

<p><b>Pursuant to Article 13 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016</b> 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 “<b>GDPR</b>”), we would like to inform you as follows:</p>	
<p><b>I. Personal data controller</b></p>	<p>The Controller of personal data is <b>PGE Polska Grupa Energetyczna S.A. with registered office in Lublin (postal code 20-718), Al. Kraśnicka 27</b>. Contact with the Administrator is possible at the email address: <a href="mailto:odo.pgesa@gkpge.pl">odo.pgesa@gkpge.pl</a> or by writing to the correspondence address: Warsaw (00-496), Mysia 2 Street.</p>
<p><b>II. Data Protection Supervisor</b></p>	<p>In matters related to personal data protection, you can contact the appointed <b>Data Protection Officer</b> at the following email address: <a href="mailto:iod.pgesa@gkpge.pl">iod.pgesa@gkpge.pl</a> or by writing to the correspondence address: Warsaw (00-496), Mysia 2 Street.</p>
<p><b>III. Objectives and basis of processing</b></p>	<p><b>Your data is processed:</b></p> <ol style="list-style-type: none"> <li>1. pursuant to Article 6 Clause 1 Letter c of the GDPR – data processing is necessary to fulfil the legal obligation imposed on the Controller and resulting from Article 22<sup>1</sup> of the Labour Code Act of 26 June 1974 in the following scope: forename (forenames) and surname, date of birth, contact details. In addition, <u>to the extent that the provision of such data is necessary for the performance of work at a given position</u>, education, professional qualifications, and employment history;</li> <li>2. pursuant to Article 6 Clause 1 Letter a of the GDPR – voluntary consent for the processing of personal data going beyond the scope indicated in Article 22<sup>1</sup> of the Labour Code Act of 26 June 1974. This means that the data concerning your education, professional qualifications, and your employment history – unless such data is necessary for the performance of work at a particular position – the data concerning your marital status, family status, interests, additional skills or qualifications, your photograph and other data that you wish to provide in your offer, is provided by you voluntarily and you agree to their processing. You may also agree to participate in future recruitments conducted by PGE Polska Grupa Energetyczna S.A. and to participate in future recruitments organized by the companies belonging to the PGE Capital Group;</li> <li>3. in case of sending a special category of personal data – pursuant to Article 9 Clause 2 Letter a of the GDPR;</li> <li>4. pursuant to Article 6 Clause 1 Letter a of the GDPR – voluntary consent to complete skills tests and/or questionnaires, as well as to check your knowledge and skills for a given position, if you give your consent. You have the right to refuse to participate in the completion of the test and/or questionnaire, which will not affect the recruitment process, but will enable PGE Polska Grupa Energetyczna S.A. to get additional information about you;</li> <li>5. pursuant to Article 6 Clause 1 Letter f of the GDPR – in connection with the legitimate interest of PGE Polska Grupa Energetyczna S.A. and recruitment rules approved in the company in terms of e-mail address and telephone number, in order to properly manage the recruitment proceedings conducted. Through the e-mail address we identify the candidate's application in the system, while providing the phone number allows us to efficiently arrange a recruitment meeting and quickly contact the candidate.</li> </ol>

<b>IV. Withdrawal of consent</b>	<p>You have the right to withdraw your consent to data processing at any time. If you exercise this right, the Administrator will stop processing your data and your personal data will be deleted in accordance with the request received. Data processing prior to the withdrawal of consent will remain legally binding. Withdrawal of consent can be sent to <a href="mailto:rekrutacja@gkpge.pl">rekrutacja@gkpge.pl</a>.</p>
<b>V. Data retention period</b>	<p><b>The period of processing of your personal data is related to the purposes of processing indicated above.</b></p> <ol style="list-style-type: none"> <li>1. Personal data will be processed for the time necessary for the recruitment process, but not longer than 4 month from the end of recruitment.</li> <li>2. If the Controller obtains your voluntary, additional consent for the processing of your personal data for the purposes of future recruitments then your personal data will be processed for a period of 12 months from the moment of your consent or the Controller will delete your data earlier if your consent is withdrawn before the expiry of 12 months.</li> </ol> <p>The deadlines referred to above are counted as the first day of the month following the indicated in items. 1 and 2 maximum processing deadline or the first day of the month following the end of the recruitment process.</p>
<b>VI. Data recipients</b>	<p>Your personal data will be transferred to authorized institutions specified in the applicable legal regulations and to processors who provide services for the Data Controller and to whom the data is entrusted.</p> <p><b>Personal data may be transferred to:</b></p> <ol style="list-style-type: none"> <li>1. to institutions authorized by law;</li> <li>2. if consent is given, data may be transferred to PGE Group companies.</li> </ol>
<b>VII. Processing of data outside the EEA</b>	<p><b>As a rule, your personal data will not be transferred outside the European Economic Area (EEA).</b> However, taking into consideration the maintenance of the IT infrastructure and the services provided by the company PGE Systemy S.A. in the capacity of a data processor, whose selected subcontractors operate outside the EEA, your personal data may be transferred outside the EEA. Each transfer of personal data has a legal basis resulting from Article 46(2) of the GDPR.</p>
<b>VIII. Rights of the data subject</b>	<p><b>According to the GDPR, you are entitled:</b></p> <ol style="list-style-type: none"> <li>1. to access your data and receive its copy;</li> <li>2. to correct your data;</li> <li>3. to remove your data, restrict its processing, or file an objection against its processing;</li> <li>4. to transfer your data;</li> <li>5. to lodge a complaint with the supervisory authority – President of the Personal Data Protection Office, 00-193 Warsaw, Stawki 2 Street. For more information visit <a href="https://uodo.gov.pl">https://uodo.gov.pl</a>.</li> </ol>
<b>IX. Right to object</b>	<p>At any time, you have the right to object to the processing of your data processed for the legitimate interest of the controller indicated above (Article 6 Clause 1 Letter f of the GDPR). The controller will cease processing your data for these purposes unless the controller can prove compelling legitimate grounds that override your interests, rights and freedoms or the data are necessary for the establishment, investigation or defence of claims. Please address any objections to <a href="mailto:iod.pgesa@gkpge.pl">iod.pgesa@gkpge.pl</a> or to the correspondence address of the data controller indicated in point. I above.</p>
<b>X. Information on the voluntary provision of data</b>	<p>The provision of personal data is voluntary, however it is necessary in order to carry out the indicated processing processes. The refusal to provide personal data to the necessary extent results in the impossibility for the data subject to participate in the indicated process.</p>



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<b>XI. Automated decision making and profiling</b>	We will not use your data in automated decision making and profiling processes.
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