

CODE OF CONDUCT

Preamble

- a) This Code of Conduct of EVPÚ Defence a.s. ("Code of Conduct") is a set of fundamental values and approaches to business that EVPÚ Defence a.s. ("Company") adheres to when performing its business activities.
- b) It is essential to maintain the Company's good reputation, all traditional values and principles towards its business partners, employees, state authorities and the environment in the implementation of the Company's business projects.
- c) This Code of Conduct primarily regulates the conduct of employees and the Company towards each other and their conduct towards business partners and state authorities.

I.

Relationship of the Company to Its Shareholders


- a) In accordance with applicable legal regulations, the Company informs shareholders about its state and achieved financial results.
- b) The Company protects the interests of its shareholders and does not favour individual shareholders.
- c) The Company consistently strives to achieve positive economic results through its business activities.



II.



Relationship of Employees to the Company

- a) Employees of the Company comply with generally binding legal regulations, the Company's internal guidelines, moral principles, and standards of social conduct.
- b) All Company employees respect their supervisors and co-workers and adhere to the principles of mutual trust and cooperation. The fundamental values are honesty, decency, mutual respect, personal responsibility, and collegiality.
- c) All employees understand that their personal conduct represents the Company.
- d) Company employees respect the obligation of confidentiality. They do not disclose any information regarding internal relationships, standards, arrangements, or planned projects within the Company without the Company's prior consent.

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- e) Every employee works so as to protect the legitimate interests of the Company as well as the environment. Obligations, unless they are in violation of the law or generally acceptable moral principles, must be complied with in a due and timely manner.
- f) Employees do not use their position in the Company, the Company's information or know-how for their own benefit or for the benefit of third parties. Employees do not use the Company's equipment for their personal needs or the needs of third parties unless explicitly stated otherwise.
- g) Employees do not misuse confidential information obtained when working for the company for their own business activities or the business activities of third parties. All information that is not officially published by the Company shall be considered confidential.
- h) Employees of the Company shall not perform gainful activities in the same or a similar field associated with the performance of their job position or duties without the consent of the Company.
- i) The Company employees shall not offer, give, accept or receive any payment, benefit or gift that may be construed as a bribe from third parties who are or strive to become business partners of the Company. Employees shall immediately notify the Company of any gift or benefit received.
- j) If there is any risk of damage to the Company, each employee shall try to avert such damage to the best of their knowledge and abilities. If they are not able to avert damage, they shall immediately report the situation to their supervisors or other persons who are capable of preventing or mitigating such damage.
- k) This Code of Conduct shall be complied with by the Company employees throughout their performance of work for the Company.



III.



Relationship of the Company to Its Employees

- a) The Company protects human rights and builds relationships to its employees on the basis of respect for every person's dignity. The Company values and fosters a diverse and inclusive work environment.
- b) The Company creates a positive and safe work environment for the performance of its employees' work duties.
- c) The Company provides its employees with adequate training and allows them to improve their expertise.
- d) The Company does not tolerate any discrimination towards its employees. The Company provides equal employment opportunities without discrimination and complies with all applicable non-discrimination laws and regulations.

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- e) The Company's employment practices are fully compliant with the applicable Labour Code. Children (persons under the minimum legal age for employment) are not employed and the Company does not engage in any form of modern slavery, human trafficking or forced labour. All employees are provided with a written contract and are entitled to regulated hours of work, daily and weekly rest periods, and annual leave in accordance with the LC.
- f) The Company pays fair remuneration to its employees.
- g) The Company does not tolerate harassment or bullying. All employees are entitled to work in an environment that is free from physical and psychological intimidation and other abusive conduct or harassment of any kind.
- h) The Company strives to ensure that its employees follow the principles of health and safety at work. Regular training on health, safety, welfare and safe working practices are in place for all employees.
- i) The Company requires employees to manage entrusted assets responsibly in the interest of protecting the Company's property, safeguarding and securing it against damage, destruction, misuse, or loss.
- j) The Company welcomes suggestions from its employees to improve the working environment. All employees have access to a whistleblowing channel which allows them to give feedback, seek advice or raise legal or ethical concerns. This channel offers the option of anonymous reporting and access is publicized on the Company's website.



IV.



Relationship of the Company to Its Business Partners

- a) The Company treats its business partners honestly and in accordance with the principles of fair business transactions.
- b) The Company strives to ensure that the services offered and implemented by it towards its business partners are at a high level and meet the requirements of generally binding legislation.
- c) The Company duly performs its obligations by set or agreed deadlines and maintains good payment discipline.
- d) The Company strictly prohibits any unfair business practices, bribery and corruption.
- e) The Company considers the information received from business partners as confidential.
- f) The Company respects legislation, traditions and cultural customs of countries in which it implements its business projects.

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- g) In line with the Company's commitment to creating a responsible business environment, the Company encourages its suppliers to implement and adhere to their own similar written code of conduct.
- h) The Company further encourages its suppliers to source materials responsibly and supports their efforts to eradicate the use of any minerals which directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses.

V.

Relationship of the Company to the Environment

- a) The Company consistently strives to improve the quality of the environment.
- b) In its business activities, the Company prefers technologies, procedures and products that meet the requirements of environmental protection.
- c) The Company avoids placing an unnecessary burden on the environment due to its business activities.

VI.

Relationship of the Company to the Regional and State Authorities

- a) The Company duly communicates with all state authorities and truthfully informs them of the situation in the Company based on accurately kept accounting books.
- b) The Company does business in a manner that contributes to maintaining the good reputation of the Czech Republic in international relations.
- c) The Company meets its obligations to state authorities in a due and timely manner.

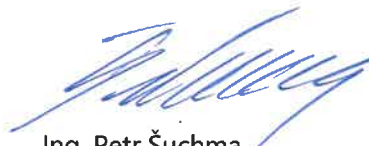
Infringement of the provisions of the Code of Conduct of the EVPÚ Defence a.s. business corporation is regarded as a violation of the work discipline within the meaning of Law No. 262/2006 Coll., Labour Code, as amended.

In case of any concern regarding the Code of Conduct, the Company can be contacted directly at tel. +420 572 557 542, e-mail: evpu@evpudefence.com or anonymously through its whistleblowing channel. Details of access to the whistleblowing channel are available at <https://www.evpudefence.com/whistleblowing.htm>.

Uherské Hradiště, 12. 12. 2024





Ing. Ivan Buday,
Chairman of the Board



Ing. Petr Šuchma,
Member of the Board

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