

**PROCESSING OF PERSONAL DATA
REPORTING OF BREACHES OF LAW
MOLECURE S.A.**

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Introduction

Information regarding the processing of personal data in relation to the submission of a whistleblower report in the scope of a breach of law in line with:

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- 1) Article 13 and Article 14 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) (Text having relevance to the EEA) – hereinafter: the GDPR;
- 2) Act of 10 May 2018 on the Protection of Personal Data;
- 3) Act of 14 June 2024 on the Protection of Whistleblowers;

This document is applicable when the person submitting the report gives consent for their identity to be revealed.

Data Controller

Be advised that Molecure Spółka Akcyjna with its registered seat in Warsaw (02-089), at ul. Żwirki i Wigury 101, entered into the register of entrepreneurs of the National Court Register maintained by the District Court for the Capital City of Warsaw in Warsaw, 12th Commercial Division under KRS no.: 0000657123, NIP no.: 7282789248 and REGON no.: 101380757 is the Data Controller. All queries concerning the protection of personal data should be addressed to the aforementioned address or electronically to contact@molecure.com or by post to the aforementioned address.

Data Protection Officer

Be advised that the Data Controller has not appointed a Data Protection Officer.

Purposes and legal basis of processing of personal data

Be advised that the personal data of:

- a) the whistleblower (not applicable in the case of anonymous reports),
- b) persons related to the whistleblower,
- c) persons assisting the whistleblower,
- d) persons covered by the report

are or may be processed in relation to the receipt, verification, and examination of the received report, for the purpose of the on-going communication with the whistleblower, in order to undertake follow-up actions.

Be advised that the legal basis for processing of personal data is:

a) in the case of personal data of the regular category:

- the legal basis for the processing of personal data is Article 6(1)(c) of the GDPR – i.e. processing is necessary for compliance with a legal obligation to which the controller is subject in relation to the Act of 14 June 2024 on the protection of whistleblowers,
- the legal basis for the processing of personal data is Article 6(1)(f) of the GDPR – i.e. the necessity for the performance of purposes of the legitimate interests pursued by the controller,

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related to the implementation and the functioning of the procedure for reporting breaches, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data,

- the legal basis for the processing of personal data is Article 6(1)(e) of the GDPR – i.e. processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller,

b) in the case of special categories of personal data (Article 9 and 10 of the GDPR)

– legal basis for the processing of personal data is Article 9(2)(g) of the GDPR, i.e. processing is necessary for reasons of substantial public interest, on the basis of EU or Member State law which are proportionate to the aim pursued, respect the essence of the right to data protection and provide for suitable and specific measures to safeguard the fundamental rights and the interests of the data subject; investigations in relation to law violations having regard to “important public interests”,

Legitimate interest pursued by the Data Controller or by a third party

Be advised that the processing of personal data is necessary for the purposes of the legitimate interests pursued by the Data Controller, related to the implementation and the functioning of the process of reporting breaches, documentation of the consent of the person submitting the report for the disclosure of their identity, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which necessitate protection of personal data.

The recipients or categories of recipients of the personal data

Be advised that personal data are or may be disclosed to:

- a) data recipients based on Article 28 of the GDPR – entrusting the processing of personal data. The categories of personal data recipients constitute or may constitute entities providing services for the benefit of the Data Controller and/or products in areas such as: providing ICT solutions, advisory services in the scope of personal data protection, services in the area of carrying out audits, services related to the handling of the process of reporting breaches,
- b) recipients receiving the data based on the applicable provisions of law. The categories of recipients include or may include entities in the field of carrying out audits required by applicable laws, services of external law firms,
- c) if applicable, the Data Controller, in the case of a report concerning processes subject to joint controlling,
- d) public (state) authorities pursuant to applicable laws (e.g. Courts, Tax Office, Social Insurance Institution, Commissioner for Human Rights, other public/state authorities).

Be advised that the list of entities to which the Data Controller discloses personal data is available upon the data subject's request.

