
Terms of reference of Data Privacy, AI and Cybersecurity Committee of lastminute.com N.V.

1. SCOPE

1.1. These terms of reference (the "**Terms of Reference**") set forth the role and responsibility of the data privacy, AI and CyberSecurity committee (the "**Committee**") of lastminute.com N.V. (the "**Company**") and were adopted by the Company's board of directors (the "**Board**") and further amended on 5 November 2025. The Committee acts in the interest of the Company and its subsidiaries (the "**Group**").

1.2. The Committee shall support the Board in the performance of its duties, in particular in the following areas:

- a. compliance with the obligations arising from the European General Data Protection Regulation (EU) 2016/679 ("GDPR") and from other data protection rules applicable in the countries in which the Group operates ("**Data Protection**");
- b. compliance with the obligations arising from the Regulation (EU) 2024/1689 on Artificial Intelligence (the "**AI Act**"); and
- c. compliance with the cybersecurity obligations arising from the European NIS2 Directive (EU) 2022/2555 ("**NIS2**") and the related national implementation laws in the countries in which the Group operates ("**Cybersecurity**").

1.3. The Committee is authorised to perform each of the specific duties set forth herein and any other duties it considers necessary or advisable to carry out its purpose, responsibilities, and its specific duties. To the extent it is relevant to carrying out its purpose, responsibilities and duties, the Committee is empowered to recommend that any activity of the Company and its subsidiaries be investigated, and, in appropriate circumstances, the Committee is empowered to investigate any activity of the Group.

1.4. The capitalised terms used but not otherwise defined herein shall have the meaning ascribed to them in the terms of reference of the Board.

2. COMPOSITION

2.1. The Committee shall consist of at least two members (jointly the "**Members**", and each a "**Member**").

2.2. The Members shall be appointed annually and may be replaced by the Board.

2.3. The Board shall designate one Member as chairperson of the Committee (the "**Chairperson**").

2.4. The Committee, in particular the Chairperson, shall be primarily responsible for the adequate organisation and performance of the Committee. The Chairperson shall act as the spokesman of the Committee and shall be the main contact for the Board.

2.5. The Committee appoints a secretary for the Committee's meetings. The Chairperson, at his/her own discretion, could appoint a different secretary to act for specific Committee's meetings (the "**Secretary**").

3. RESPONSIBILITIES

3.1. The Committee is responsible for:

Data Protection

- monitoring the compliance of the Group with the applicable data protection rules and with the data protection policies;
- monitoring that the Group has put in place training and update activities for the personnel who participates in the processing of personal data and related control activities;
- support the Group's Data Protection Officer (the "**DPO**") in performing his/her duties, ensuring the staff and the resources necessary to perform such duties;
- overseeing that the Group has put in place a process to review the qualifications, performance, and independence of the activities of the DPO and of the Company's internal risk management and control systems, including supervision of the enforcement of the relevant legislation and regulations, and supervising the operation of codes of conduct only in relation to data protection rules;
- when requested, support the DPO in case of data breach and cooperate with the relevant data protection authority, if required; and
- approve the proposed plan of activities and measures proposed by the Group to ensure its compliance with the applicable data protection rules and policies.

Artificial Intelligence

- monitoring the compliance of the Group with the applicable AI Act rules and related policies; and
- approve the proposed plan of activities and measures proposed by the Group to ensure its compliance to the AI Act rules and policies.

Cybersecurity

- monitoring the general compliance of the Group with the applicable laws and regulations in the countries in which the Group operates;
- monitoring that the Group has identified and update the organizational structure involved in the cybersecurity activities, identifying roles and responsibilities of the relevant personnel involved;
- overseeing the risk-based cybersecurity and technical business continuity measures, in order to propose approval for the Board;
- oversee cybersecurity training for all staff, from employees to management, to build a pervasive culture of security awareness. This includes verifying that leadership promotes this culture through clear policies, defined responsibilities and encouraging security-conscious behavior company-wide;
- ensure that adequate financial and human resources are allocated to effectively manage cyber risks; and
- the Committee plays a pivotal role in overseeing the development and testing of the Company's incident response and crisis management plans. Management bodies are ultimately responsible for ensuring that the Group adheres to the strict incident reporting timelines, as the ones stipulated by NIS2.

3.2. The Committee is entitled to investigate any matters belonging to the domain entrusted to the Committee. The Committee is authorised to request all necessary information from the chairperson of the Board.

3.3. The Committee is authorised by the Board to obtain subject-specific professional consultancy services from third parties, subject to the entering into confidentiality undertakings by such third parties.

