

DATA PRIVACY NOTICE OF ACTION S.A.

Pursuant to Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 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 (General Data Protection Regulation) - hereinafter referred to as 'GDPR' – please be informed that: Your Personal Data Controller is Action S.A. with its registered office in Zamień, ul. Dawidowska 10, 05-500 Piaseczno, hereinafter referred to as "Action" or "the Controller". For matters concerning the processing of your personal data, please contact Action's Data Protection Officer via email at iod@action.pl.

This notice is addressed to you as an individual who is a whistleblower under the Law of 14 June 2024 on the Protection of Whistleblowers, implementing Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of whistleblowers under the EU law with a view to limiting damage to the public interest, taking follow-up action and ensuring balanced and effective protection whistleblowers and under the Internal Procedure for Whistleblowing and Follow-up at ACTION S.A.

Action processes your personal data for the purpose of verifying your report as a whistleblower and following up on the basis of Article 6(1)(c) GDPR, i.e. when the processing is necessary for the fulfilment of a legal obligation incumbent on the controller, with regard to the following personal data (name, e-mail address, telephone number, possibly other personal data e.g. position, place of work) and on the basis of Article 6(1)(f) GDPR, i.e. as necessary for the purposes of the legitimate interests pursued by Action, manifested in the following processing purposes:

- (a) contact for verification of the report;
- (b) contact for follow-up;
- (c) evidentiary purposes relating to the report;
- (d) the establishment, assertion and defence of claims;
- (e) compliance with the legal obligations incumbent on the Site (Article 6(1)(c) of the GDPR), including those arising from accounting, tax and other generally applicable legislation.

Action ensures that the data for the purposes indicated above are adequate and appropriate ("data minimisation"). Personal data that are not relevant for the processing of the report are not collected and, if accidentally collected, are deleted immediately. The deletion of this personal data shall take place within 14 days of the determination that it is not relevant to the case.

Access to your personal data will be granted to authorised employees of Action. Where necessary due to the above-mentioned purposes of processing, your data may be transferred to other persons authorised to receive and verify reports, as well as to carry out follow-up actions in accordance with the provisions of the Law of 14 June 2024 on the Protection of Whistleblowers and the Internal Procedure for Notification of Breaches of Law and Follow-up at ACTION S.A.

Personal data, including in particular identity data, is subject to legal protection in accordance with data protection legislation at all stages of the report.

Your personal data will not be transferred to third countries other than those for which the European Commission has taken a decision declaring an adequate level of data protection, as listed at https://www.edpb.europa.eu/sme-data-protection-guide/international-data-transfers_en. This can only take place on the basis of contractual agreements containing standard contractual clauses adopted by the European Commission or other appropriate safeguards applied under applicable law. For security copies, please contact the controller.

The personal data processed in connection with the acceptance of an Internal Report or the undertaking of a Follow-up Action and the documents relating to that Report shall be retained by the Controller for a period of 3 years after the end of the calendar year in which the External Report has been transmitted to the public authority competent to undertake the Follow-up Action or the Follow-up Action has been completed, or after the proceedings initiated by those actions have been concluded. After the expiry of the retention period indicated in the preceding sentence, the Controller shall delete the

personal data and destroy the documents relating to the Report. Personal data that are not relevant for the processing of the report are not collected and, if accidentally collected, are deleted immediately. The deletion of this personal data shall take place within 14 days of the determination that it is not relevant to the case. Act of 14 July 1983 on the national archival resource and archives (Journal of Laws of 2020, item 164) shall not apply.

In the event that claims arise, your personal data may be stored for the period necessary to establish, assert, defend the claim or the period of limitation of the claim. Notwithstanding the above, your personal data may be retained for a period of time prescribed by law, if the law provides for the retention of your personal data.

Action processes your personal data provided by you personally and the data provided in the content of your report. Providing personal data is voluntary, you have the right to submit an anonymous report. Failure to provide the data may make it difficult or completely impossible to fulfil the purposes of the processing described above.

In connection with the processing of your personal data, you are entitled to:

- (a) the right to require the controller to access and obtain information about your personal data, the right to request rectification, erasure or restriction of processing, and the right to data portability;
- (b) the right to object at any time to the processing of your personal data based on Article 6(1)(f) of the GDPR on grounds relating to your particular situation.
- (c) the right to object at any time to the processing of your data for the purposes of such direct marketing, including profiling, to the extent that the processing is related to such direct marketing.
- (d) the right to lodge a complaint with a supervisory authority, in particular in the Member State of your habitual residence, your place of work or the place where the alleged infringement was committed, if you believe that the processing infringes the provisions of the GDPR. The authority competent to lodge a complaint in the Republic of Poland is the President of the Office for Personal Data Protection.

Your personal data will not be used for automated decision-making, including profiling.