

# INFORMATION ON THE POSSIBILITY OF WHISTLEBLOWING

## 1. Notification

- 1.1 Employees of Callidus trading, spol. s r.o. and other persons listed below who, in the context of their employment or other similar activities for Callidus trading, spol. s r.o., become aware of possible illegal conduct in Callidus trading, spol. s r.o., may file a whistleblowing report in accordance with Act No. 171/2023 Coll. on Whistleblower Protection (hereinafter referred to as the "Act").
- 1.2 Whistleblowers can be employees of Callidus trading, spol. s r.o., a worker based on a non-employment agreement or an intern (hereinafter referred to as "whistleblowers").
- 1.3 Callidus trading, spol. s r.o. hereby excludes the receipt of notifications from persons other than those referred to in Article 1.2 above (i.e. the receipt of notifications from persons who do not perform work or other similar activities for Callidus trading, spol. s r.o. pursuant to Section 2(3)(a), (b), (h) or (i) of the Act, e.g. the receipt of notifications from external suppliers of services, goods and similar services is excluded).
- 1.4 Whistleblowers may submit notifications by email to [oznameni@callidus.cz](mailto:oznameni@callidus.cz); this email account shall be accessible only by the Competent Person.
- 1.5 Whistleblowers may also submit Notices in person or in writing by letter addressed to the Competent Person and clearly marked "CONFIDENTIAL - NOTICE UNDER THE PROTECTION OF NOTICES ACT".
- 1.6 The whistleblower should act in good faith that the notification they are making is based on reliable facts. A notifier commits an offence if he knowingly makes a false notification.

## 2. Contact details of the competent person

Name and surname: Ing. Kateřina Hotovcová

Telephone: +420 558 845 931

Address: Pašerových 1270/1, Mariánské Hory, 709 00 Ostrava, Czech Republic

E-mail address: the e-mail address in the mailbox of the relevant person was communicated to the notifiers within the internal notification system of Callidus trading spol. s r.o.

## 3. External announcements and publications

- 3.1 In addition to notification through the internal notification system under Article 1, notifiers are entitled to use the external notification system operated by the Ministry of Justice of the Czech Republic, available on the Internet at <https://oznamovatel.justice.cz/chci-podat-oznameni/>.
- 3.2 In the event that the Notifier has made a Notification through the internal notification system or externally within the meaning of Article 11.1. , but no appropriate action has been taken within the time limits set for this purpose (three months from the receipt of the Notification), or the Notifier has reasonable grounds to believe that the Breach may

constitute an imminent or manifest danger to the public interest (in the case of an emergency or risk of irreparable harm), or that, in the case of an external notification, there is a risk of reprisals or there is little prospect of effective resolution of the Breach due to the particular circumstances of the case, such as the risk of concealment or destruction of evidence or collusion of the receiving authority with the perpetrator of the Breach), he is entitled to make a disclosure of the Breach in lieu of a Notification in accordance with the provisions of section 16 of the Act.