4. MEETINGS

4.1. The Committee shall be convened by its Chairperson and shall meet as often as necessary to carry out its responsibilities under these Terms of Reference, but at least once each quarter.

4.2. To the extent reasonably possible, the Chairperson will procure that, seven (7) calendar days before such meeting is held, all Members will receive (i) notice of the meeting in writing (i.e. by letter, telecopier, or email, or any other electronic means of communication, provided the relevant message is legible and reproducible), (ii) the agenda for the meeting, and (iii) any accompanying documentation. In urgent cases, the Chairperson may reduce the notice period as may be required.

4.3. Each Member may request that a specific item be added to the agenda of the meeting. Such a request must be addressed to the Chairperson and made at least ten (10) calendar days prior to the date of the meeting.

4.4. The Committee shall decide for each meeting if other persons ("**Guests**") should be invited to the meeting. Guests do not have voting rights.

4.5. The Chairperson shall chair the meetings of the Committee. In the Chairperson's absence, the chairperson of the meeting shall be appointed by the Members present or represented at the meeting from among their midst.

4.6. The Secretary, or in the Secretary's absence, any other person designated by the chairperson of the meeting, shall act as secretary of the meeting, and keep minutes of the proceedings at the meeting.

4.7. The quorum for a meeting of the Committee is two Members present or represented.

4.8. At the discretion of the Chairperson, meetings of the Committee may be held by means of an assembly of the Members and Guests in person at a formal meeting or by conference call, video conference or by any other means of communication, provided that all such Members and Guests participating in the meeting are able to communicate with each other simultaneously. Participation in a meeting held in any of the above ways shall constitute presence at the meeting and as such shall be counted in a quorum accordingly.

4.9. A Member may be represented by another Member in writing.

4.10. Resolutions of the Committee shall be adopted by a simple majority vote. If there is a tie in votes, the Chairperson shall have the casting vote.

4.11. Resolutions of the Committee may at all times be adopted in writing, provided the proposal concerned is submitted to all Members then in office and none of them objects to this manner of adopting resolutions, evidenced by written statements from all applicable Members.

4.12. The Chairperson, assisted by the Secretary, will procure that minutes are kept of all meetings and resolutions respectively. The minutes will be adopted by the Committee in the next following meeting. In the event all Members agree to the content of the minutes in writing, the minutes can be adopted outside a meeting. The minutes shall be signed by the Chairperson and the Secretary to reflect the adoption of such minutes. The adopted minutes will be circulated promptly to all Members.

4.13. The Chairperson sets the meeting agendas in consultation with members of the Board or other Members. Among other things, an assessment of potential risks of the Company conducted by the Board is considered in setting the Committee's agendas. The Committee shall make regular reports to the Board and shall at least annually send to the Board a report of its deliberations and findings. The Committee shall also provide the Board with the information required for it to prepare its report, including general information on how the Committee has carried out its duties, the number of meetings and the main items discussed.

4.14. The Committee is empowered, to the extent it deems necessary or appropriate, to retain outside legal, accounting or other advisers having special competence as necessary to assist it in fulfilling its responsibilities and duties.

4.15. In addition, the Committee, or its Chairperson, shall communicate with senior management and the independent auditors to review the Company's financial statements and significant findings prior to the filing of such statements with the SIX Swiss Exchange, as regards matters within the Committee's responsibility.

5. REPORTING

5.1. The Committee informs the Board of its activities and of relevant developments within the scope of its activities on a regular basis.

5.2. The Committee should make regular reports to the Board and, at least annually, send to the Board a report of its main activities, deliberations and findings. The Committee shall also provide the Board with the information required for it to prepare its report, including general information on how the Committee has carried out its duties, the number of meetings and the main items discussed.

5.3. The Committee timely informs the Board in case of data breach to be communicated to relevant data protection authority.

5.4 The Committee timely informs the Board for approval about the organizational structure implemented for the management of cybersecurity activities and the mitigation measures put in place according to the security risks detected by the relevant Group's function.

5.5 The Committee timely informs the Board in case of a cybersecurity incident to be communicated to relevant authority.

6. FINAL PROVISIONS

6.1. The Committee reviews the adequacy of the provisions of these Terms of Reference on a regular basis and, to the extent applicable, makes recommendations to the Board in this respect.

6.2. These Terms of Reference may be amended by the Board at any time. The Board shall notify the Chairperson of such amendment in writing.

6.3. These Terms of Reference shall be published on the Company's website.