

Public promise

PricewaterhouseCoopers Česká republika, s.r.o., PricewaterhouseCoopers Audit, s.r.o., PricewaterhouseCoopers Legal s.r.o., advokátní kancelář, PricewaterhouseCoopers IT Services, s.r.o., PricewaterhouseCoopers IT Services Limited acting through its branch PricewaterhouseCoopers IT Services Limited, odštěpný závod (all individually as “PwC”) each independently in accordance with section 2884 et seq of the act no. 89/2012 Coll., Civil Code, hereby undertake to pay remuneration to all eligible persons who shall fulfil the conditions set by this public promise.

1. Conditions

- 1.1 The only eligible beneficiaries for remuneration under this public promise are
- i. persons formerly employed under an employment contract(s) with PwC, or
 - ii. persons formerly providing services under a mandate or a similar contract to PwC, who are not at the moment of recommendation and/or payout of the remuneration set under this public promise employed or providing services to PwC under a mandate or a similar contract (“PwC alumni”).
- 1.2 PwC alumni is eligible to obtain remuneration according to article 2.1 if:
- a. PwC alumni recommends to PwC a candidate eligible for employment or provision of services under a mandate or a similar contract with PwC and provides his/her contact to PwC; and
 - b. the candidate is not already known to PwC; and
 - c. the candidate and PwC conclude an employment contract or mandate or a similar contract on provision of services; and
 - d. the employment or provision of services based on a mandate or a similar contract between PwC and the candidate (i) lasts at least three months as of the commencement of the employment in case no probation period is agreed upon in the employment contract; or (ii) lasts for the duration of the probation period if probation period is agreed upon in the employment contract; or (ii) lasts at least three months as of the commencement of provision of services based on the mandate or a similar contract.
- 1.3 To be eligible for remuneration, PwC alumni must contact cz_info@pwc.com and obtain confirmation from PwC (electronically via e-mail) that the candidate was introduced to PwC for the first time.

2. Remuneration

- 2.1 Remuneration for all introductions and subsequent employment or provision of services based on a mandate or similar contract of candidates will be made for the following categories:

Junior grades – graduates, associates, consultants, specialists, group assistants, personal assistants	CZK 20.000
Senior grades – senior consultants, senior associates, senior specialists	CZK 40.000
Manager and above	CZK 60.000

(“Remuneration”)

- 2.2 Positions of interns and seasonal accounting staff of PwC is not considered as an eligible category for Remuneration according to this public promise.

- 2.3 The Remuneration will be paid to PwC alumni in one instalment payable within 30 days after the fulfilment of conditions set by this public promise (in particular conditions set under article 1.2 and article 2.4).
- 2.4 After an employment or a mandate or a similar contract is concluded between the candidate and PwC, PwC alumni will fill in the form; the completed form is a basis for payment of the Remuneration by the respective PwC legal entity. Filling in this form is a prerequisite for the payment. Active input of PwC alumni is required – he/she is responsible for providing all of the necessary and required information, which establish the entitlement for the payment. Without properly completing and providing the necessary information set by this public promise, no entitlement to the Remuneration arises.
- 2.5 As the Remuneration does not relate to the previous employment contract with PwC, PwC alumni is solely responsible for the taxation of the Remuneration.
- 2.6 Recommendation from PwC alumni is supposed to be a casual/incidental and one-time matter.

3. Validity and effectiveness

- 3.1 This public promise is valid and effective as of 26 May 2023 and is applicable for candidates recommended by PwC alumni after this date.
- 3.2 This public promise may be modified, amended or recalled by PwC anytime without any explanation and/or prior notice, information about such will be posted on <https://www.pwc.com/cz/cs/o-nas/alumni.html>.