

Welcome to the website with information about the **internal reporting system** of the company KRKA ČR, s.r.o., ID. No.: 654 08 977, with the registered office at Sokolovská 192/79, Karlín, 186 00 Prague 8 (hereinafter the “**Company**”) which is implemented in accordance with the Act No. 171/2023 Coll., on the protection of whistleblowers (hereinafter the “**Act**”).

Who can submit a report

The Company hereby excludes the receipt of reports from any person who does not perform work or other similar activity for the Company in accordance with the provisions of Section 2 (3) a), b), h) or i) of the Act. Thus, a natural person who is performing work or other similar activity for the Company in accordance with the provisions of Section 2 (3) a), b), h) or i) of the Act may submit a report.

What can be reported

In accordance with the provision of Section 2 (1) of the Act, a potential illegal act that occurred or is about to occur at the Company and that:

- has the characteristics of a criminal offence,
- has the characteristics of a misdemeanor for which the law sets the rate of fine, the upper limit of which is at least CZK 100,000,
- violates the Act, or
- violates another legal regulation or regulation of the European Union in the area of
 - financial services, statutory audit and other verification services, financial products and financial markets,
 - corporate income taxes,
 - preventing the money laundering and terrorist financing,
 - consumer protection,
 - compliance with product requirements, including product safety,
 - transport, traffic and road safety,
 - protection of the environment,
 - food and feed safety and the protection of animals and their health,
 - radiation protection and nuclear safety,
 - economic competition, public auctions and public procurement,
 - protection of internal order and security, life and health,
 - protection of personal data, privacy and security of electronic communications networks and information systems,
 - protection of the financial interests of the European Union, or
 - the functioning of the internal market, including the protection of economic competition and state aid according to European Union law,

can be reported.

Content of the report

The report must contain the name, surname and date of birth or other information from which the identity of the whistleblower can be deduced. **The Company does not accept any anonymous reports.**

Report must not contain knowingly false information, i.e., information that the whistleblower has no reasonable grounds to believe is based on the truth.

A report shall not be deemed to be that part of the report which contains information the report of which could immediately endanger the essential security interest of the Czech Republic, about the activities of the intelligence services of the Czech Republic, or the report of which would constitute a breach of the duty of confidentiality of the clergy in connection with the exercise of confessional secrecy or a right similar to confessional secrecy.

The extent and quality of the information provided can positively influence the way in which the report is investigated and the appropriate corrective and preventive action taken, where appropriate. Please note that you will help us investigate your report if you identify the area of the violation and share with us details of the alleged violation, such as the date, time or period during which the alleged violation occurred, exactly what the violation was, who committed the violation, how you learned of the violation, identify witnesses, etc.

Method of reporting

The whistleblower may submit a report to the compliance officer of the Company, who is:

František Kocourek,

- *in writing to address Sokolovská 192/79, Karlín, 186 00 Prague 8 or email address compliance.officer.cz@krka.biz;*
- *orally at the number +38673319520; or*
- *at the request of the whistleblower in person.*

Report may also be made to the Ministry of Justice of the Czech Republic by the methods listed at <https://oznamovatel.justice.cz/chci-podat-oznameni/>.

Processing of personal data

Please note that by submitting the report to the compliance officer of the Company, you confirm that you have read the information below about the processing of your personal data:

- *The Company will process your personal data within the scope of identification data and other data that will be provided in the course of the investigation of the report submitted by you (hereinafter the "**Personal Data**") for the purpose of fulfilling the obligations set out in the Act, i.e., in particular the investigation of the report submitted by you, informing you in accordance with the Act, keeping records of data on the report received and storing report and documents related to the report;*
- *The legal ground for processing the Personal Data is the performance of the Company's legal obligations;*
- *The Company may transfer Personal Data to public authorities in accordance with the legal regulation;*
- *Personal Data will be processed for the duration of the stated purpose, or for a reasonable period of time thereafter, unless the Company is otherwise entitled to further processing;*
- *The compliance officer of the Company will have access to the Personal Data;*
- *You have the right to request from the Company access to the Personal Data, their correction or deletion, or restriction of processing, as well as the right to portability of Personal Data and the right to file a complaint with the Office for Personal Data Protection;*
- *Data protection officer of the Company is František Kocourek, email: dataprotection.officer.cz@krka.biz.*