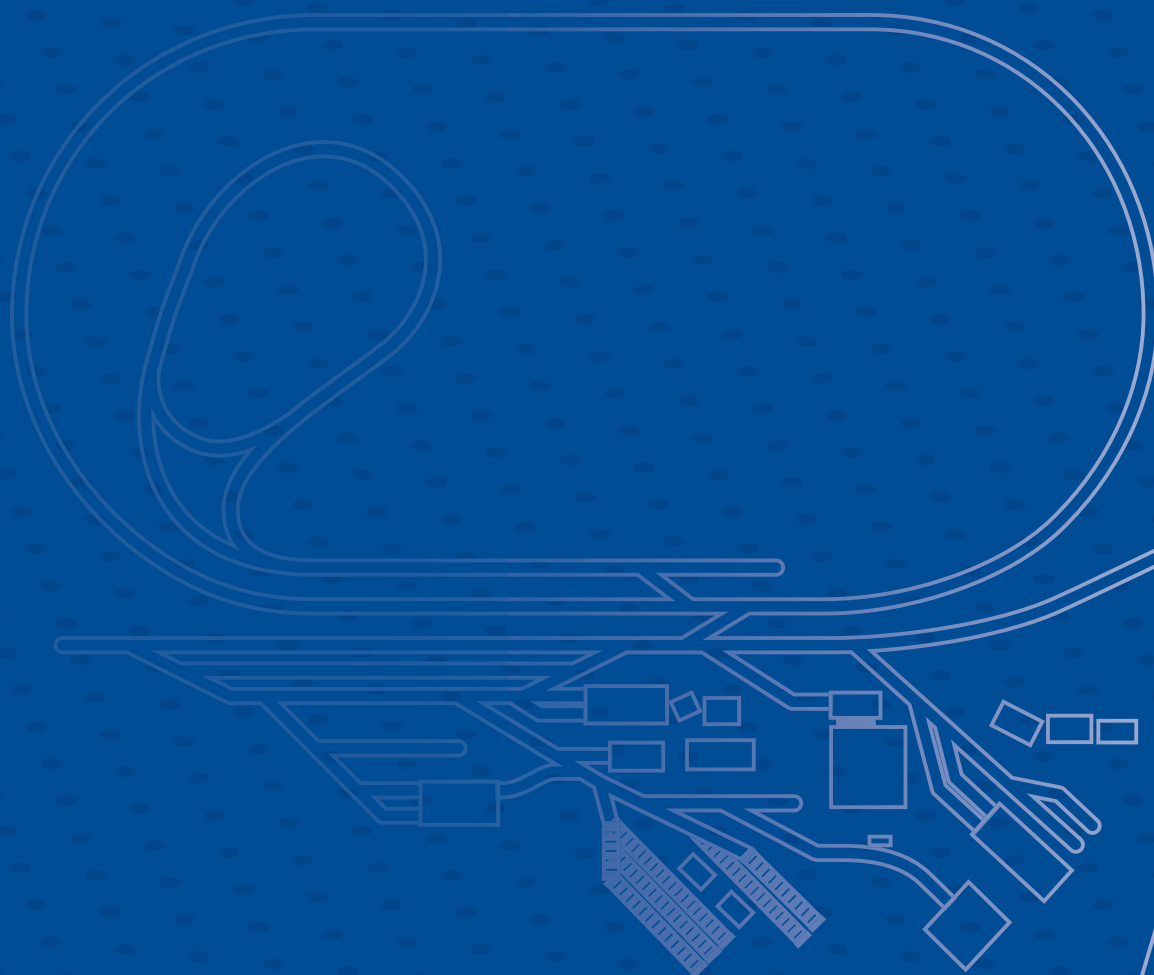


Business Partner Code of Ethics

Výzkumný Ústav Železniční, a.s.



VÝZKUMNÝ
ÚSTAV
ŽELEZNIČNÍ, a. s.



I. Introduction

Výzkumný Ústav Železniční, a.s. (VUZ) is a leading provider of professional services in testing and assessment with a focus on rolling stock, railway systems and railway transport.

