

TEN ANTI-CORRUPTION PRINCIPLES

JUMP soft a. s.

MANAGEMENT COMMITMENT

The Board of Directors of JUMP soft a. s. applies zero tolerance towards bribery and any form of corruption and is committed to complying with legal, regulatory and internal requirements. Management promotes a culture of integrity, ethics, transparency and open reporting. Employees and external collaborators may safely report suspected corruption or breaches of compliance requirements without fear of retaliation. The company has established an independent Compliance function with direct access to top management and the supervisory body. Management regularly reviews the adequacy and effectiveness of the anti-bribery and compliance management systems.

1. RESPONSIBILITY

JUMP soft a. s. has implemented anti-bribery measures, a compliance management system, an information security management system and an IT service management system. Every employee and external collaborator is obliged to comply with the rules and control mechanisms applicable to their activities.

2. LEGALITY

Employees act in accordance with applicable legal, regulatory, contractual and internal requirements and fulfil the obligations arising from their employment or contractual activities.

3. ETHICS

Employees follow the Code of Ethics, the principles of integrity and the company's rules, and avoid any conduct that could jeopardise the credibility or good reputation of the company.

4. PROFESSIONALISM

Employees make decisions competently, professionally, impartially and on the basis of verifiable information. In their decision-making, they do not allow undue influence from personal or third-party interests.

5. DILIGENCE

Employees pay due attention to the needs and relevant suggestions of clients, business partners, public authorities, colleagues and other interested parties, and follow the applicable processes and controls.

6. TRANSPARENCY

Work decisions, approvals and communication must be appropriately documented, traceable and carried out through the designated work and communication channels.

7. INCORRUPTIBILITY

Employees must not offer, give, solicit or accept bribes or any other undue advantages. Gifts, hospitality and similar benefits may be given or accepted only in accordance with the company's internal rules, approval limits and record-keeping obligations.

8. OPENNESS AND REPORTING

Employees act openly and transparently to the extent permitted by legal, contractual and internal rules. They may safely report suspected corruption or breaches of legal or compliance requirements through the designated reporting channels. A report made in good faith must not lead to retaliation against the whistleblower.

9. IMPARTIALITY AND CONFLICT OF INTEREST

Employees do not unfairly favour anyone and do not allow their decision-making to be influenced. They report any actual, potential or apparent conflict of interest without delay and proceed in accordance with internal rules.

10. HONESTY AND SHARED RESPONSIBILITY

A safe anti-corruption environment is created jointly by employees, management, clients, business partners, suppliers and other interested parties. Everyone is obliged to support a culture of integrity and to reject corrupt or unethical conduct.

Version	2.0
Approval date	7 October 2026
Effective from	15 November 2026
Classification	Public