

## **Guidelines for the Application of Technology, Science and Innovation in the Context of Human Rights**

### **Introduction**

This Appendix complements the Human Rights Framework Guidelines and sets out specific requirements related to the application of technology, science and innovation in the operations of Stalexport Autostrady S.A. and companies from its Group. These guidelines are based on the 2023 update of the OECD Guidelines and are intended to support responsible business operations in compliance with international human rights standards.

### **Objectives of the Appendix**

1. To introduce the principles for responsible use of technology.
2. To promote sustainable innovation.
3. To ensure the protection of human rights and personal data in the context of technological activities.

### **Key Principles for Technology, Science and Innovation**

#### **1. Ethical use of technology:**

All technologies implemented by the company must support sustainable growth goals, minimize negative impacts on society and the environment, and respect human rights.

#### **2. Data protection and privacy:**

The collection, processing and use of personal data must be in compliance with the GDPR and international data protection guidelines, especially in emergency situations.

#### **3. Fraud prevention:**

The company is committed to putting in place mechanisms to prevent misuse of technological tools.

#### **4. Transparency of technological activities:**

The company, through its reporting procedures, provides information on the impact of its technologies on human rights and the environment.

#### **5. Support for vulnerable groups:**

Technological measures must take into account the needs of vulnerable groups, providing mechanisms to protect their rights.

## Operating Procedures

### 1. Identification of technological risks:

The company conducts analyses of technology-related risks in the context of potential threats to human rights and privacy.

### 2. Monitoring and mitigation:

Technology risk management mechanisms include monitoring their impact and implementing corrective measures in case of negative effects.

### 3. Reporting and audits:

The company, through its reporting procedures, reports on technology and innovation activities, including their impact on human rights.

## Whistleblowing Mechanisms

The company provides mechanisms to report issues related to technology and innovation, such as:

- Reporting through company communication channels.
- Support for whistleblowers reporting violations.
- Protecting whistleblowers from reprisals.

### Appendix Update:

This Appendix will be updated every three years or in the event of significant regulatory and technological changes, in accordance with applicable OECD and UN standards.



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