

## Information on Whistleblowing Policy

FedEx Express Czech Republic s.r.o. („FedEx“), as an obliged entity, has established and operates an internal reporting system pursuant to Act No. 171/2023 Coll., on the protection of whistleblowers, as amended ("ZoOO").

Through FedEx's internal reporting system, it is possible to report a possible violation that has occurred or is about to occur at a person for whom the Reporting Person, even indirectly, has performed or is performing work or other similar activity within the meaning of the ZoOO, or at a person with whom the Reporting Person has been or is in contact in connection with the performance of work or other similar activity, and which:

- has the elements of a criminal offence,
- has the characteristics of a misdemeanour for which the law provides for a fine with an upper limit of at least CZK 100,000,
- violates the law,
- violates another legal regulation or a regulation of the European Union in the areas defined in the ZoOO.

Report via the internal reporting system may be made by an individual who performs or has performed work or other similar activities within the meaning of the ZoOO for FedEx. FedEx does not exclude the acceptance of reports via the internal reporting system from any of these persons.

Reports through FedEx's internal reporting system may be made in the following ways:

**1. In writing**

Via the email address: [CZ.whistleblowing@fedex.com](mailto:CZ.whistleblowing@fedex.com)

**2. Orally**

Via the telephone number of the competent persons listed below.

**3. In person**

At your request, the competent person will meet with you in person no later than 14 days from the date of your request.

Reports may also be made **through the Ministry of Justice of the Czech Republic**, either in person, by telephone or in writing. Further information on how to submit the report through the Ministry of Justice of the Czech Republic, is available on the website of the Ministry of Justice of the Czech Republic (as of 1 August 2023, this website: <https://oznamovatel.justice.cz/>).

Competent Persons in FedEx: Lucie Ivančová

Lucie Valaskova (back-up)

Voice mail: 0042 0233 053322

E-mail: [CZ.whistleblowing@fedex.com](mailto:CZ.whistleblowing@fedex.com)

Face-to-face: By sending a request by voice mail or e-mail

In addition to the FedEx internal reporting system and Ministry of Justice of the Czech Republic, Reports may also be made through the central international **FedEx Alert Line**. **A Reporting Person who makes a Report through the FedEx Alert Line is not protected under the Act No. 171/2023 Coll., on the protection of whistleblowers, as amended!**