

## Notification of the Breach of Law Whistleblowing (Protection of the Notifier)

Our company has established an internal whistleblowing system and accepts notifications pursuant to the Act No. 171/2023 Coll., on Whistleblower Protection (hereinafter referred to as the "Act").

Below you will find all the whistleblowing channels along with a description of how to submit and track notifications. Only the relevant person („the Whistleblowing Officer“) can see the notification received. No one else has access to the notifications.

**The Whistleblowing Officer:** Jan Kotous  
Telephone: +420 739 525 850  
E-mail: [compliance@solek.com](mailto:compliance@solek.com)

### Possibilities of submitting a notification

In accordance with the Act, we allow you to submit notifications in writing, orally or in person.

Through the notification form at <http://www.nntb.cz/c/solekcz>. Notices can be tracked at <http://www.nntb.cz/c/solekcz> under Check Notices, by entering the unique key you receive after submitting the notice.

This tool allows you to submit notifications both in writing and verbally by recording a voice message.

To the relevant person within 14 days by contacting the above contacts. The Whistleblowing Officer will make a report of such notification.

Through these channels, our company allows you to confidentially report that there has been a breach of law in our company. Breach of law means a criminal offence, some administrative offences or violation of our other legal obligations according to Act.

### Privacy Policy

The Whistleblowing Officer is obliged to keep an electronic record of the data on the notifications received, to the following extent:

- date of receipt of the notification,
- the name, surname, date of birth and contact address of the notifier, or other data from which the identity of the notifier can be inferred, if known,
- a summary of the content of the notification and the identification of the person against whom the notification is directed, if known,
- the date of completion of the assessment of the validity of the notification by the competent person or authorized employee and the outcome thereof.

The competent person shall keep the notification submitted through the internal notification system and the documents related to the notification for 5 years from the date of receipt of the notification. In the case of notifications submitted through the internal notification system, only the competent person shall have access to the records and documents relating to the notification and to the notifications retained.

### External notification channel

You can also submit a notification through the Ministry of Justice's external notification system. For more information, including a notification form, please visit: <https://oznamovatel.justice.cz/>

### Exclusion

The obliged entity excludes receiving a notification from a person who does not perform work or other similar activity for the obliged entity as referred to in section 2 (3)(a), (b), (h) or (i) of the Act.