

	CEO Directive	Date:	24.6.2024
		Author:	J.Kolář
Code of conduct			

At Passengera, we are committed to upholding the highest standards of ethical conduct. This Code of Ethics serves as a guide for our actions and decisions, ensuring we maintain integrity, respect, and fairness in all our interactions. Every employee has a responsibility to build an ethically sustainable culture in our workplace. Operating in accordance with these ethical principles allows for an internal culture based on collaboration and respect for others. Ethical principles underpin all decision-making in our daily work. An individual's activities contribute to the creation of an effective community in the workplace.

We treat each other with respect and fairness We work together as a team. Mutual respect is a prerequisite for a thriving workplace community and fruitful cooperation. All Passengera employees are expected to behave appropriately, fairly, and with respect for their colleagues and partners in the workplace. Co-worker skills are an important part of collaboration. We do not tolerate any form of discrimination, harassment, bullying, or other inappropriate behavior. Everyone has a duty to intervene when inappropriate behavior is detected, either directly or by solving a problem with, for example, a manager.

Safety and well-being at work are key for us We always provide our personnel and partners with safe working conditions. Safety at work is a priority for Passengera. Each of us must take care of our own safety and the safety of our colleagues, customers, and partners accordingly.

We value our customers and partners The customer is at the core of everything we do. We foster our customer and partner relationships and treat our customers and partners with respect and fairness. We're constantly developing our operations to better meet our customers' needs. We communicate openly and transparently with our customers and partners. We also require our suppliers and partners to act in accordance with our ethical principles. It is important to us that our partners do their jobs responsibly and do not work with anyone who violates the law or our ethical principles.

We conduct our business fairly We always act with integrity. We don't offer, require, or accept gifts, payments, services, or hospitality that may be aimed at affecting decision-making, and that go beyond the limits of ordinary hospitality. We compete fairly in accordance with current competition law. We avoid conflicts of interest, meaning that we always keep Passengera's interests in mind in our work and choose our partners on professional grounds, and we never let our personal relationships affect our decision-making.

We take proper care of property and information security We take good care of our own information and property and that of our partners. We respect the privacy of our employees, customers, and other partners and handle confidential information with special care. The processing of personal data is always confidential, and we respect everyone's right to privacy. We handle the assets of Passengera and our partners with care.

We report all misconduct and suspicions We encourage everyone to intervene in everyday situations where ethical principles or internal guidelines are not followed. Any activity that violates ethical principles or laws must always be reported. Any issue or concern may be reported to the immediate manager or through our confidential reporting system. We ensure

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that all reports are treated confidentially and investigated thoroughly. Retaliation against anyone who reports a concern in good faith is strictly prohibited.

We foster a culture of open discussion We build trust through openness and transparency. Together, we create a culture of openness and trust in which it's safe to address issues and even have challenging discussions. We communicate openly and act transparently with our colleagues and stakeholders. A culture of open discussion helps us develop our operations and build trust.

Prohibition of Child Labor We are committed to upholding the rights of children and strictly prohibit the use of child labor in any form. We ensure that all our operations and those of our partners comply with international labor standards and local laws regarding the minimum age for employment. We expect our suppliers and partners to adhere to these standards and to take appropriate measures to prevent child labor in their operations.

Environmental Responsibility We are committed to sustainable practices and minimizing our environmental impact. We strive to reduce waste, conserve resources, and promote eco-friendly initiatives in our operations.

Diversity and Inclusion We celebrate diversity and promote an inclusive environment where everyone feels valued and respected. We are committed to equal opportunities for all employees and foster a culture where different opinions and ideas are welcomed.

Community Engagement We believe in giving back to the communities where we live and work. We encourage our employees to participate in community service and support initiatives that make a positive impact on society.

Psychological Safety We are committed to promoting the mental well-being and psychological safety of our staff. We provide resources and support to ensure a healthy and supportive work environment.

Training and Awareness We provide regular training and resources to ensure all employees understand and adhere to our Code of Ethics. Continuous education helps us stay informed about ethical practices and reinforces our commitment to integrity.

In Prague, date 24.6. 2024


 Jan Kolář
 Chief executive officer