

TERMS AND CONDITIONS OF THE "RECOMMEND TO RANDSTAD" PROGRAM ("Program")

I. General provisions

- 1) The Program Organizers (hereinafter the "**Organizers**") are Randstad Polska Sp. z o.o. with its registered seat in Warsaw (02-305) at Al. Jerozolimskie 134, entered into the Register of Entrepreneurs at the District Court for the Capital City of Warsaw in Warsaw – 12th Commercial Division of the National Court Register under number 157531; entered in the register of employment agencies under number 47; Tax Identification Number [Numer Identyfikacji Podatkowej, NIP] 522-24-50-829; with share capital of PLN 1,318,240 ("**Randstad**") and Amazon Fulfillment Poland Sp. z o.o. with its registered seat in Sady(62-080) at ul. Poznańska 1D, entered into the Register of Entrepreneurs at the District Court Poznań – Nowe Miasto and Wilda in Poznań – 8th Commercial Department of the National Court Register under no. [KRS] 447948; Tax ID no. [NIP] 525-25-46-391; with a share capital of PLN 5500.00 ("**Amazon**").
- 2) The Program is organized at Randstad's local office, i.e., [Amazon's local office address] (the "Local Office"), and using Randstad's computer.
- 3) The rules of the Program are contained in these Terms and Conditions ("Terms and Conditions").
- 4) The Terms and Conditions are available: a) for Candidates – electronically after opening the QR code / link from the Referrer; b) for Referrers – at the Local Office.
- 5) Joining the Program means that you have read and voluntarily agree to the terms of participation in the Program and the provisions of the Terms and Conditions.

II. Duration of the Program

Program entries should be submitted from 31 August 2025 until 31 December 2025.

III. Participants

- 1) The Program is open to Referrers and Candidates, as those terms are defined herein ("Participants").
- 2) Referrers, i.e. Participants who recommend Candidates for employment at Amazon, may be:
 - a) Randstad temporary employees (green badge) delegated to perform work for and under the direction of Amazon (acting as a user employer);
 - b) employees under an employment contract with Amazon (blue badge, otherwise known as "Direct Hire") acting as a direct employer.
- 3) Participants, i.e. Referrers and Candidates, cannot be persons directly employed at Randstad, persons employed at the HR departments of the Organizers, as well as in other external entities cooperating with Amazon.

IV. Conditions for Participation in the Program

- 1) To apply to the Program, the Referrer should:
 - a) download the QR code, which will be available at Randstad desks at the Local Office; alternatively, instead of downloading the QR code, you can scan the link from the poster available at the Local Office;
 - b) provide the QR code or link to the application to the Candidate;
 - c) provide the Candidate with information on whether they are a Randstad temporary employee or an Amazon employee, as well as their Amazon login (this data is necessary for the Candidate to register in Randstad's recruitment system, through which the Program is operated).
- 2) To take part in the Program, the Candidate must meet all of the following conditions:
 - a) meet the requirements for a Warehouse Worker/Forklift Operator candidate i.e.:
 - o 18 years of age or older,
 - o willingness and ability to work shifts,
 - o willingness and ability to work overtime (upon request),
 - o ability to lift weights of up to 15 kilograms with or without person-specific adjustments,
 - o ability to stand/walk for 10-12 hours,
 - o willingness and ability to frequently push and pull loads, squat, bend, and reach for objects,

