

Information clause

Pursuant to Article 13(1) and (2) of Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27, 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (hereinafter: "RODO"), FOODCOM Spółka Akcyjna with its registered office in Warsaw (KRS 0000527828) (hereinafter: "Company") hereby informs you:

- 1. Who is the Administrator of your personal data?** The Administrator of your personal data is the Company under the name FOODCOM Spółka Akcyjna with its registered office in Warsaw, 2/3 K. Komeda St., 02-517 Warsaw, contact phone: +48 22 652 36 59;
- 2. Why does the Company process your personal data?** The Company obtained and processes your personal data following the establishment of an employment relationship or a relationship of cooperation under a civil law contract.
- 3. What are the purposes of the Company's processing of your personal data?**
In the case of employees - your personal data will be processed only for the purposes necessary for the performance of their duties and fulfillment of the employer's obligations in accordance with applicable Polish laws.

With regard to cooperators - your personal data will be processed only for the purposes necessary to implement the provisions of the cooperation agreement, to determine the source and scope of rights and obligations of the parties to the cooperation agreement, and to fulfill the obligations of the parties to the agreement related to the proper mutual settlement of accounts, including settlement of income tax and social security / sickness insurance contributions in accordance with applicable Polish laws.

In addition, your personal data (including your image) is processed in order to ensure property protection, security, control and monitoring of access to the Company's office premises.

- 4. What are the categories of your personal data processed by the Company?** The Company mainly processes personal data provided by you in connection with the Company's recruitment process. This data includes first name, surname, parents' names; gender; age; address - postal code, city, street, house number; PESEL or NIP number; contact details; bank account number; group insurance policy number (if applicable); information about education, professional licenses held or membership in a professional association; additional statements required by tax or social security regulations, other information obtained in the course of recruitment, included in the content of your resume and/or cover letters, data about previous employers, image.
- 5. What is the legal basis for the Company's processing of your personal data?** The legal basis for the processing of your personal data is Article 6(1)(b) of the RODO, and in the event that the data subject has given consent to the processing of his/her data, the basis for processing is Article 6(1)(a) of the RODO. With regard to sensitive data, the basis for processing is Article 9(2)(b) of the RODO, and where the data subject has

given consent to the processing of such data, the basis for processing is Article 9(2)(a) of the RODO.

6. What are the categories of recipients to whom your personal data have been or will be disclosed? Your personal data may be received by:

- entities providing the Company with legal consulting services and providing accounting and auditing services;
- IT company servicing the Company's ICT system;
- Your direct advisors (legal advisors, tax advisors, pension advisors, investment advisors, etc.) to whom the Company has made the data available at your express request;
- insurance companies (applies only to those with individual or group insurance policies);
- medical companies providing health care services to the Company's employees or personnel (applies to individuals who receive such care);
- companies that provide services to the Company in the field of employee benefits / benefit programs (applies only to those who benefit from such benefits / programs);
- companies and training and educational institutions to which the data are made available in connection with referrals by the Company to trainings, courses, studies, etc., organized by these companies or institutions;
- authorities of the National Tax Administration, the locally competent Social Insurance Institution, the locally competent branch of the National Health Fund, legal protection authorities;
- other entities not mentioned above, under the terms of the law;
- contractors of the Company - in connection with the performance of your duties for the Company.

7. Will the Company transfer your personal data to a third country (outside the EEA) or an international organization? Your personal data will not be transferred to a third country/international organization.

8. For what period will your personal data be stored at the Company? Your personal data will be retained for the statutory period required for personnel and payroll data, and no shorter than the statutory period required for the retention of documentation on the basis of which income tax settlements and social security and sickness insurance contributions were made.

9. What rights do you have in connection with the Company's processing of your personal data? In connection with the Company's processing of your personal data, you have the following rights:

- The right to access the content of your data, pursuant to Article 15 of the RODO,
- The right to rectify your data, pursuant to Article 16 of the RODO,
- The right to erasure of your data, based on Article 17 RODO (this right must not be in conflict with the legal acts in force in Poland),
- The right to restrict the processing of your data, pursuant to Article 18 RODO,
- The right to object to the processing of your data, pursuant to Article 21 RODO,
- The right to portability of your data, pursuant to Article 20 RODO.

- 10.** If you consider that the processing of your personal data violates the provisions of RODO, **you also have the right to lodge a complaint with the President of the Office for Personal Data Protection.**
- 11. Do you have to provide the Company with your personal data?** Your provision of the necessary personal data is a prerequisite for the conclusion of an employment contract or a civil law contract. Providing the data is voluntary, however, the consequence of not providing the data is the inability to conclude a contract of employment or a civil contract.
- 12. Will the Company make automated decisions about you or conduct automated profiling (e.g. using algorithms)?** The Company does not conduct automated decision-making and automatic profiling of personal data. The processing of your data will be carried out both manually and with the use of an ICT system.
- 13. Does the Company have specific personal data procedures in place?** The Company has implemented a Personal Data Protection Policy in compliance with the requirements of the RODO.