Gatema Holding

INTERNAL COMMUNICATION
REPORTING OF VIOLATIONS

The internal reporting system serves to report any unlawful conduct that, due to its seriousness, could be considered an offense for which an administrative authority could impose a fine, or to report any unlawful conduct that, due to its seriousness, could even be considered a criminal offense.

1. Ways of Reporting

a) Through the Internal Reporting Systém

If you suspect any unlawful conduct, you have the option to submit a report through the internal reporting system via a special web form. The internet links for individual companies are as follows:

Gatema Holding s.r.o.: legalpartners.cz/gatema-holding
Gativa a.s.: legalpartners.cz/gativa
Gatema PCB a.s.: legalpartners.cz/gatema-pcb
Gatema Real s.r.o.: legalpartners.cz/gatema-real
AJTechnology s.r.o. https://legalpartners.cz/aj-technology

Simply fill out the web form and then provide a detailed description of all circumstances surrounding the reported situation. Subsequently, you need to specify how you are involved in the reported situation, what evidence supports this report, and whether you have also notified these facts to other individuals or organizations. Also, state what outcome you aim to achieve with your report.

b) Through the Designated Person

You can contact the Designated Person, whose contact details are provided below, either by phone, in writing, or in person. In such cases, the Designated Person will record the report through a web form. You will then be informed of the record and have the opportunity to comment on it and confirm its completeness and accuracy.

c) Through the Ministry

If for any reason you do not wish to submit a report through the internal reporting system, you also have the option by law to submit a report to the Ministry of Justice at the following address: https://oznamovatel.justice.cz/chci-podat-oznameni/

Although a Ministry employee is designated instead of the Designated Person, their role remains the same.
The preferred and primary means of submitting a report is via the web form.

2. Designated Person The Designated Person

is an individual specially designated and trained to receive and evaluate each of your reports. According to the law, this person is entirely impartial, and the company cannot interfere in any way with their activities in handling your reports. Therefore, you can fully trust in their work and impartiality. The role of the Designated Person is performed by

Mr. **Pavel Zouhar.**
You can contact him either by phone: **727 902 582**
by email: **wb@gatema.cz**

or in writing to the address:
WB
Gatema Holding s.r.o
Průmyslová 2503/2,
680 01 Boskovice
It is necessary to clearly write the letters "WB" on the envelope.

3) Persons Not Performing Work or Similar Activities

Companies under the Gatema holding allow, according to § 9 para. 2 letter c) of the Whistleblower Protection Act (hereinafter referred to as the "Act"), the acceptance of reports from persons who do not perform work or similar activities according to § 2 para. 3 letters a), b), h), or i) of the Act.

In Boskovice 26.3.2026

Milan Žáček
Executive Director