

## Whistleblowing

VINTECH Industries, s. r. o. has established rules and processes for reporting illegal acts and has issued, in accordance with Act No. 171/2023 Coll., of the protection of whistleblowers and with European Union Directive No. 2019/1937 from 23th October 2019 of the protection of persons reporting breaches of Union law, the Whistleblower Protection Directive.

The aim of the Directive is to create an environment within the company in which whistleblowers will not have to fear any sanctions if they report any illegal acts, thus contributing to the protection of the proper functioning of the company and the protection of public interests.

The whistleblower may make a notice through the internal reporting system of VINTECH Industries, s.r.o. or an external reporting system. The whistleblower may also make a notice in person (after the agreement with the relevant person).

## Internal reporting system

Contact for the relevant person for matters related to whistleblower protection

**Name:** Alena Macháčková

**Phone:** 00 420 606 778 326

**E-mail:** [whistleblowing@vintechplastics.com](mailto:whistleblowing@vintechplastics.com)

## External reporting system

This is the reporting system of the Ministry of Justice of the Czech Republic established pursuant to Section 16 et seq. of the Whistleblower Protection Act. The external reporting system is available at <https://oznamovatel.justice.cz/chci-podat-oznameni/>. Publication is possible only in the cases specified in Section 7, paragraph 1, letter c) of the Act.

Protection against retaliation does not belong to a whistleblower who has made a report without having legitimate reasons to believe that it is based on truthful information. In the event of submitting a knowingly false report, the reporter commits an offense for which he may be fined up to CZK 50,000 in misdemeanor proceedings (according to Section 23 of the Act).

## Forms of reporting

- paper form – address: VINTECH Industries, s. r. o., Biskupická 781, Jevíčko 569 43 (the envelope should be visibly marked: "NOTICE - DO NOT OPEN")
- E-mail sent to the address: [whistleblowing@vintechplastics.com](mailto:whistleblowing@vintechplastics.com)
- orally in a personal meeting with the relevant person
- combined, i.e. written and oral notice

**The reporter must identify himself in the notice by name, surname, date of birth and contact address. Anonymous notices are excluded by VINTECH Industries, s. r. o**