

COMPLIANCE

COMMITMENT BY [EMOS PL SP. Z O.O.]

Complying with the rules of business ethics is one of the Fundamental Principles of [EMOS PL SP. Z O.O.]'s social responsibility.

The Group's main focus is on the following topics:

- Anti-corruption,
- Embargoes,
- Fraud,
- Fair competition.

Beyond my own personal commitment on these issues, I implement the awareness-raising and training scheme for my own teams with a view to proper enforcement of the Group's Compliance programme and of our internal procedures.

More specifically, I make sure my teams are trained in applicable rules and procedures and properly informed of the risks to which they may expose themselves or the company.

The Group's charters, procedures and good practice guides, along with related training media, are available on the Dialog Finance page, in a new section entitled "Compliance programme". They may be supplemented locally by our own internal procedures.

Each employee may consult their Compliance Officer, their Ethics Representative, their direct manager or the Group Legal Affairs Department to dispel any doubts or questions.

It is up to each individual working at [EMOS PL SP. Z O.O.] to be vigilant in observing these principles.

PREZES ZARZĄDU



Miroslav Štěřba

date 14.7.2022

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Title *Managing director EMOS PL SP. Z O.O.*

CSR

ACT ETHICALLY
TOWARDS SOCIETY

