

BR Group Holding's management team is committed to conducting business responsibly, with regard for the environment, and with respect for employees and society. The company emphasises equal opportunities, a safe working environment, and opportunities for professional and career development. These principles and values are integrated into all profit-generating activities.

ANTI-CORRUPTION BEHAVIOR

In accordance with the BR Group a.s. Code of Ethics, we strictly reject all forms of corruption and conflicts of interest. We do not accept or support bribes, 'facilitation payments', or extortion, whether as providers, initiators, or recipients. We support fair economic competition, transparent financial practices, and antitrust policy. We adhere to the principle of transparency, actively disclosing information and building fair relationships with business partners. At the same time, we protect intellectual property, both our own and that of our partners.

SOCIAL RESPONSIBILITY

We promote open communication between employees, within the group and with external partners. We strictly observe human rights, labour standards, freedom of association, and the rights of women and minorities, as outlined in the BR Group a.s. Code of Ethics. We respect our employees' right to freedom of association, to join trade unions and to engage in collective bargaining. We ensure that wages meet legal requirements and the basic living needs of employees. Our financial and non-financial support is directed towards public benefit projects in the regions where we operate.

ENVIRONMENTAL PROTECTION

We ensure environmental protection through a certified environmental management system in accordance with ISO 14001, by complying with legal requirements and by carrying out voluntary activities that go beyond the legislative framework — in line with the BR Group a.s. Code of Ethics.

CODE OF CONDUCT, WORK ENVIRONMENT, AND CONDITIONS

Employee conduct is governed by the rules of the integrated management system and the BR Group a.s. Code of Ethics, with full respect for the Czech Labour Code. Everyone is guaranteed fair and equal opportunities for development. We do not tolerate any form of discrimination or harassment on the basis of race, ethnicity, gender, sexual orientation, religion, age, disability, political beliefs, nationality, or any other factor. We do not permit any form of corporal punishment, psychological or physical coercion, insults, or other unethical behavior. We ensure equal treatment for all employees regardless of personal or social characteristics. We promote the creation of a safe and healthy work environment, provide regular occupational health and safety training, and supply necessary personal protective equipment. Forced, coerced, or unpaid labor is not permitted. Employees are not required to hand over personal documents or pay any fees to obtain employment. We do not employ persons under the age of 15 and fully comply with legal regulations concerning the employment of minors. Working hours do not exceed legal limits. Any overtime is voluntary and properly compensated.

ESCALATION AND WHISTLEBLOWING POLICY

The company has implemented a social responsibility management system that includes mechanisms for submitting complaints, internal audits, and regular management reviews. If an employee has a concern or wishes to file a complaint, they may contact their immediate supervisor, the company director, or use communication channels established within the BR Group a.s. whistleblowing system. Reports may be submitted anonymously, with full protection of identity, in accordance with the Whistleblower Protection Act. All submissions are processed confidentially. No one will be discriminated against for reporting violations of rules, processes, or legal requirements in good faith.

Chief Executive Officer and Member of the Board of Directors, BR Group a.s.

