

Policy of Patria Finance, a.s. against corruption and bribery

The Board of Directors of Patria Finance, a.s. has fully subscribed to *the KBC Group Anti-Corruption Statement* and adopted an internal document - **the Anti-Corruption Programme of Patria Finance, a.s.**, containing a zero-tolerance policy towards bribery and corruption. At the same time, the Board of Directors of Patria Finance, a.s. welcomes the Anti-Corruption Programme as another opportunity to communicate its support for the ethical principles already set in Patria Finance, a.s.

Objectives

The objectives of the anti-corruption programme is to:

- strengthen the position of Patria Finance, a.s. (PF) in the fight and prevention of corruption in its activities and operations and summarize the measures taken and envisaged to achieve these objectives;
- to provide PF staff and collaborators with criteria and principles to avoid unacceptable behaviour, conflicts of interest and to prevent and guard against corrupt behaviour;
- consolidate internal policies referring to anti-corruption, conflicts of interest or other unethical behaviour into a common agenda.

Zero tolerance

The PF has a zero tolerance policy where, following an investigation, it determines that its staff, consultants or persons acting as its agents have engaged in corrupt, fraudulent or coercive practices and other criminal activity. Under no circumstances will PF tolerate complicity in corrupt conduct by its employees.

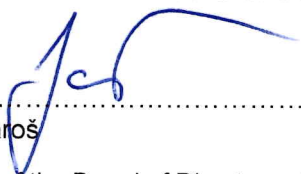
Whistleblower protection

In accordance with the Whistleblower Protection Policy, PF allows its employees to report possible fraudulent conduct, including corrupt conduct, or other gross negligence without fear of retaliation. Under this policy, whistleblowers are assured that their allegations will be given due consideration and properly investigated.

PF guarantees that a whistleblower who reports fraudulent conduct or gross negligence in good faith will not face negative consequences for making such a report.

In Prague on 1. 3. 2023

On behalf of the PF Board of Directors


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Tomáš Jaroš

Chairman of the Board of Directors of PF


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Filip Kubů

Member of the Board of Directors of PF

Patria Finance, a.s.

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