

# Compliance and Notification System

in the company ŠKO-ENERGO, s.r.o.



**ŠKOENERGO**

# Compliance in the company ŠKO-ENERGO, s.r.o. and notification of illegal and other undesirable conduct

The company ŠKO-ENERGO pays great attention to the obligation to abide by legal and internal regulations, ethical and other voluntarily accepted rules. Such rules are in compliance with the Governance, Risk & Compliance principles of the VW Concern and the Škoda Auto Group.

Compliance does not restrict itself to business relations only but also relates to all activities within the Company. In dealings with third parties and inwards, the Company communicates that its conduct in business and other relations is in compliance with all ethical and legal rules, including the rules of competition, financial and tax integrity, environmental protection and employment relations, including equal opportunities.

Within the whistleblowing system the company ŠKO-ENERGO initiated the Notification Line through which undesirable conduct within the company ŠKO-ENERGO can be reported.

# How and where to make notification?

Notification can be made via the internal notification system (notification line) to any relevant person by any of the following methods:



by telephone, with relevant persons being available at telephone number 734 264 331 on business days between 8 a.m. and 3 p.m.



at the notifier's request personally with a relevant person; if the notifier so requests, the relevant person is obliged to accept notification in this way within a reasonable time limit, however, within no more than 14 days after the date the notifier so requested



by e-mail at: [oznameni@sko-energo.cz](mailto:oznameni@sko-energo.cz)



by mail at the address ŠKO-ENERGO, s.r.o., tř. Václava Klementa 869, Mladá Boleslav II, 293 01 Mladá Boleslav, for the attention of the relevant person – the relevant person's name must be given on the envelope!

## **Relevant persons:**

Relevant person 1: Mgr. Marcela Kubínová

Relevant person 2: Mgr. Pavlína Fraňková

Relevant person 3: Mgr. Petr Fojtek

## Your queries

Should you have any queries concerning the operation of the notification line or the process of dealing with reports on undesirable conduct, you are free to direct them to the compliance officer (e-mail address: [compliance@sko-energo.cz](mailto:compliance@sko-energo.cz)).

As regards any questions concerning the specific notification, please, always contact the relevant persons who will deal with your queries or submit them to the appropriate officer.

Mladá Boleslav, 1 June 2025



Ing. Jaromír Vorel  
Managing Director



Ing. Tomáš Kubín  
Managing Director