania	0800400653	Freephone: 0800 400 653
Russian Federation	88001006994	Freephone: 8 (800) 100 69 94
Saudi Arabia	8008501433	Freephone: 800 850 1433
Serbia	0038110520043	Number: +381 10 520 043 Call charged at local rate
Seychelles	800131	Freephone: 800 131
Singapore	006564037051	Number: +65 6403 7051 Call charged at local rate
Slovakia	0800113418	Freephone: 0800 113 418
Slovenia	080083115	Freephone: 0800 83115
South Africa	0027214277937	Number: +27 (21) 427 7937 Call charged at local rate
Spain	0034900031156	Number: +34 900 031 156 Call charged at local rate
Sri Lanka	0094720910370	Number: +94 (72) 091 0370 Call charged at local rate
Sudan	00249156559883	Freephone: +249 15 655 9883
Suriname	8338160919	Freephone: 833 816 0919
Sweden	0201604703	Freephone: 020 160 4703

Switzerland	0800005691	Freephone: 080 000 5691
Taiwan, Province of China	00886277438912	Number: +886 2 7743 8912 Call charged at local rate
Tanzania, the United Republic of	0800111020	Freephone: 0800 11 1020
Thailand	006628449693	Number: +66 2 844 9693 Call charged at local rate
Trinidad and Tobago	0018682241869	Number: +1 (868) 224 1869 Call charged at local rate
Tunisia	0021631300338	Number: +216 31 300 338 Call charged at local rate
Turkey	00800448828602	Freephone: 0080 04488 28602
Turks and Caicos Islands	18334621355	Freephone: 1833 462 1355
Uganda	00256414238162	Number: +256 41 423 8162 Call charged at local rate
Ukraine	0800801205	Freephone: 0800 801 205
United Arab Emirates	80004440408	Freephone: 800 0444 0408
United Kingdom	08000224118	Freephone: 080 0022 4118
United States of America	0016692887154	Number: +1 (669) 288 7154 Call charged at local rate
Uruguay	000415985762	Freephone: 0004 1598 5762
Venezuela, Bolivarian Republic of	00582123357722	Number: +58 212 335 7722 Call charged at local rate
Viet Nam	008419003271	Number: +84 1900 3271 Call charged at local rate
Virgin Islands (British)	18334621356	Freephone: 1833 462 1356
Virgin Islands (U.S.)	18337246398	Freephone: 1833 724 6398
Zimbabwe	002638677422010	Freephone: +263 867 742 2010

History of updates of this document