



Under the Law on the Protection of Whistleblowers of the Republic of Lithuania and the Government's Resolution of 14 of November 2018 No. 1133 which approved the "Description of the procedure for implementing and ensuring the functioning of internal channels for providing information on violations", Paragraph 14, UAB FedEx Express Lithuania ("**Company**") provides basic information related to the information about violations provided by the internal channel ("**Channel**"), competent entity and other relevant information for the speakers:

- A competent subject is appointed in the Company - a unit of the Company that investigates information received through the Channel about violations, administers the Channel, ensures confidentiality and performs other functions of a competent person ("**Competent Subject**").
- Contacts of the Competent Subject that may be used to provide information about violations:
E-mail: LT.whistleblowing@fedex.com
Phone (voicemail): +37052597564
- The Competent Subject not later than within 10 working days from the date of confirmation of receipt of information about the violation shall inform the person submitting such information about the decision made regarding the examination of the information. The decision not to examine the information shall be based on reasonable grounds.
- The Competent Subject, having finished examining the information about the violation, not later than within 2 working days shall inform the person submitting the information about the violation in writing about the decision made, the results of the examination and the actions that were taken or planned to be taken, and indicate the procedure for appealing the decision.
- Legal defense measures for whistleblowers and persons providing information about a violation are set out in Article 12 and other provisions of the Law on Protection of Whistleblowers of the Republic of Lithuania and other applicable legal acts.
- Persons who have provided information about a violation and persons who have been granted the status of a whistleblower are entitled to a right of secured safe channels for providing information on breaches, ensuring a person's confidentiality, prohibition from adversely affecting a person who has provided information on breaches and the right to receive comprehensive, impartial information and free advice on whistleblowing procedures and remedies. Persons who have been granted the status of a whistleblower enjoy the right to remuneration for valuable information, right to compensation, right to free legal aid and exemption from liability.
- When a person providing information about a violation provides information related to a commercial (industrial) secret, professional secret, bank secret, confidential information of an institution or information about a person's private

life in accordance with the procedure established in the Whistleblower Protection Law, this provision of information is not considered a commercial (industrial) secret, bank disclosure of secrets, confidential information or information about a person's private life, with the exception of exceptions provided for by law, as well as cases where the provision of information constituting a professional secret to a competent authority would be contrary to the laws regulating individual professional activities and the law of the European Union.

- The Company prohibits retaliation, including threats or attempts to retaliate, against persons submitting a good faith report of an actual or potential violation.
- The Company's detailed Policy on Notification of Violations can be found [here](#).