

## Privacy Policy

Privacy statement for the collection of personal data within the scope of the Mubea-Grievance System EQS Integrity Line provided on [www.mubea.integrityline.com](http://www.mubea.integrityline.com) with respect to reports regarding each of Mubea Seating Components s.r.o., Mubea spol. s.r.o., Mubea Transmission Components s.r.o., Mubea Stabilizer Bar Systems s.r.o., Mubea-HZP s.r.o., Mubea IT Spring Wire s.r.o., Mubea Precision Steel Tubes s.r.o., Weba Olomouc, s.r.o. (hereinafter referred to as "Local Entity")

### **Procedure:**

Processing of personal data via the Grievance System of Mubea-Group.

### **Processing activity:**

Collection, recording, storage, evaluation and deletion of personal data.

### **Purpose and legal basis of processing:**

The respective Local Entity processes personal data for the purpose of uncovering grievances regarding violations of applicable law and internal regulations with regard to business operations of Mubea in Czech Republic.

The processing of personal data takes place on the basis of a legal obligation pursuant to Art. 6 para. 1 p. 1 lit. c) GDPR.

The legal obligation results from the Act No. 171/2023 Coll., on Whistleblower Protection.

The processing of personal data in the context of the Grievance System is also based on the legitimate interest pursuant to Art. 6 para. 1 p. 1 lit. f) GDPR of the respective Local Entity in the detection and prevention of grievances and the prevention of damage and liability risks for the respective Local Entity.

### **Description of the categories of personal data (informant):**

In case of an anonymous report, no personal data of the reporting person will be collected.

If the reporting person decides to make a personalized report, the data provided will be collected.

### **Description of categories of personal data (accused person):**

When the reporting person describes the facts of the case, personal data of the accused person (name, date of birth, address, etc.) and possibly other persons (other employees, customers, suppliers) are processed.

### **Recipients or categories of recipients of your personal data:**

Personal data will only be made available to the case managers of the respective Local Entity.

In the event of serious violations of applicable law, the respective Local Entity reserves the right to obtain legal advice for the purpose of evaluation. In addition, in the event of concrete suspicion of a crime, it may be necessary to transfer personal data to authorities and state institutions, such as the public prosecutor's office, courts or tax authorities.

**No third country transfer and no transfer to an international organization:**

A transfer of personal data to a third country or an international organization does not take place and is not intended.

**Storage period of your personal data:**

Personal data will be deleted no later than five years after completion of the investigation but not earlier than five years after they have been stored. Any storage beyond this will only take place for the duration of clarification of any further legal steps required, such as disciplinary proceedings or the initiation of criminal proceedings.

**Further information:**

For more information, visit <https://www.mubea.com/en/privacy-statement>