VUZ is aware of its corporate social responsibility. Sustainable development is a crucial part of its business strategy. The company therefore adheres to the highest standards of conduct and ethics as set out in the United Nations Universal Declaration of Human Rights, the UN Convention against Corruption, the International Labour Organisation

Conventions, the Organisation for Economic Cooperation and Development principles, the Rio Declaration and other international conventions and national regulations relating to sustainable development, human rights, labour safety, environmental protection, ethical business conduct, equal treatment, and anti-corruption environment. These standards are expressed in the VUZ Code of Ethics.

VUZ demands compliance with these values also from its business partners and their supply chains.

II. Core values required by VUZ from its business partners

By entering into an agreement with VUZ, a VUZ business partner confirms that it has a corporate management system and control mechanisms set up to ensure compliance with the below-mentioned values as common standards required in the day-to-day operations of the company, it regularly checks and evaluates compliance with these standards, and consistently applies corrective measures in case non-compliance is detected.

1. Conformity with legal regulations:

- a. unconditional conformity with generally binding legal regulations applicable both in the Czech Republic and in the country of the partner's registered office and, if applicable, in other countries where the business partner conducts its business, regulations of the European Union, and international agreements;
- b. zero tolerance to illegal acts or circumvention of legal regulations.

2. Human rights:

- a. promotion and respect for internationally recognised human rights;
- b. adoption of measures to exclude any participation in human rights abuses and rigorous monitoring of compliance thereto.

3. Labour standards:

- a. prohibition of all forms of illegal, forced or compulsory labour;
- b. prohibition of child labour, i.e., work performed by persons who have not reached the age of 15 and have not completed compulsory education, unless the legislation of a particular country provides for stricter regulations;
- c. prohibition of any discrimination or unequal treatment in the field of employment or recruitment;
- d. prohibition of exceeding maximum working hours and reducing minimum rest periods;
- e. ensuring fair compensation of employees;
- f. prohibition of unlawful withholding of wages or any compensation method which does not respect the established minimum level of compensation and allowances;
- g. prohibition of abusive or degrading treatment of employees, respect for the rights of employees for personal dignity and privacy;
- h. respect for the freedom of association of workers and the right of collective bargaining;
- i. ensuring necessary training and professional development of employees;
- j. ensuring a healthy and safe working environment for employees and its continuous improvement;
- k. strict protection of employees' personal data;
- l. respecting and providing for the special needs of employees.

4. Health and safety at work:

- a. conducting the business partner's activities only in a manner that is safe for its employees, business partners, the local community, and users of its products and services;
- b. providing necessary equipment, protective aids, and protective clothing to employees, at least to the extent required by the applicable legal regulations;
- c. consistent adherence to occupational health and safety regulations;
- d. consistent adherence to fire protection regulations;
- e. reducing risks and taking preventive measures against occupational accidents and diseases;
- f. providing information on operational risks to employees and all third parties who have access to the business partner's workplace.

5. Compliance with international sanctions

- a. strict compliance with the prohibition on entering into and maintaining contractual relations with persons and entities subject to international sanctions resulting in particular from regulations and decisions of the bodies of the European Union, the United Nations and the Council of Europe, i.e. with persons and entities that are listed on the sanctions lists and in documents issued by the aforementioned bodies and institutions, or are established in a country or established under the law of a country or territory that is the target of sanctions or are otherwise subject to sanctions;
- b. the obligation to create the management structures of the business partner in such a way that none of the persons subject to international sanctions are part of them or the beneficial owner of the business partner, do not give any instructions to the business partner, do not represent, influence, control it, or participate in any other form, whether hidden or overt, in its functioning;
- c. the obligation to prevent funds or economic resources from being made available, directly or indirectly, to a person subject to international sanctions or from benefiting a person subject to international sanctions.

