

REPORTING OF ANTI-SOCIAL ACTIVITY

JUMP soft a. s.

JUMP soft a. s. supports the safe reporting of anti-social activity and suspected corruption. The company assesses every report impartially, protects the confidentiality of data and does not tolerate retaliation against persons who submit a report in good faith.

1. WHO MAY REPORT AND WHAT

A report may be submitted by an employee, former employee, job applicant, external collaborator, supplier or any other person who has learned of the facts in connection with their work or a similar relationship. Reports may concern suspected criminal or other anti-social activity, attempted bribery, corruption, as well as any breach or weakness of the company's anti-corruption rules.

2. HOW TO SUBMIT A REPORT

Reports may also be submitted anonymously: by e-mail to compliance@jump-soft.com; by post to the registered office of JUMP soft a. s., marked "REPORT – DO NOT OPEN"; orally to a responsible person; or via the designated box on the company's premises. When reporting anonymously, it is advisable to provide a secure contact for follow-up communication.

3. CONFIDENTIALITY AND PROTECTION

The company protects the identity of the whistleblower and of the persons named in the report to the extent stipulated by law. Reports are made accessible only to authorised persons. It is prohibited to obstruct the submission of a report, to threaten the whistleblower or to penalise them for a report made in good faith. Under the law, protection also extends to other protected persons.

4. RECEIPT AND INVESTIGATION

The company will confirm receipt of a report within 7 days, provided the whistleblower's contact details are available. It will investigate the report and inform the whistleblower of the outcome and of any measures taken within 90 days of confirming receipt. If receipt is not confirmed, the 90-day period runs from the expiry of seven days after the report was received. In the case of an anonymous report, feedback can be provided if the whistleblower has left contact details.

5. EXTERNAL REPORTING AND LEGAL PROTECTION

A report may also be submitted to the competent external authority, in particular the Whistleblower Protection Office, the public prosecutor's office or the competent administrative authority. Information on external reporting, protection options and assistance is available at www.oznamovatelia.sk. The whistleblower is not required to use the company's internal channel first.

6. CONTACT AND ADVICE

Responsible persons under the internal regulation: Michaela Čipkárová and Helena Komanderová. Questions regarding reporting and whistleblower protection may be addressed to compliance@jump-soft.com.

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