- ability to frequently and safely climb and descend stairs (refers to locations with stairs),
 - willingness and ability to operate mechanized equipment, such as a forklift or platform on a lift (if holding specific authorizations);
 - b) use the QR code / link provided by the Referrer (both of which take the Candidate to the Program website) and fill out the application form for the position of a Warehouse Worker or Forklift Operator in the system supporting the Program (also providing the necessary GDPR consents regarding contact and accepting the provisions of the Terms and Conditions), as well as provide the following data in this form: your name and contact information, information on whether the Referrer from whom the Candidate received the QR code / link is an employee of Randstad or Amazon, and the Amazon login of the Referrer;
 - c) register in Amazon's internal system by submitting your application through www.pracujwamazon.pl for the position of Warehouse Worker or Forklift Operator;
 - d) be hired by Randstad as a temporary employee and delegated to perform work for and under the direction of Amazon, or be hired directly by Amazon as a Direct Hire;
 - e) perform work at Amazon as part of the aforementioned employment, in accordance with the provisions of paragraph 4 of this clause of the Terms and Conditions, counting from the date of the first contract of employment, understood as the date on which the Candidate is directed to work in the so-called Day 1 position continuously for a minimum of 12 weeks; however, the date of the first contract (Day 1) cannot be later than 31 December 2025;
 - f) during the whole employment period until the date of Program award payments, have no less than 92% attendance in scheduled work time (excluding: approved annual leave, so-called "union hours", military service, mandatory health and safety training, occupational health examinations, waiting times for occupational health examinations, waiting times for mandatory health and safety training, so-called "special leave", care under Article 188 of the Labor Code, absences due to compulsory attendance at court or another authority upon presentation of the appropriate summons, medical room visits of less than one hour, without unexcused unpaid absences and absences during overtime work ordered by Amazon; on the other hand, blood donation and paternity/maternity leave are treated as absences from work and reduce the level of required attendance).
 - g) receive a recommendation during the period from 31 August 2025 until 31 December 2025 and also within this period, register in the system supporting the Program mentioned under item b) above and then – register in Amazon's internal recruitment system at www.pracujwamazon.pl (the date of registration in the Amazon system must be after the date of registration in the Randstad system);
 - h) have no priori employment history directly with Amazon or a temporary employment agency to perform work for and under the direction of Amazon.
- 3) To take part in the Program, the Referrer must meet all of the following conditions:
- a) during the period of the Program and at the time the Candidate's application is received in the Randstad system, be employed as a temporary employee by Randstad and be delegated to work for and under the direction of Amazon (green badge) or be currently employed under a statutory employment contract directly by Amazon (blue badge);
 - b) for a minimum period of 12 weeks from the day when the Candidate starts work (Day 1), have no less than 92% attendance in scheduled work time (excluding: approved annual leave, so-called "union hours", military service, mandatory health and safety training, occupational health examinations, waiting times for occupational health examinations, waiting times for mandatory health and safety training, so-called "special leave", care under Article 188 of the Labor Code, absences due to compulsory attendance at court or another authority upon presentation of the appropriate summons, medical room visits of less than one hour, without unexcused unpaid absences and absences during overtime work ordered by Amazon; on the other hand, blood donation and paternity/maternity leave are treated as absences from work and reduce the level of required attendance).
- 4) Awards in the Program**
- a) A cash award ("Award") will be paid to both the Referrer and the Candidate who meet all of the conditions described in these Terms and Conditions (for the Candidate – in Section IV.2, for the Referrer – in Section IV.3) if the recruitment process is completed successfully and the

Candidate is employed by Randstad as a temporary employee and delegated to work for and under the direction of Amazon, or the Candidate is employed by Amazon as a Direct Hire.

- b) The amount of the Award depends on the date on which the Candidate was employed and began working, as well as the Candidate's working hours and work system, and is determined as follows:
 - ✓ employment and commencement of work by the Candidate from 31 August 2025 until 31 December 2025 on a full-time basis – the Referrer and the Candidate will each receive PLN 2500 gross;
 - ✓ employment and commencement of work by the Candidate from 31 August 2025 until 31 December 2025 in case of employment of the Candidate at 50% FTE – the Referrer and the Candidate will each receive PLN 1250 gross;
 - ✓ employment and commencement of work by the Candidate from 31 August 2025 until 31 December 2025 in the case of employment of the Candidate for weekend shifts – the Referrer and the Candidate will each receive PLN 950 gross.
- c) Information about the right to receive the Award will be provided in person or by telephone within 14 days from the date of fulfilment of all conditions specified in these Terms and Conditions.
- d) The Award shall be paid to the Referrer and the Candidate by the 25th day of the month following the month in which the Referrer and the Candidate were informed of earning the Award.
- e) The condition for receiving the Award is that the Referred Person and the Candidate remain employed during the month when the Award is to be paid.
- f) If the Referrer meets the conditions for the Program, but the Candidate does not, none of the Program Participants will receive the Award.
- g) If the Candidate meets the conditions for the Program, but the Referrer does not, the Candidate is entitled to receive the Award.
- h) If the Referrer or Candidate is a temporary employee of Randstad at the time of receiving the Award, the value of the Award will be added to their revenue. If the Referrer or Candidate is an employee of a company other than Randstad at the time of receiving the Award, Randstad will issue a PIT-11 tax form document disclosing the value of the Award received by them under "other sources of revenue", and the person is required to settle tax on the value of the Award received in their annual tax return.
- i) In the case of a Referrer or Candidate who is a temporary employee of Randstad at the time of receiving the Award, the value of the Award will be transferred by bank transfer to the bank account number provided to Randstad for salary transfer. And in the case of a Referrer or Candidate who is an employee of a company other than Randstad at the time of receiving the Award – the value of the Award will be transferred by bank transfer to the bank account number provided by the Referrer or Candidate with the information for the PIT-11 tax form at the Local Office.
- j) The Organizers shall not be responsible for the inability to transfer the Award for reasons attributable to the Referrer or the Candidate.
- k) Awards cannot be surrendered to third parties or exchanged for another award.

