

Whistleblower Protection

The companies UCED s.r.o. and UCED Servis s.r.o. are obligated, as of December 15, 2023, to implement measures in accordance with Act No. 171/2023 Coll., on Whistleblower Protection (hereinafter referred to as the "Act").

The Act requires mandatory entities to establish an internal reporting system through which it is possible to report unlawful conduct.

The internal reporting system allows for the submission of notifications regarding possible unlawful conduct that has occurred or is expected to occur within any of the mentioned companies.

Notifications submitted through the internal reporting system are treated confidentially, and the obligated person shall ensure that the identity of the whistleblower is not disclosed.

Below, you will find more detailed information about the rights and obligations arising from the Act.

Who is the obligated entity?

The obligated entity under the Act includes, among others, a legal entity that, as of January 1 of the relevant calendar year, employs at least 50 employees. In the case of the UCED group, this refers to UCED s.r.o. and UCED Servis s.r.o.

Who is the internal reporting system intended for?

The internal reporting system is intended for individuals who perform activities for UCED s.r.o. or UCED Servis s.r.o. based on an employment relationship or any similar activity, which includes voluntary work, professional practice, or internships. Seeking employment or any similar activity is also considered work. We hereby exclude the acceptance of notifications from individuals mentioned in § 2 para. 2 letters c) – g) and letter j) of the Act.

Who are the designated individuals:

The designated individuals for both UCED s.r.o. and UCED Servis are:

Bc. Jana Jakubcová, HR Director

or

Mgr. František Klíma, attorney

What are the obligations of the designated individual?

The designated individual receives and assesses the validity of notifications submitted through the internal reporting system, suggests corrective actions to the obligated entity to remedy or prevent unlawful situations, and complies with the instructions of the obligated entity.

How can a notification be submitted?

You can submit a notification by:

- Verbally (in person) – with the agreement of the designated individual (the designated individual is obliged to accept the notification no later than 14 days from the date the whistleblower requested it).
- Via one of the following emails:
 - whistleblowing.jakubcova@uced.cz
 - whistleblowing.klima@uced.cz
- By phone at the following numbers:
 - Jana Jakubcová: 389 822 001
 - František Klíma: 389 822 005

What are the requirements for a notification?

A notification must include the name, surname, and date of birth of the whistleblower or other information from which the identity of the whistleblower can be deduced. If the notification was submitted by a person whose identity is known to the designated individual, it does not need to include the information mentioned in the preceding sentence.

What can be reported through the internal reporting system?

You can report not only already committed unlawful acts but also facts indicating that such acts are yet to occur (imminent or planned unlawful acts). The internal reporting system is intended for reporting cases that involve:

- A criminal offense
- An administrative offense for which the law sets a fine with an upper limit of at least 100,000 CZK
- Actions that violate EU legislation in selected areas. These areas are defined in § 2 para. 1 letter d) of the Act.

We would like to inform you that knowingly making a false report constitutes an offense and may have consequences in terms of employment law or require compensation for damages. Additionally, you may be fined up to 50,000 CZK by the competent authority for knowingly making a false report. Legal protection does not apply to knowingly false reports as well.

How will notifications be processed?

The designated individual will conduct an initial assessment of the notification to determine if it falls under the scope of the Act. If the notification falls within the Act's scope, the designated individual will further assess whether the notification is valid and requires corrective measures.

The designated individual will inform the whistleblower of the acceptance of the notification within 7 days from the date of receiving the notification.

Regarding the outcome of the assessment, the designated individual is required to notify the whistleblower in writing within 30 days from the date of its receipt, except in cases that are factually or legally complex, in which the deadline may be extended by up to 60 days.

If the designated individual determines that the notification does not fall under the Act, they will promptly inform the whistleblower in writing. If the notification is evaluated as valid, and

corrective measures are taken, the designated individual will notify the whistleblower without unnecessary delay.

What are the other options for submitting notifications?

Notifications can also be made through an external reporting system managed by the Ministry of Justice, available at <https://oznamovatel.justice.cz/>.