

<p>Pursuant to Article 13 of 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 “GDPR”), 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 20-718 Lublin, Aleja Kraśnicka 27</b>. Contact with the controller is possible at email address: <a href="mailto:odo.pgesa@gkpge.pl">odo.pgesa@gkpge.pl</a> or by writing to the correspondence address: Warsaw (postal code 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 (postal code 00-496), Mysia 2 Street.</p>
<p><b>III. Objectives and basis of processing</b></p>	<p>Your data is processed:</p> <ol style="list-style-type: none"> <li>1. for the purpose of <b>maintaining employee records on the basis of the provisions</b> of the following: the Labour Code, the Civil Code and other generally applicable legal regulations if it is necessary to fulfil the legal obligations of PGE S.A. (Article 6 Clause 1 Letter c of the GDPR);</li> <li>2. for the purpose of <b>providing benefits from the company's Social Benefits Fund maintaining related documentation</b> for eligible pensioners and members of their families, in accordance with the Act on Social Benefits Funds and related documentation of 4 March 1994, which constitutes the fulfilment of the legal obligations of the Controller (Article 6 Clause 1 Letter c and Article 9 Clause 2 Letter b of the GDPR);</li> <li>3. <b>for the purpose of the settlement of the benefits to which they are entitled</b>, e.g. electricity equivalents, holiday subsidies, being the realization of the Administrator's legitimate interest (basis of Article 6 Clause 1 Letter f of the GDPR);</li> <li>4. for the purpose of <b>establishing, pursuing or defending claims</b> constituting the safeguarding of a legitimate interest of the Data Controller (the legal basis: Article 6 Clause 1 Letter f of the GDPR).</li> </ol>
<p><b>IV. Categories of data processed</b></p>	<p>Data of employees, pensioners, members of their families. Basic data / Identification data (e.g. name, residential address, PESEL). Special category data (sensitive data, e.g., information on the need for rehabilitation benefits).</p>
<p><b>V. Source of data</b></p>	<p>The personal information was received directly from you, or from the person you represent.</p>
<p><b>VI. Data retention period</b></p>	<p>The period of processing your personal data is related to the purposes of their processing indicated above. In view of the above, personal data will be processed for the period in which the law, in particular the Labor Code - requires the Administrator to store data or for the period necessary to grant relief and benefits, subsidies from the Social Benefit Fund and determine their amount, as well as for the period necessary to investigate rights or claims.</p> <p>Upon completion of work, the employee receives, along with the work certificate, information about the period of storage of employee documentation, the possibility of collecting the documentation after the expiry of its storage period, and the destruction of its documentation, if it is not collected within the prescribed period.</p>
<p><b>VII. Data recipients</b></p>	<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. institutions specified by the legal regulations, e.g. the Tax Office, the Social Insurance Institution, the State Labour Inspection, insurance companies, legal and audit firms or other entities;</li> <li>2. the companies belonging to the PGE Capital Group, our partners, i.e. companies with which we cooperate by combining products or services;</li> <li>3. subcontractors and service providers (data processors), e.g. PGE Systemy.</li> </ol>
<b>VIII. 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>IX. 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 Office for Personal Data Protection, 00-193 Warsaw, Stawki 2 Street. For more information visit <a href="https://uodo.gov.pl/pl">https://uodo.gov.pl/pl</a>.</li> </ol>
<b>X. Right to object</b>	<p>You have the right at any time to file an objection against the processing of your data for the purpose and on the basis as indicated above. The Controller will cease processing the data for these purposes unless it can demonstrate that there are compelling legitimate grounds which take precedence over your interests, rights, and freedoms or that the data will be necessary for the establishment, pursuit or defence of claims. Any possible objection should be sent to the following email address: <a href="mailto:iod.pgesa@gkpge.pl">iod.pgesa@gkpge.pl</a> or to the correspondence address of the data controller indicated in pt. I above.</p>
<b>XI. Information on the voluntary provision of data</b>	<p>In the case of obtaining personal data directly from you, providing personal data is voluntary, however, failure to do so will prevent you from fulfilling the purposes indicated in pt. III above.</p>
<b>XII. Automated decision making and profiling</b>	<p>We will not use your data in automated decision making and profiling processes.</p>