V. Personal Data

- 1) The Controller of the personal data processed in this Program is the Organizer – Randstad Polska Sp. z o.o.
- 2) Contact with the Controller is possible at the e-mail address: dpo@randstad.pl or by mail to: Randstad Polska Sp. z o.o. with its seat in Warsaw (02-305), Al. Jerozolimskie 134.
- 3) The Controller has appointed a Data Protection Officer (DPO), who can be contacted in all matters related to personal data processing at the following e-mail address: dpo@randstad.pl.
- 4) Personal data will be processed for the following purposes:
 - a) conducting and completing the Program, granting awards – the basis for processing is the legitimate interest of the Organizer (Article 6 (1) (f) of the 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) ("GDPR");
- b) for the purposes of the Organizer establishing or pursuing any possible claims or defending against such claims – the Organizer's legitimate interest (Article 6(1)(f) of the GDPR) is the legal basis for the data processing.
 - c) in order to comply with tax law obligations in the case of persons awarded in the Program – the legal basis for data processing is the fulfillment of a legal obligation incumbent on the controller (Article 6 (1) (c) of the GDPR).
- 5) Personal data may be transferred to entities providing services to the Organizer related to the performance of the agreement, such as accounting and tax services, the suppliers of computer systems and IT services, postal operators and couriers, banks, legal services providers.
 - 6) Personal data will be processed for the duration of activities related to the Program, including the announcement of information about awardees. Each time, the data processing period may be extended by the claims period of limitation if the processing of personal data is necessary for the Organizer to establish or pursue any potential claims or defend against such claims. After the end of this period, data will be processed only within the time and scope arising from the provisions of law.
 - 7) Data subjects have the right to access their data, correct and remove it, restrict its processing, as well as the right to data portability and the right to object against data processing. They also have the right to lodge a complaint with the supervisory authority in charge of personal data protection (the President of the Office for Personal Data Protection) if they consider that the processing of their personal data violates the provisions of the GDPR.
 - 8) Data subjects have the right to object against data processing for the purpose set forth in item 4 (a) and (b) due to reasons related to their specific situation. For evidentiary purposes, the Organizer requests that objections be submitted in writing or by electronic means.
 - 9) Provision of personal data is voluntary, but necessary to allow the Organizer to conduct the Program.

VI. Complaints Handling Procedure

- 1) Complaints related to the Program may be submitted to Randstad's address in writing under pain of invalidity within 30 (thirty) days from the date on which the grounds for the complaint arose. Late complaints will not be considered.
- 2) The complaint should include at least the following information: first name, surname, e-mail address, the subject of the complaint with justification of the reasons for lodging it, signature and a demand for specific behaviour by the Organizers.
- 3) The complaint shall be processed by Randstad within a maximum 30 (thirty) days of receiving it. The person lodging the complaint will be notified of the outcome of the complaint procedure by a letter sent to the address specified in the complaint letter.
- 4) Following the final decision, the person lodging the complaint has the right to pursue claims before the competent common court.

VII. FINAL PROVISIONS

- 1) In matters not regulated by these Terms and Conditions, the relevant provisions of the applicable law, in particular the Civil Code, shall apply.
- 2) In case of any irregularities during the Program resulting from abuse by a Participant of the Program, including, but not limited to a violation of these Terms and Conditions by a Participant, the Organizers have the right to irrevocably exclude the Participant from the Program.
- 3) The Organizers shall not be liable for non-performance or improper performance of obligations arising from the Program if this results from events of force majeure or is caused by reasons attributable to other entities over whose actions the Organizers have no influence.
- 4) The Organizers reserve the right to amend these Terms and Conditions, including cancelling the Program or suspending it. Any change, cancellation or suspension of the Program will not result in the loss of rights acquired by Program participants prior to the change, cancellation or suspension of the Terms and Conditions.
- 5) Any changes in the Terms and Conditions shall be notified to the Participants by making the amended Terms and Conditions available at the Local Office. In such communication, the Organizers

shall state the date on which the change to the Terms and Conditions becomes effective, this date being at least 14 (fourteen) days from the date on which the notification of the change in the Terms and Conditions is sent. The above shall apply mutatis mutandis to situations in which the Organizers decide to suspend or cancel the Program.