

Information on how to report a possible violation (whistleblowing)

FORTISSIMO, spol. s r.o., company registration number: 633 21 521 in accordance with § 9 of Act No. 171/2023 Coll, on the protection of whistleblowers (hereinafter referred to as "ZoOO"), publishes information on how employees and other authorised persons (hereinafter referred to as "Whistleblower") may submit a notification of a possible violation that has occurred or is about to occur in the Company, through the Company's internal notification system and through the external notification system operated by the Ministry of Justice and the Financial Analysis Office.

1. Misconduct means:

An act which has the characteristics of a criminal offence or misdemeanour for which the law provides for a fine of at least CZK 100,000 or an act which violates the ZoOO, other legal regulations or regulations of the European Union in the field of:

- a) financial institutions, financial services, financial products and financial markets,
- b) corporate income tax,
- c) prevention of the laundering of the proceeds of crime and the financing of terrorism".
- d) consumer protection and compliance with product requirements, including product safety,
- e) transport, transport and road safety,
- f) environmental protection, food and feed safety and animal welfare,
- g) radiation protection and nuclear safety,
- h) public procurement, public auctions and competition,
- i) protection of internal order and security, life and health,
- j) protection of personal data, privacy and security of electronic communications networks and information systems,
- k) the protection of the financial interests of the European Union, or
- l) the functioning of the internal market, including the protection of Union rules on competition and State aid.

2. Who is entitled to submit a notification:

A notifier who carries out an activity in connection with the performance of:

- a) employment,
- b) a service,
- c) self-employed activity,
- d) rights associated with membership of a legal person,
- e) a member of a body of a legal person who is elected, appointed or otherwise called to office,
- f) the administration of a trust fund,
- g) volunteer activities,
- h) professional practice and internships, or
- i) rights and obligations arising from a contract for the provision of supplies, services, works or other similar services.

The Company shall not accept notices from the public.

3. Internal notification system:

A whistleblower may submit a notification through the Company's internal notification system in writing or orally to the appropriate person, who is mgr. Adam Farny.

By E-mail: oznameni@devizy.cz

By telephone: +420 558 338 596

In a documentary form or in person at the Company's registered office at:

Husova 282, Staré Město, 739 61 Třinec, Czech Republic

The appropriate person will accept the notification in person at the request of the notifier within a period not exceeding 14 days.

In the case of a notification in paper form, the envelope must be marked as such in order to guarantee the confidentiality of the notification.

4. External notification system:

Notification of a possible violation may also be made through the Ministry of Justice's external notification system, available here: <https://oznamovatel.justice.cz/chci-podat-oznameni/>.

If the notification concerns a violation of Act No. 253/2008 Coll., on certain measures against the laundering of the proceeds of crime and the financing of terrorism (AML Act), it can only be submitted to the Financial Analytical Office through the external notification system. It is possible to submit a notification via the following email address: reditel@fau.mfcr.cz further contact details for submitting a notification are available here: <https://fau.gov.cz/kontakty>.

5. Further information

Detailed information on the procedures within the framework of notification of possible violations within the meaning of the ZoOO, protection, rights and obligations of the notifier and other persons is provided in the Company's internal regulation Measures against the Legalization of Proceeds of Crime and Terrorist Financing (AML).

The Company guarantees the confidentiality of the notification and the information it contains, as well as the protection of the identity of the whistleblower. The full text of the notification and the identity of the whistleblower, if any, are known only to the person concerned. When involving other persons in the investigation of a notification, the competent person shall act in such a way as to avoid compromising the protection of the identity of the notifier and the confidentiality of the notification.