

## INFORMATION

for whistleblowers under the Whistleblower Protection Act



### What is whistleblowing?

Whistleblowing means an oral or written report of an individual, the content of which is information about a possible illegal act, the commission of which the whistleblower has learned about in the course of work or another similar activity.

### Who can be the whistleblower?

Any individual who reports or discloses information about a violation of law that they have obtained in the course of work-related activities.

### Who is the mandatory entity?

The obliged entity is the company Astotec Automotive Czech Republic s.r.o., registered office no. 350, 683 33 Brankovice, ID: 274 55 823, which is obliged to set up the internal reporting system and designate the appropriate person.

### Legislation

Whistleblower protection is regulated by Act No. 171/2023 Coll., on the protection of whistleblowers (hereinafter referred to as the "Whistleblower Protection Act"), in accordance with Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons, which report a violation of Union law and Act No. 172/2023 Coll., which amends some laws in the context of the adoption of the Act on the Protection of Whistleblowers.

### What is the content of the report?

The content of the report is information about a possible illegal act which

- has signs of a crime,
- has the characteristics of an offense for which the Act on the Protection of Whistleblowers stipulates a fine rate, the upper limit of which is at least CZK 100,000,
- violates the Act on the Protection of Whistleblowers or violates another legal regulation or regulation of the European Union in the areas defined in § 2 paragraph 1 letter d) of the Act on the Protection of Whistleblowers.

### Ways of submitting reports

The report can be submitted through the internal reporting system of Astotec Automotive Czech Republic s.r.o., the external reporting system through the Ministry of Justice or directly to the relevant public authorities.

### Internal reporting system

The whistleblower submits the report through the internal reporting system exclusively to the relevant person and is entitled to submit it in writing, orally and, at the request of the whistleblower, also in person.

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The relevant person entrusted with managing the internal reporting system is JUDr. Lubomír Plesník, LL.M., attorney (hereinafter referred to as "relevant person"). The person receiving the report in the absence of the relevant person is Mgr. Petr Novotný, lawyer.

To submit a report through the internal reporting system, the whistleblower can use:

- the box for receiving paper submissions, which is located at door No. 107 of the entrance corridor in production hall 1 of Astotec Automotive Czech Republic s.r.o. at address no. 350, Brankovice,
- a written report, which can be sent to the address of the law firm PLESNÍK & PARTNER, Zašovská 750, Valašské Meziříčí, with the envelope marked "Report - do not open - exclusively for the hands of the relevant person",
- e-mail address [ak.plesnik@akplesnik.cz](mailto:ak.plesnik@akplesnik.cz),
- phone number +420 571 612 145.
- personal meeting after prior agreement.

The obliged entity does not exclude receiving reports from a person who does not perform work or other similar activities for the obliged entity in accordance with § 2 paragraph 3 letter a), b), h) or i).

### External reporting system

All whistleblowers, without exception, can contact the Ministry of Justice, Vyšehradská 16, 128 10 Prague 2, in the context of the report, as the so-called external reporting system.

Persons considering submitting a report of illegal conduct may contact the Ministry of Justice free of charge and confidentially in writing ([oznamovatel@msp.justice.cz](mailto:oznamovatel@msp.justice.cz)) or verbally (tel.: 221 997 840) with a request for consultation on this matter before submitting their own report.

Direct submission can be made via the Ministry of Justice form located on the website [justice.cz](http://justice.cz).

### Instructions about intentionally false reporting

An individual who submits a false report intentionally is not protected from retaliation. The whistleblower commits an offense by making an intentionally false report, for which a fine of up to CZK 50,000 can be imposed.