

Whistleblower Protection

pursuant to Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law, and the related Act No. 171/2023 Coll., on whistleblower protection, and in accordance with the internal rules of LEXXUS NORTON a.s., business ID number: 262 08 024

The aim of whistleblower protection is to ensure the protection of a person who submits a report from punishment, discrimination and other retaliatory measures.

A report should contain information about a possible unlawful act that:

- has the characteristics of a criminal offence; or
- has the characteristics of a misdemeanour for which the act stipulates a fine rate the upper limit of which is at least CZK 100,000; or
- breaches the act; or
- breaches another legal regulation or European Union regulation*

* in the field of (1) financial services, mandatory audit and other audit services, financial products and financial markets, (2) corporate income taxes, (3) prevention of money laundering and financing of terrorism, (4) consumer protection, (5) compliance with the requirements for products, including their safety, (6) safety of transport, carriage and road traffic, (7) environmental protection, (8) safety of food and animal feed and protection of animals and their health, (9) radiation protection and nuclear safety, (10) competition, public auctions and public procurement, (11) protection of internal order and security, life and health, (12) protection of personal data, privacy and security of electronic communication networks and information systems, (13) protection of the European Union's financial interests (Article 325 of the Treaty on the Functioning of the European Union) or (14) functioning of the internal market (Article 26(1) and (2) of the Treaty on the Functioning of the European Union) including the protection of competition and state aid pursuant to European Union law

Reports can be made by a whistleblower that, even indirectly, performed or performs work or similar activity for LEXXUS NORTON a.s., including employment in a basic labour law relationship, a service, voluntary activity, professional practice, an internship, applying for a job (or similar activity), independent gainful activity, exercise of rights related to an interest in a legal person, performance of the office of a member of a legal person's body, performance of tasks as a part of the activities of a legal person, in its interest, or on its behalf or account, administration of a trust fund, exercise of rights and performance of duties resulting from a contract the subject of which is the provision of deliveries, services, construction work or other similar performance. LEXXUS NORTON a.s. (the obligated entity) does not exclude the receipt of reports from a person that does not perform work or similar activity for the obligated entity pursuant to Section 2(3)(a), (b), (h) or (i) of the Act on Whistleblower Protection.

All reports will be forwarded solely to the competent person(s) that meet(s) the requirements of the Act on Whistleblower Protection (in particular Section 10 of the act):

Šárka Hulešová, tel. +420 221 111 962,

A report can be submitted:

- a) in writing or orally via the application (service), e-mail address: whistleblowing@lexxusnorton.cz
- b) in person to Šárka Hulešová

If you want to make a report to the competent person in person, you can request this through the application.

The competent person then notifies the whistleblower of the receipt of the report, the results of the assessment of its merits and, subsequently, the adoption of the appropriate measures to remedy or prevent the unlawful situation.

An audio recording or record is made of an oral report and faithfully captures the substance of the oral report. An audio recording of an oral report can only be made with the reporting person's consent. The competent person enables the reporting person to comment on the record or transcript of an audio recording, if made. The reporting person's comments are attached to the record or transcript.

It is appropriate to include the first name, surname and date of birth, or other information from which the reporting person's identity can be deduced, in a report. However, the obligated person also accepts anonymous reports.

As an alternative to the internal reporting system, you can use an external reporting system that is operated by the Ministry of Justice:

<https://oznamovatel.justice.cz/chci-podat-oznameni/>

A report can be made to the Ministry of Justice orally or in writing.

More information can be found here:

<https://oznamovatel.justice.cz/informace-pro-oznamovatele/>

A report of a breach of a duty pursuant to Act No. 253/2008 Coll., on some measures against money laundering and terrorism financing, as amended, cannot be submitted to the Ministry of Justice.