

## **RCP Alfa s.r.o. | Internal Whistleblowing System**

CA Immo regularly develops new benchmarks - in cityscapes as well as in corporate culture. We attach great importance to professionalism, transparency, and fairness, which go beyond compliance with laws and regulations.

A central component of our compliance organization is the implementation of a whistleblowing system, through which employees but also third parties - such as contractual partners - can report observed violations of the law, ethical violations as well as violations of internal company guidelines, or other observed misconduct, either anonymously or by name. In all cases, the utmost discretion will be observed, and your information will be treated in the strictest confidence.

As justified reports help to preserve our values and reputation in the market, whistleblowers are fully protected from any retaliation if, at the time of the report, they have reasonable grounds to believe, based on the factual circumstances and the information available to them, that the information they provide is true. Abuse of the platform, on the other hand, will not be tolerated. The report shall include all relevant information regarding the reported misconduct, and it shall be clear which person it is directed against. The report shall include any relevant evidence proving the facts stated in the report.

The following Competent Person within the meaning of the Czech Whistleblowing Act No 171/2023 Coll. has been appointed at RCP Alfa s.r.o., whom you can contact in person, by telephone, e-mail or letter:

**Maria Wieshammer**

Specific e-mail RCP Alfa s.r.o.: [RCPAlfa-wb1@caimmo.com](mailto:RCPAlfa-wb1@caimmo.com)

Telephone number: +43 1 5325907 647

Address: c/o CA Immobilien Anlagen Aktiengesellschaft, Mechelgasse 1, 1030 Vienna, Austria

Should you decide to send your notice by post, we request that you specifically state on the envelope that the contents are confidential and may only be opened by Ms Wieshammer.

We would like to expressly point out once again that anonymous submission of the notice is also permissible.

If, in your opinion, there is a conflict of interest in the person of Ms. Wieshammer or in the Corporate Office / Compliance department in the processing of the report, a second Competent Person from the Internal Audit department has been appointed to avoid the conflict of interest. You can also contact this Competent Person in person, by telephone, e-mail, or letter:

**Peter Neuske**

Specific e-mail RCP Alfa s.r.o.: [RCPAlfa-wb2@caimmo.com](mailto:RCPAlfa-wb2@caimmo.com)

Telephone number: +49 69 60627 205

Address: c/o CA Immo Deutschland GmbH, Friedrich-Ebert-Anlage 35-37, 60327 Frankfurt am Main, Germany

In case of a report, you will receive a confirmation within 7 days that we have received your report. Within 30 days from the receipt of the report, you will receive information on the follow-up measures planned and already taken, as well as the reasons for these, but only insofar as this does not affect internal enquiries or investigations and the rights of the persons who are the subject of a notification or who are named in the notification. In those cases in which a report cannot be completed within the aforementioned period due to the complexity of the case, we will inform you separately and provide you with an extended deadline.

In addition to the Internal Whistleblowing System, the law allows for other means of reporting. Therefore, you can report your concerns through the Ministry of Justice ( <https://oznamovatel.justice.cz/chci-podat-oznameni/> )

If the incident you are reporting concerns an offence in the area of Czech anti-money laundering and terrorist financing regulations, you also have the option of reporting the incident externally to the Financial Analytical Office ( <https://fau.gov.cz/kontakty> )

We draw your attention to the fact that knowingly making false reports in this regard may result in a fine of up to CZK 50,000.