

PUBLIC DISCLOSURE

WHISTLEBLOWING

This public disclosure is issued in accordance with Art. 25 of the Act 2/2023, for the protection of persons who report regulatory breaches and anti-corruption measures.

1. Submission of the Report

1. Whistleblowers can submit Reports to a Designated Person at Kiwi.com through 3 means:
 - By contacting a Designated Person, either in person or by post, at the following address: Lazaretní 925/9, 615 00, Brno-Zábřovice, Czech Republic. The Report may be also delivered in person or by post, to the following address: Gran Via de les Corts Catalanes, 613, P.4, 08007, Barcelona, the Kingdom of Spain.
 - Electronically, through the internally designated reporting system.
 - Verbally, upon request of the Whistleblower, in a meeting with the Designated Person. The Designated Person shall respond to the request for a personal meeting within 7 calendar days.
2. Whistleblowers have the choice to remain anonymous or to include their identifying information. Regardless of their choice, the Report will be subject to the same verification process, conducted in accordance with applicable laws.

2. Investigation of the Report

1. Kiwi.com will appoint Designated Persons to assess Reports. They verify facts and conclusions in Reports. Designated Persons will inform the Whistleblower of steps taken due to the Report, while maintaining the Whistleblower's confidentiality. The verification of the Reports by the Designated Persons must be completed within 30 days, which may be extended by the Designated Persons twice by 30 days. The Designated Persons will notify the Whistleblower of any extensions and results of the verification of the Report.