

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 has obtained and processes your personal data in connection with the establishment of a business relationship between you and the Company, or in connection with the establishment of such a relationship by the entity on whose behalf you are acting. The execution of these business relations takes place or will take place on the basis of the agreement concluded between you (or the entity on whose behalf you act) and the Company.
- 3. What are the purposes of the Company's processing of your personal data?**

Your personal data will be processed only for purposes related to the performance of the agreement concluded between you (or the entity on behalf of which you act) and the Company.

In addition, your personal data (including your image) will be processed 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 where the data subject has given consent for the processing of his/her data, the basis for processing is Article 6(1)(a) of the RODO. In addition, the legal basis is Article 6(1)(a) of the RODO for the purposes of possible redress or defense against claims on the basis of the legitimate interest of the controller and in accordance with generally applicable national laws.
- 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;
- banks that finance the Company's activities and in which the Company maintains bank accounts;
- authorities of the National Tax Administration;
- postal operators and courier companies;
- companies engaged in shipping, delivery, product quality assessment on behalf of the Company;
- other entities not mentioned above, under the terms of the law.

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 stored at the Company until the termination of the legal relationship in connection with which the Company processes personal data or after it is determined that further processing of personal data is pointless due to the purpose for which they were to be processed by the Company (most often after the expiration of the parties' mutual claims under the contract).

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? The provision of the necessary personal data is a prerequisite for the conclusion of an agreement under which a legal relationship is established between the Company and you (or the entity on behalf of which you act). Provision of data is voluntary, however, the consequence of failing to provide data is the inability to conclude the aforementioned agreement.

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.