AMENDMENT NO. D/2026-07-01/PR-MZ

TO INTERNAL REGULATION NO. 0106/2026 – EMPLOYMENT RULES

Vysoká škola NEWTON, a.s. (hereinafter referred to as the "Employment Rules")

Article I.
Addition to Article 2 of the Employment Rules

In Article 2 of the Employment Rules, new paragraphs 6 through 9 are inserted after paragraph 5, to read as follows:

6. Should an employee's wage fail to reach the minimum wage, the employer shall provide a supplementary payment equal to the difference between the wage earned and the applicable minimum wage. The monthly or hourly minimum wage shall be utilized to determine the supplementary payment in accordance with a pre-agreed, stipulated, or otherwise determined method; in the absence of such predetermined method, the hourly minimum wage shall apply.

7. Should the remuneration under an agreement, calculated per hour worked, fail to reach the minimum wage, the employer shall provide a supplementary payment equal to the difference.

8. For the purpose of determining whether the minimum wage has been reached, the wage or remuneration under an agreement shall not include overtime pay, nor premiums for work on public holidays, night work, work in a hazardous or difficult environment, increased workload of healthcare personnel, or work on Saturdays and Sundays.

9. In the event of agreed-upon shorter working hours or failure to complete the working hours corresponding to the standard weekly working hours, the monthly minimum wage shall be reduced proportionately to the time actually worked.

Article II
Common and Final Provisions

1. All other provisions of the Employment Rules remain unchanged.
2. This Amendment is legally binding upon the employer and all employees of Vysoká škola NEWTON, a.s.

3. This Amendment was promulgated by posting on the official notice board of Vysoká škola NEWTON, a.s. on July 01, 2026, and shall become valid and effective on July 01, 2026.

Done in Prague, on July 01, 2026

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For and on behalf of Vysoká škola NEWTON, a.s.

Anna Plechatá Krausová, DPhil.
Chairwoman of the Board of Directors