



KERAMOST

INTERNAL REPORTING SYSTEM

KERAMOST, a.s. constantly makes every effort to prevent criminal acts, violations of legal regulations, fraudulent and other unethical behavior, not only by persons in relation to itself. For this reason, an **Internal Reporting System has been established**, the purpose of which is to enable reporting of behavior that appears to the whistleblower:

- ✓ in violation of the laws of the Czech Republic;
- ✓ in conflict with the company's internal organizational and management acts (ORA), the Compliance Program or the company's Code of Ethics;
- ✓ unethical;
- ✓ or directly proposes measures for improvement.

The company KERAMOST, as has appointed a "relevant person" to receive notifications, namely Ing. Petra Ulrychová.

The following reporting channels are available within the internal reporting system :

- 1) telephone line + 420 446 442 522 for the purpose of submitting oral notifications (from 10:00 a.m. to 2:00 p.m. on working days)
- 2) e-mail address: ulrychova@keramost.cz with the subject "NOTICE WITH ZOO PROTECTION" for the purposes of written notifications
- 3) hotline + 420 476 105 557 for the purpose of submitting a report by leaving a voice message on the answering machine
- 4) personal notification to the relevant person – at headquarters of KERAMOST, a.s., office no. 145

The internal reporting system is part of the company's Compliance Program in relation to **Act No. 418/2011 Coll., on the criminal liability of legal entities and proceedings against them**, as amended, and **Act No. 171/2023 Coll., on the protection of whistleblowers**, as amended.

The management of the joint-stock company supports and greatly appreciates any complete and truthful submission of information by any person, drawing attention to deviations from accepted rules of ethical conduct and compliance with legal regulations, which may not be communicated directly for various reasons.

This does not apply to intentionally false suggestions or suggestions made solely with the aim of harming another person or company. Such a suggestion in itself constitutes a violation of the Compliance Program and the Code of Ethics of KERAMOST, a.s.