

Whistleblower protection directive

issued by SUPER PET, a.s.

headquarters: Revoluční 1381, Poděbrady III, 290 01 Poděbrady

identification number: 27116808

registered in the Commercial Register kept at the Municipal Court in Prague, Section B,

Insert 9099

(hereinafter also referred to as the obliged entity)

I.

This Directive aims to implement the application of the rights and obligations arising from the adoption of Act No. 171/2023 Coll., the Whistleblower Protection Act (hereinafter referred to as the Whistleblower Protection Act). This Whistleblower Protection Act elaborates on the relevant European Union legislation (Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of whistleblowers, as amended).

The Whistleblower Protection Act creates the conditions for the protection of individuals who, (as whistleblowers), contribute to the detection of conduct that may be or is unlawful and, for this reason, there is a need to protect such individuals from retaliation. The basis of this Directive is the creation of application rules and specific conditions for the exercise of whistleblowers' rights and the definition of persons who may be whistleblowers while creating sufficient scope for an individual approach by our company to deal with such notifications. It is in our company's interest to create the conditions for the possibility of legally submitting notifications under the Whistleblower Protection Act and to ensure that the whistleblower is not subject to retaliation and to deal with whistleblower notifications in such a way that the notified acts, which will show the legal characteristics of an infringement, are sufficiently investigated and appropriate measures are taken.

Our company aims to fulfill its obligations not only in the above-mentioned areas, especially since it is part of a large corporate group. This directive also permeates other corporate measures adopted by the Group, such as the Code of Conduct and the competition participation guidelines.

The adoption of this directive also represents a further step forward in terms of ensuring a quality corporate environment for our employees and, at the same time, by adopting this directive, our company is also showing the path that it has taken by adopting this directive and is also showing this path to our customers and business partners.

II.

Following Section 9(2)(b) of the Whistleblower Protection Act, we are publishing the following information as an obliged entity (Section 8(1)(b) of the Whistleblower Protection Act):

- on the methods of notification through the internal notification system - the notifier is entitled to submit the notification in writing or orally. In the case of written notification, the notifier may use the form available at <https://forms.office.com/e/9yrHSA2wgV> or write to the competent person. The notifier is also entitled to submit the notification orally, in which case the notifier must ask the competent person if it is possible to make the notification orally
- designation of the competent person, his/her telephone number, and electronic mail address or other delivery address - the competent person according to § 10 of the

Whistleblower Protection Act is Luboš Rejchrt, telephone number +420602216714 electronic mail address: Lubos.Rejchrt@placek.cz, other delivery address is Revoluční 1381, Poděbrady III, 290 01 Poděbrady

- as the obliged entity, hereby informs that we exclude the acceptance of notifications from a person who does not perform work or other similar activities for the obliged entity under Section 2(3)(a), (b), (h), or (i) of the Whistleblower Protection Act.

III.

We inform you, as the obliged entity, that if the whistleblower submits a notification, then, by Section 2(2) of the Whistleblower Protection Act, the whistleblower shall provide information on the name, surname, and date of birth, or other information from which the identity of the whistleblower can be inferred. We further add that under the Whistleblower Protection Act, the provided information concerning the identity of the whistleblower shall be presumed to be true. This information does not need to be included in the notification if it is submitted by a person whose identity is known to the competent person.

1 August 2023

SUPER PET, a.s.