Transferring data outside the European Economic Area – to a third country

Be advised that personal data may be transferred outside the European Economic Area (EEA) – to a third country. In the case of transferring personal data outside of the EEA, such transferring may take place on the basis of, among others:

- a) Article 45 of the GDPR – Transfer on the basis of a decision confirming the appropriate level of protection,
- b) Article 46 (2)(c) of the GDPR – standard data protection adopted by the Commission in line with the verifying procedure.

Be advised that the list of entities outside of the EEA to which the Data Controller discloses personal data is available upon the data subject's request. This includes obtaining a copy of personal data from the Data Controller.

Period of processing of personal data

We inform you that personal data are or may be processed for:

- a) 14 days since the receipt of the whistleblower report – personal data which are irrelevant for the examination of the report are not collected, and in the case of their accidental collection, they are immediately deleted. Deletion of these personal data takes place within 14 days since the determination of their irrelevance in respect to the case,
- b) 3 years – personal data processed in relation to the report, examination of the report, follow-up actions – 3 years since the end of the calendar year during which the follow-up actions were ended or after the end of the proceedings initiated by such actions.
- c) 3 years – personal data contained in the register of internal reports – 3 years since the end of the calendar year during which the follow-up actions were ended or after the end of the proceedings initiated by such actions.

Rights of Data Subjects

Be advised that you have the right to request access to personal data from the Data Controller, the right to rectify them, delete them or to limit their processing or the right to object to their processing, as well as the right to data portability. Be advised that the exercise of the aforementioned right may be partially or fully limited.

Consent-based processing of data

Be advised that the processing does not take place on the basis of Article 6(1)(a) or Article 9(2)(a) of the GDPR. If the person submitting the report consents to their identity being revealed, the legal basis

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for the processing of personal data is Article 6(1)(f) of the GDPR, legitimate interest pursued by the Data Controller.

Supervisory Authority

Be advised that the supervisory authority is the President of the Data Protection Office, ul. Stawki 2, 00-193 Warsaw, Poland (<https://uodo.gov.pl/pl/p/kontakt>). Be advised of the right to lodge a complaint with the President of the Data Protection Office: <https://uodo.gov.pl/pl/83/155>.

Provision of personal data

Be advised that providing personal data is necessary for the Data Controller to fulfil the given obligations resulting from the provisions of law, among others, in the scope of sending a confirmation of receiving the report, on-going informing of the undertaken actions as part of the follow-up actions, protection of the whistleblower pursuant to the requirements of law.

Profiling, automated decision-making

Be advised that no automated decision-making takes place, including on the basis of profiling as referred to in Article 22(1) and (4) of the GDPR.

Further processing of personal data

Be advised that the Controller does not intend to further process personal data for a purpose other than the purpose for which the personal data was collected.

Categories of personal data concerned

Be advised that personal data processed under the procedure for reporting breaches of law relate to:

- a) the whistleblower (not applicable in the case of anonymous reports)
- b) persons related to the whistleblower,
- c) persons assisting the whistleblower,
- d) persons covered by the report.

Source of personal data

Be advised that the source from which the personal data originate may be the whistleblower, data obtained as part of a public disclosure, information provided by the Commissioner for Human Rights, information provided by the relevant state/public authorities. If it is applicable and in line with the applicable provisions of law, the information of the source of personal data (disclosure of the

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whistleblower's identity) may be disclosed only on the basis of an explicit consent of the person submitting the report.

In accordance with Article 8(5) of the Act on the protection of whistleblowers, provision of Article 14(2)(f) of the GDPR, it is not applicable unless the whistleblower fails to meet the conditions indicated in Article 6 of the Act or if the whistleblower has given explicit consent to the disclosure of their identity.

In accordance with Article 8(6) of the Act on the protection of whistleblowers, provision of Article 15(1)(g) of the GDPR in the scope of providing information on the source from which the personal data originate, it is not applicable unless the whistleblower fails to meet the conditions indicated in Article 6 or the whistleblower has given explicit consent to such providing.