6. Implementation and use of artificial intelligence

- a. use of AI in accordance solely with the applicable generally binding legal regulations of the Czech Republic, the EU legal order and other regulatory requirements;
- b. prohibition of the use of AI in a manner that would discriminate against individuals or groups of people, or that would generate content that incites hatred, harassment or other forms of harm;
- c. use of AI in a transparent manner;
- d. consistent protection of personal data, copyright and company data when using AI.

7. Environment:

- a. adherence to a high standard of environmental protection in day-to-day operations;
- b. conducting all activities in an environmentally responsible manner and minimizing environmental impacts;
- c. promoting a preventive approach and initiatives contributing to environmental protection and reduction of the environmental impact of the business partner's activities;
- d. promotion of environmentally friendly technologies and their implementation in practice (control of pollutants, CO₂ emissions, etc.);
- e. promotion and implementation of energy-saving and recycling solutions;
- f. reduction of waste products and emissions;
- g. strict compliance with waste management and hazardous substances legislation.

8. Business ethics:

- a. general principles:
 - zero tolerance to unethical business practices and unethical conduct;
 - fulfilment of all obligations towards employees, business partners, government, administrative authorities, health insurance companies, and social security authorities;
 - compliance with legal obligations to provide information to public registers;
 - recording all financial transactions and keeping accurate and transparent accounts;
 - prohibition of fraudulent manipulation or other forms of manipulation of public contracts;

- respect for legal consumer protection;
- prohibition of unfair commercial practices;
- maintaining functional compliance systems focused on preventing anti-competitive and corrupt practices, adequate to the size and internal structure of the business partner;
- b. prohibition of corruption:
 - zero tolerance for all forms of corruption and bribery;
 - strict compliance with all anti-corruption regulations;
 - prohibition of provision of any payment, compensation, benefit, or advantage to any person to obtain or retain business or to obtain any other advantage in the conduct of business;
 - prohibition of accepting any payment, compensation, benefit, or advantage from any person for the purpose of influencing decisions or any business activity;
 - establishing clear rules for gift-giving and receiving consistent with the customary industry standards;
- c. compliance with competition rules:
 - promoting an open, fair, and competitive business environment;
 - observance of the national, European and international regulations governing competition and respecting competition rules;
 - prohibition of any anti-competitive behaviour (prohibited agreements, abuse of dominant position, acts of unfair competition);
- d. respecting and protecting the intellectual property of business partners and third parties;
- e. respecting and protecting of business partners' trade secrets;
- f. personal data protection;
- g. prohibition of support for terrorism and legalisation the proceeds of crime.

III. Business partner's supply chain

The business partner undertakes to promptly transfer the principles of this Code of Ethics to its own business partners and implement a similar approach to monitoring compliance thereof.

IV. Resolution of non-compliance

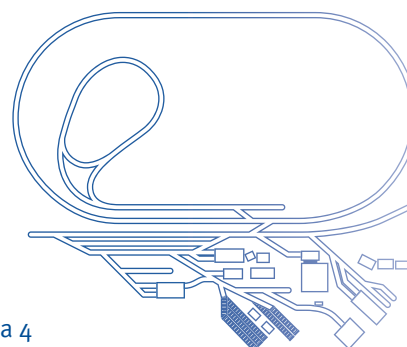
In the event that a business partner is found to be in non-compliance or suspected of being in non-compliance with this Code of Ethics, VUZ shall be entitled to request adequate measures to be taken to seek remedy. Such measures will be discussed between VUZ and the business partner and the business partner will be given a reasonable period of time to remedy the situation. In the event that no remedy is provided within this period, VUZ shall be entitled to terminate the business relationship with the business partner and cancel or withdraw from the contract.

The VUZ's business partner agrees that VUZ shall be entitled to check compliance with this Code of Ethics and shall provide VUZ with cooperation, relevant information, and documents for that purpose.

VUZ has set up an anonymous email address eu-oznameni@cdvuz.cz where its business partners can report actions they consider to be contrary to the values and rules expressed in this Code of Ethics.

V. Effect

This Code of Ethics for Business Partners of Výzkumný Ústav Železniční, a.s. shall come into effect on 1st April 2026.



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