

# Reporting of Concerns (Whistleblowing)

SOLEK is aware that early notification can significantly help to prevent risks of sanctions and other damages and protect employees, clients and SOLEK's reputation.

Therefore SOLEK will take seriously all reports of violations, will investigate all reports promptly, will treat all reports as confidential to the extent possible, will make every effort to protect the anonymity of anyone who reports a possible violation in good faith and will not tolerate retaliation against anyone who reports in good faith.

To report a suspected, planned or actual violation of laws or other internal regulation applicable within SOLEK, please use one the following methods:

- You can contact the Group Compliance Officer, personally or via post on the address of SOLEK HOLDING SE, Voctářova 2497/18, Libeň, 180 00 Praha 8, Czech Republic.
- You can use as well the email: [compliance@solek.com](mailto:compliance@solek.com).

The investigation will be initiated after taking into account the facts set out in the reported concern and having carefully assessed the reasonable suspicion of a breach of applicable legal or internal regulations. Reported concerns will be examined fairly, within the set deadlines, and with regard to the confidentiality of information. The person who notifies the concern has the right to protection of the whistleblower under certain legal regulation.

