

## Reporting under the Law on Protection of Whistleblowers of the Republic of Lithuania

At PAYMONT, UAB (**PAYMONT**) we are committed to corporate social responsibility and have zero tolerance for violations of laws and regulations. If you become aware of any violations, we encourage you to report them to us. We believe that most concerns can be addressed internally.

Following the Law on Protection of Whistleblowers of the Republic of Lithuania (the **Law**), we have established an internal reporting channel for reporting violations to protect the public interest.

Compliance Officer of PAYMONT has been appointed as the Competent Person responsible for administering the internal reporting channel and examining notifications under the Law on Protection of Whistleblowers of the Republic of Lithuania. Contact the Compliance Officer for any questions related to the implementation of the law and reporting via dedicated email [whistleblowing@paymont.eu](mailto:whistleblowing@paymont.eu).

You can report violations at PAYMONT that threaten or violate the public interest and that you became aware of during your current or previous official, employment, or contractual relations with PAYMONT. Notifications may be provided:

- By e-mail.
- By mail.
- In person during the meeting.

The requirements for notifications, the recommended notification form, and additional instructions and addresses for providing them are detailed in our Whistleblowing Procedure.

We will ensure your confidentiality and protection from any retaliatory measures due to your submission of the notification. You are also entitled to report any retaliatory measures to the authorities and courts.

Persons reporting violations under the Law will not be subject to liability if they had reasonable grounds to believe that the reported information was true. False reporting or revealing state, official, or professional secrets, shall deprive the reporting person of any guarantees under the Law and may lead to liability.

If you want to report violations, you can request a free, confidential consultation with the Competent Person through this internal reporting channel. Consultations can be provided in person or by email. Contact the Competent Person using the details as indicated above. More details are provided in our Whistleblowing Procedure.

You may find more detailed information on the reporting procedure, your rights and obligations in the Procedure, the [Law on Protection of Whistleblowers of the Republic of Lithuania](#), and the [Resolution of the Government of the Republic of Lithuania on Implementation of the abovementioned law](#).

The Company received no notification on violation under the Law on Protection of Whistleblowers of the Republic of Lithuania between 1.1.2024 and 31.12.2024. Currently, two employees of the Company (the CEO and the Competent Person) are involved in the operation of the internal reporting channel.

Information last updated on 2024-12-31

## NOTIFICATION ON VIOLATION

\_\_\_\_\_  
(date)

\_\_\_\_\_  
(place)

Data on the person providing information on the violation	
Name, surname	
Personal identification code or date of birth (if personal identification code is not available)	
Place of work (current and previous official, employment, or contractual relations with the company)	
Position	
Phone number (notes on communication)	
Personal e-mail address or place of residence	
Information on the violation	
1. What violation are you reporting? What kind of violation is this?	
2. Who committed this violation? What could have been the reasons for committing this violation?	
3. Place and time of the violation.	
Data on the person(s) who committed the violation	
Name, surname	
Place of work	
Position	
4. Are there any other persons who participated or could have participated in committing the violation? If yes, please indicate them.	
5. Are there any other witnesses of the violation? If yes, please indicate their contact details.	
Information on the witnesses(ess) of the violation	
Name, surname	
Position	
Place of work	
Phone number	

E-mail address	
6. When the violation was committed, and when did you become aware of it or notice it?	
7. What supporting data could you provide that could facilitate the investigation of the violation? Please indicate the attached written or other information regarding the violation.	
8. Have you already reported this violation to any third party? If yes, who was notified, and did you receive a response? If yes, please indicate the essence of such a response.	
9. Additional notes and comments.	

I confirm that I am aware of the legal consequences of providing false information and that the information I provided herein is correct.

Date	Signature