

EPTA GROUP WHISTLEBLOWING PROCEDURE COUNTRY SPECIFIC POLICY – CZECH REPUBLIC

By way of derogation to the Epta Group Whistleblowing Procedure (“**Procedure**”), the following shall apply to Whistleblowing Reports affecting, regarding or linked to Fri-Service Czech s.r.o. and to Viessmann chladici systemy s.r.o. (“**Epta Czech**”):

1. Consistently with Czech Act on Protection of Whistleblowers¹, below are reported the contacts of the Recipient of the Whistleblowing Reports, both as defined in the Procedure:
 - Mr. Mauro Ferrari
Epta Group Head of Internal Audit
Email: mauro.ferrari@eptarefrigeration.com
Mobile: +39 338 9376639
2. The timeline for the Recipient to close the Whistleblowing Report is 30 days from the day of receipt of the relevant Whistleblowing Report. In case of complex cases, this period may be extended by up to further 30 days, but not more than twice, upon decision of the Recipient. The Recipient shall inform the Whistleblower in writing of the extension of such time limit and the reasons of such extension before its expiry.

Any capitalized terms used herein shall have the meaning ascribed to such terms in the Procedure, unless otherwise expressly provided.

This Country Specific Policy shall prevail and supersede in case of any conflict and inconsistency with the relevant provisions set forth in the Procedure.

¹ Czech Act on Protection of Whistleblowers No. 171/2023 Coll., adopted on June 2, 2023.