

Whistleblowing (protection of whistleblowers)

Our Company has established an internal whistleblowing system and receives notifications pursuant to Act No. 171/2023 Coll. on Whistleblower Protection (the "Act"). Below you will find all the notification channels along with a description of how to submit and track notifications.

Only competent person can see the received notification. No one else has access to the notifications. The Company also categorically prohibits any retaliation against persons who have made a report in good faith or who have assisted in the investigation of a report.

Competent person: Jan Nový
Phone: +420 604 744 047
E-mail: novy@progreus.cz

Competent person: Anna Špidlíková
Phone: +420 731 459 744
E-mail: spidlikova@progresus.cz

The above mentioned contact details are not be used for submitting a notification. However, if you wish to submit a notification in person, you can use them to arrange a convenient time and date for the submission. Otherwise, please use the methods listed below.

1. Options for submitting notifications

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

When submitting the notification, you must provide your name, surname and date of birth, or other information from which your identity can be deduced. This information will only be accessible to the competent person who may not disclose it to anyone without your written consent. An exception to this is the provision of information to the relevant public authorities in cases where this is required by law.

You can also submit a notification anonymously. However, please note that if you do not identify yourself in the notification, you will not usually be informed of how the notification was handled.

A) In writing

Notification can be submitted in writing using the notification form available:

- on the website: <https://www.app.nntb.cz/en-gb/> (My organisation > Access code: **Amzce21ADm**)

- via QR code:



- on whistleblowing channel Progresus invest holding core a.s.: <https://www.nntb.cz/c/8vspf1nl>
- on the Progresus Group website
- Via the mobile app available on [Google Play](#) a [App Store](#)

Notifications can be tracked on <https://www.app.nntb.cz/en-gb/> in the Check Notifications section by entering the unique key you receive after sending the notification.

B) Orally (via voice recording)

You can also upload a voice-recorded notification via the notification form. Your voice will be automatically changed in case you wish to remain anonymous. You can also play back the voice recording before sending it.

Notifications in the form of a voice recording can be tracked in the same way as notifications made in writing.

C) In person

Although the contact details of the competent person are not to be used to submit the notification, you can use them to arrange a convenient time and date to submit the notification in person. The competent person will allow you to submit notification no later than 14 days from the date you requested a submission.

2. Personal data protection

The competent person is obligated to keep an electronic record of data concerning received notifications, that is:

- the date of receipt of the notification
- the name, surname, date of birth and contact address of the whistleblower, or other information from which the identity of the whistleblower can be deduced, if known,
- a summary of the content of the notification and identification of the person against whom the notification was directed, if the identity of such person is known,
- the date of completion of the assessment of the validity of the notification by the competent person or other authorised employee and the result thereof.

The competent person is required by law to preserve notification submitted through the internal notification system and documents related to the notification for 5 years from the date of receipt of the notification. Only the competent person shall have access to the records referred to in this article

and to the documents relating to the notification and to the notifications submitted through the internal notification system.

The competent person does not disclose to anyone, not even to the Company, the personal data that they collect in the course of their activities and the Company does not process these personal data. Exceptions might be provided by law.

The only data controller regarding personal data submitted along with the notification is the competent person to whom the notification was submitted, whistleblower has a right to access, rectify, erase or restrict the processing of personal data relating to them as the data subject, as well as the right to object to the processing, the right to data portability and the right to lodge a complaint with the supervisory authority, which is the Personal Data Protection Office.

3. External notification channel

The whistleblower 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/>

4. Acceptance of notifications

The Company accepts notifications also from persons who are not employee or in similar position in regards to the Company pursuant to Section 2(3)(a), (b), (h) or (i) of the Act.