

## EMPLOYEE CONSENT DECLARATION FORM

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| <b>Basic information related to the processing of personal data</b>                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Data Controller</b>                                                                                                                                                                                                                    | Benefit Systems S.A., with its registered office in Warsaw, Pl. Europejski 2, 00-844 Warszawa (hereinafter referred to as “we”, “us”, “our” or “Benefit Systems”). You can contact us in one of the following ways: <ul style="list-style-type: none"> <li>using a contact form available at <a href="https://benefitsystems.pl/pomoc-i-obsługa/rodo/">benefitsystems.pl/pomoc-i-obsługa/rodo/</a>;</li> <li>by writing a letter to the address specified above, with the note on the envelope: “Personal Data” (“Dane osobowe”);</li> <li>by e-mail: <a href="mailto:daneosobowe@benefitsystems.pl">daneosobowe@benefitsystems.pl</a>.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Data Protection Officer</b>                                                                                                                                                                                                            | If you have any questions regarding the protection of personal data, you can contact our Data Protection Officer as follows: <ul style="list-style-type: none"> <li>by writing a letter to the address: Pl. Europejski 2, 00-844 Warszawa, with the note on the envelope: “DPO” (“IOD”);</li> <li>by e-mail: <a href="mailto:iod@benefitsystems.pl">iod@benefitsystems.pl</a>.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Purposes and legal basis for the processing of data</b>                                                                                                                                                                                | With you joining the MultiLife Programme, we process your personal data, such as identification details, contact details, and information concerning your use of our services (including the services of our Partners offering you services in conjunction with the MultiLife Programme) for the following purpose(s): <ul style="list-style-type: none"> <li>to provide services related to the use of the MultiLife Programme because you have given us your consent to do so (legal basis: Article 6(1)(a) of GDPR);</li> <li>for tax and accounting purposes because it is required under the applicable laws (legal basis: Article 6(1)(c) of the GDPR);</li> <li>to establish, pursue or defend a legal claim, if any, for which we have a legitimate interest (legal basis: Article 6(1)(f) of the GDPR);</li> <li>for direct marketing, including profiling, for which we have a legitimate interest (legal basis: Article 6(1)(f) of the GDPR)<sup>1</sup>;</li> <li>to conduct analyses and keep statistics for marketing purposes, and to conduct surveys on the level of satisfaction with the services offered, for which we have a legitimate interest (legal basis: Article 6(1)(f) of the GDPR).</li> </ul> <p>As part of profiling, we may combine information we obtain about you when you use our products and services, including but not limited to information we obtain about you when you visit our website as a registered user. For more information, read our Privacy Policy available at <a href="https://www.benefitsystems.pl/polityka-prywatnosci/">https://www.benefitsystems.pl/polityka-prywatnosci/</a>.</p> <p>We receive your data from you directly, e.g. through the registration form, from our Client, i.e. the entity that enables you to use the MultiLife Programme (identification details, contact details) and from Partners offering you services in relation to the MultiLife Programme.</p> |
| <b>Data retention period</b>                                                                                                                                                                                                              | we retain your data for the period of time specified below: <ul style="list-style-type: none"> <li>for the provision of services related to your participation in the MultiLife Programme – until you decide to no longer participate in the MultiLife Programme or until you withdraw your consent, whichever happens first;</li> <li>for the establishment, pursuit or defence of legal claims – until the expiration of the limitation period for claims;</li> <li>for tax and accounting purposes – for the period of time in accordance with the applicable regulations;</li> <li>for marketing and analytical purposes – until you object in an effective manner.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Recipients of data</b>                                                                                                                                                                                                                 | Your personal data may be transferred to the following entities: Benefit Systems Group companies, Partners, providers of services offered in conjunction with the MultiLife Programme, the Client (the entity that enabled you to use the MultiLife Programme), payment operators, entities providing maintenance services for our service platforms and applications, ICT and IT support and security service providers, entities storing and destroying data carriers, entities providing user support services and entities supporting our marketing activities, legal advisors and auditors. Your data may also be transferred to public authorities in cases provided for by law.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Rights related to data processing</b>                                                                                                                                                                                                  | the following rights with respect to the processing of your personal data: <ul style="list-style-type: none"> <li>the right to withdraw your consent to the processing of personal data at any time without affecting the lawfulness of processing based on consent before its withdrawal;</li> <li><b>the right to object to the processing of your personal data for direct marketing purposes, including profiling;</b></li> <li><b>the right to object to the processing of your personal data on grounds relating to your particular situation;</b></li> <li>the right of access to data;</li> <li>the right to request rectification of your personal data;</li> <li>the right to request that your personal data be erased;</li> <li>the right to request that the processing of your personal data be restricted;</li> <li>the right to transfer your personal data.</li> </ul> <p>In order to exercise these rights, please contact us or our Data Protection Officer using contact details given above in sections “Data Controller” or “Data Protection Officer”).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Right to lodge a complaint with a supervisory authority</b>                                                                                                                                                                            | You also have the right to lodge a complaint with a data protection supervisory authority, i.e. the President of the Personal Data Protection Office (UODO).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Automated decision-making</b>                                                                                                                                                                                                          | We do not make decisions relating to you which are based solely on automated processing of information about you and which would produce legal effects concerning you or similarly significantly affect you.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Obligation to provide data</b>                                                                                                                                                                                                         | Provision of data is voluntary, but necessary to provide services. If you do not provide these data, it will be impossible for us to provide services.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Transmission of data outside the European Economic Area</b>                                                                                                                                                                            | As a rule, your personal data is not transferred outside the European Economic Area (EEA). Some data recipients (e.g. technology providers) may process your data in third countries. We make every effort to ensure that data is transferred in compliance with the law. If no decision declaring an adequate level of protection for personal data has been issued by the European Commission in relation to the third country in question, we ensure that the data transfer is carried out on the basis of other safeguards provided by law, e.g. based on standard contractual clauses or codes of conduct. You can contact us to obtain a copy of the protection measures adopted. Contact details are disclosed in the “Data Controller” or “Data protection officer” sections above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| For more details about the processing of your personal data and your rights, read our Privacy Policy available at <a href="https://www.benefitsystems.pl/polityka-prywatnosci/">https://www.benefitsystems.pl/polityka-prywatnosci/</a> . |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

| Declaration regarding consent to the processing of personal data                                                                                                                                                                                                                                                                                                                                                                        |  |  |
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| I give my consent to the processing of my personal data by Benefit Systems in order to use the services within the framework of the MultiLife Programme, in particular in the following scope:<br>identification details, contact details, data pertaining to the MultiLife service, data pertaining to my use of services, payroll number*, data pertaining to the entity that enables me to use the MultiLife Programme (the Client). |  |  |
| * If the payroll number has been provided by the Client to Benefit Systems.                                                                                                                                                                                                                                                                                                                                                             |  |  |
| Your full name                                                                                                                                                                                                                                                                                                                                                                                                                          |  |  |
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| Name and registered office of the employer                                                                                                                                                                                                                                                                                                                                                                                              |  |  |
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| E-mail address                                                                                                                                                                                                                                                                                                                                                                                                                          |  |  |
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| Date and signature                                                                                                                                                                                                                                                                                                                                                                                                                      |  |  |
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*ML.P.2025.6.6*

<sup>1</sup> We will deliver marketing content to the designated communication channel, such as your e-mail address or your phone, only if you give us your separate additional consent which we collect outside of this form.