



### Disclosure of Conflicts of Interest\*

Please answer the questions below based on the information available to you, including in relation to your Close persons\*\*

(Titles of positions, functional units and other shall be indicated without abbreviations)

1. Please list all legal entities and organizations (name, ID), that are a Customer, Counterparty or Competitor of the NVision Czech Republic a.s and NVision Czech Republic ICT a.s., where you and (or) your Close persons\*\* are an employee, director, member of the Board of Directors, Supervisory Board, consultant, agent or other representative, or in which you or your Close person have a financial interest (in the form of ownership (1 % or more) in relation to stakes or shares (other financial instruments). Please, describe the nature of your affiliation with them.

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2. Please describe all business relationships (without specifying full name) that your Close persons\*\* or organizations (name, ID) where they work had with NVision Czech Republic a.s and NVision Czech Republic ICT a.s. during the last 2 (two) years from the date of the previous filling this form. Describe each of such links and your actual or potential interest arising from them.

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3. Do you know about any relations, arrangements, transactions or business, which may create a Conflict of Interest\*? If so, describe them (without specifying full name).

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4. Do you have any Close persons\*\* working for NVision Czech Republic a.s, NVision Czech Republic ICT a.s. or MTS Group? If yes, specify the degree of kinship/relatedness, organization, department and position held (without specifying full name).

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5. If your Close persons\*\* hold a position with a Public Organization\*\*\*, which performs monitoring, supervisory or regulatory functions in respect to NVision Czech Republic a.s or NVision Czech Republic ICT a.s., specify the degree of kinship/relatedness (without specifying full name), their job title and place of work (name, ID (if any)).

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6. Specify any additional information, if you consider it necessary.

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Hereby I agree with processing of personal data specified in the present form and confirm that this form is filled in by me voluntarily, personally and the data provided by me in this form are full and reliable.

Full name	Position	Date	Signature

#### Terms:

\***Conflict of Interest** means a situation in which a conflict arises or may arise between the Personal Interests of a person covered by this policy and the legitimate interests of the Company, including situations that could lead that persons to use their position to gain an advantage for them or another person, but not to safeguard the interests of the Company, or to influence the objective and impartial performance of their duties (exercise of powers) in the Company. **Personal Interest** means the possibility for the Person covered by the Policy and (or)

their Close persons to receive income (except for income under employment agreements with the Company, which is a constant part of the wage) in the form of money, other property, including property rights, monetized services, work deliverables or any other benefits (advantages, including in the form of debt cancellation).

\*\* **Close persons:** collectively referred to as relative in the direct line, a sibling and a spouse or partner under the law governing a registered partnership (hereinafter "partner"); other persons in a family or similar relationship are considered to be close to each other if the damage suffered by one of them would be reasonably felt by the other as his own. Siblings-in-law and persons living permanently together are also considered to be Close persons.

\*\*\***Public Organization** means any state and administrating authority of the Czech republic and foreign states, their constituent entities (including government ministries, services, agencies, government departments and their structural units) and local authorities; any political party; all legal entities directly or indirectly controlled by the state (Czech or foreign); legal entities whose activities are perceived by society as the exercise of a public function for the state, except for the fulfillment of legal requirements; international public organizations.