

# Internal Whistleblowing System of Škoda X s.r.o.

Škoda X s.r.o. has established an internal whistleblowing system on the basis of **Czech Act No. 171/2023 Coll., on the Protection of Whistleblowers** (hereinafter referred to as the "Whistleblower Protection Act"). This service is covered by the company **Parhesys s.r.o.**, which is authorized to receive and investigate the reasonableness of the notification and then propose measures to correct the detected illegal situation.

The employees can use this channel to submit reports containing information about a possible violation of legal regulations, about which the reporting person became aware of in connection with work or other similar activities.

## Which illegal acts can be reported under the whistleblower protection act?

Whistleblower protection is based on the European Directive, which defines the areas whose violations can be reported with protection. At the same time, it does not matter whether the given violation fulfills the factual essence of a misdemeanor, a criminal act, or whether it is a "mere" failure to fulfill legal obligations. These areas are:

- a) public procurement;
- b) financial services, products and markets and the prevention of money laundering and terrorist financing;
- c) product safety and regulatory compliance;
- d) traffic safety;
- e) environmental protection;
- f) radiation protection and nuclear safety;
- g) food and feed safety, animal health and welfare;
- h) public health;
- i) consumer protection and protection of privacy and personal data and security of networks and information systems

## What can never be reported?

Some types of legally protected information are excluded from reporting. For example, it is not possible to submit a notification that would contain information subject to the secrecy of legal (e.g. lawyer's secrecy) or healthcare professions; information that could directly threaten the essential security interest of the Czech Republic and information about the activities of intelligence services.

Furthermore, classified information and information, the disclosure of which could clearly jeopardize ongoing criminal proceedings, and special facts subject to protection under the law regulating crisis proceedings must not be part of the notification.

Škoda X receives and handles hints submitted by persons who are in a basic employment relationship with Škoda X or persons performing volunteer activities, professional practice or internships for it, or who have applied for a job or other similar activity with it. Škoda X in accordance with the provisions of § 9 par. 2 a) and b) point 3. of Whistleblower Protection Act excludes receiving notifications from a person who does not perform work or other similar activities for Škoda X pursuant to § 2 par. 3 a), h) or i) of the Whistleblower Protection Act.

## You can submit a report in any way you want:

### In written form

- With form (<https://skodax.whispero.cz>)
- By email at [336374488@whispero.eu](mailto:336374488@whispero.eu)
- In a sealed envelope marked DO NOT OPEN 336374488 (can be sent by post) to the address Parhesys s.r.o., Koží 853/19, 110 00 Praha 1.

### Orally

- On the phone number +420 239 05 05 05 after entering the code 336374488 and pressing the grid. The announcer then speaks the message and closes and sends the announcement by pressing the grid.
- If the whistleblower does not agree to the recording of the oral recording, he arranges a personal meeting where he can make the oral report without an audio recording.

### In Person

- At Parhesys s.r.o., Koží 853/19, 110 00 Praha 1 or Škoda X s.r.o., Želetavská 1525/1, Michle, 140 00 Praha 4.

For more information on reporting methods and access to it, visit <https://skodax.whispero.cz>

## Relevant persons of Whispero pursuant to the Whistleblower Protection Act

Filip Hajný, [336374488@whispero.eu](mailto:336374488@whispero.eu), +420 239 05 05 05

## Relevant persons of Škoda X s.r.o. pursuant to the Whistleblower Protection Act:

Jiří Novák, [jiri.novak@skoda-x.cz](mailto:jiri.novak@skoda-x.cz)

Jiří Kotouček, [jiri.kotoucek@skoda-x.cz](mailto:jiri.kotoucek@skoda-x.cz)

## External whistleblowing system in the Czech Republic

The external whistleblowing channel is established by [the Ministry of Justice of the Czech Republic](#). Submission of a hint to the Ministry is not subject to the initial submission of a hint through an internal whistleblowing system. It is entirely up to the whistleblower to decide what procedure to choose.

A hint can be submitted to the Ministry of Justice here <https://oznamovatel.justice.cz/chci-podat-oznameni/>

Authorized persons of the Ministry evaluate the hint with respect to the scope of the Whistleblower Protection Act and the competence of the public authority that should deal with the reported unlawful conduct. Subsequently, they submit the hint as incentives for further investigation to public authorities (e.g. law enforcement authorities, inspection bodies, etc.). However, unlike the above-mentioned relevant persons who receive and handle reports within the framework of the internal whistleblowing system, the authorized employees of the Ministry of Justice do not carry out any investigation of the reported unlawful conduct by the organization in which it is alleged to have occurred, nor do they subsequently propose measures to prevent or remedy the detected unlawful situation.

More information can be found on the website of the Ministry of Justice here <https://oznamovatel.justice.cz/informace-pro-oznamovatele/>