

Reporting of possible unlawful conduct in the company Netera Systems s.r.o. pursuant to Act No. 171/2023 Coll, on the Protection of Whistleblowers, as amended, in connection with the provisions of § 21 paragraph 6 letter b) Act No. 253/2008 Coll., on certain measures against the legalization of proceeds from criminal activity and the financing of terrorism, as amended

Pursuant to Act No. 171/2023 Coll., on the Protection of Whistleblowers, as amended, in connection with the Act No. 253/2008 Coll., on certain measures against the legalization of proceeds from criminal activity and the financing of terrorism, as amended, you may submit a report that contains information about possible unlawful conduct that has occurred or may occur within the company Netera Systems s.r.o. for which you, even indirectly, have performed or are performing work or other similar activities (e.g. within the framework of an employment relationship, on the basis of a contract between Netera Systems s.r.o. and its supplier, or in the course of self-employment). This possible unlawful conduct meets the characteristics of a crime, an offense for which the law establishes a fine rate, the upper limit of which is at least CZK 100,000 violates the Act on the Protection of Whistleblowers or violates Czech or EU law.

Who receives and processes the reports?

The person competent to receive and process reports of possible unlawful conducts (hereinafter referred to as the "competent person") at Netera Systems s.r.o. is Mr. Luděk Brůček.

How can you submit a report?

You can submit a report of a possible unlawful conduct in the following ways:

1. **by e-mail** to the address: oznameni@neterasystems.cz
2. **by mail** to the address: Netera Systems s.r.o., Dělnická 213/12, 17000 Praha 7 (the report must be addressed to the attention of the competent person)
3. **through the telephone**: +420 773 559 182 (an audio recording will be made, if you do not agree to it, a transcript of the call will be provided for you to review or correct)
4. **in person** (an audio recording will be made, if you do not agree to it, a transcript of the meeting will be provided for you to review or correct)

What does the report contain?

The report contains

- name, surname and date of birth of the whistleblower and his contact details,
- information about a possible illegal act that is reported.

Report of a violation of Act No. 253/2008 Coll., on certain measures against the legalization of the proceeds of crime and the financing of terrorism, as amended, **can also be made anonymously**.

The report can also be submitted to the **Ministry of Justice**, if it is not a violation of **Act No. 253/2008 Coll.**, on certain measures against the legalization of proceeds from criminal activity and the financing of terrorism, as amended (<https://oznamovatel.justice.cz/want-to-file-notify/>).

In the event of a **violation of Act No. 253/2008 Coll.**, on certain measures against the legalization of proceeds from criminal activity and the financing of terrorism, as amended, **with the exception of notification of suspicious transactions**, the notification can also be submitted to the **Financial Analysis Office** via e-mail reditel@fau.mfcr.cz.