

## Reporting illegal and unethical conduct:

The Company wants to create and develop a corporate culture of honesty and openness in which all employees and third parties have the opportunity to report harmful conduct at the earliest possible stage without fear of retribution and where they can be assured that their concerns will be treated confidentially and investigated properly. Third parties - for example, the Company's suppliers, consultants, external collaborators, or persons who have a contractual relationship with the Company – also have an opportunity to report illegal or unethical conduct.

If you suspect or have witnessed illegal or unethical behavior by the Company or its employees, you can report it completely anonymously through the Company's or RBI Group's channels<sup>i</sup>. This report will be investigated impartially, fairly, and completely anonymously by staff from the Compliance Department or Internal Audit (in the event of a potential conflict of interest).

These channels are not intended for making complaints about the Company's products or services (for which the [Complaint Form](#) is intended) or for reporting suspicious transactions. All notifications must be made in good faith and without dishonest intent (e.g., false accusations).

Reports can be made through the RBI [Whisply](#) group channel. This is a web-based application where a report of illegal or unethical conduct can be created, including attaching additional documents, while fully preserving the anonymity of the whistleblower. To avoid potential conflicts of interest within the Company, these notifications are handled by colleagues from the dedicated unit of the parent company.



*Scan the QR code to open the Whisply app to make a notification*

Reports can also be made through the Company's channels by email to [oznameni@akcenta.eu](mailto:oznameni@akcenta.eu) or by post to the Company's address (the envelope should be marked with the word whistleblowing):

AKCENTA CZ - Whistleblowing

Nerudova 1361/31

500 02 Hradec Králové

The notification should ideally contain the following information:

- a true description of the case with all known material facts
- why the matter is being reported
- whether such a matter has already happened or may happen in the future
- how the whistleblower became aware of the incident or situation
- whether there are other persons involved or witnesses
- whether the whistleblower has any supporting documents
- whether the whistleblower has discussed the matter with other persons, if so, with whom

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<sup>i</sup> Raiffeisenbank International