**Information for whistleblowers**

According to Act No. 171/2023 Coll., on the Protection of Whistleblowers (hereinafter referred to as the ’*Act’*), which regulates the conditions for submitting and assessing reports of possible illegal conduct, along with the conditions for protecting the whistleblower against retaliatory measures by the employer, entities employing at least 50 and at the same time less than 250 employees are obliged to implement an internal reporting system by December 15, 2023, and to assign a competent person to handle submitted reports, as well as to prevent any retaliatory measures against whistleblower related to the submission of the report.

**Internal reporting system**

As of December 15, 2023,Heidelberg Materials Digital Hub Brno, s.r.o. (hereinafter referred to as ’*DHB’*) is implementing a system for submitting reports in accordance with the Act. Within this system, a competent person in DHB, who will deal with individual reports and assess their validity, has been designated.

You can submit the reports in these ways:

* personally to the competent person, who is the Senior Manager HR - Tereza Mikšíková;
* via phone call to the competent person at this number: 544 137 354;
* digitally via email to this address: [whistleblowing.hmdhb@heidelbergmaterials.com](mailto:whistleblowing.hmdhb@heidelbergmaterials.com);
* in writing via postal services to the address: Škrobárenská 511/3, 617 00 Brno, for the attention of the competent person.

Please include the following in your report:

* the kind of illegal act in question;
* the person who committed it;
* your full name;
* your contact information (phone or email).

Of course, you can continue to use and submit reports through the system [Speak-Up](https://hcgroupnet.sharepoint.com/sites/intranet-knowledge-and-tools/en-US/Applications-and-tools/Pages/SpeakUp-Compliance-Hotline.aspx) established and operated by the Heidelberg Materials AG: <https://www.speakupfeedback.eu/web/heidelbergcement>

**External Reporting System**

The Act also allows for the submission of a report to the Ministry of Justice, where the report will be handled by an authorized employee.

For this purpose, the Ministry has set up a reporting system, through which the whistleblower can submit a report:

* through a link that is to be provided: <https://oznamovatel.justice.cz/chci-podat-oznameni/>;
* to this email address: [oznamovatel@msp.justice.cz](mailto:oznamovatel@msp.justice.cz);
* by phone at this number: 221 997 840.

A report under the Act can only be submitted by a person who performs work or a similar activity for DHB according to § 2 paragraph 33 of the Act. If other whistleblowers decide to submit a report within the internal reporting system, the competent person will deal with it, but under a different assessment

regime than what the Act requires. Nevertheless, such a reporter will be protected against retaliatory measures, provided that the report submitted by them is made in good faith, does not contain knowingly false information and does not violate the duty of confidentiality by submitting the report.