

WHISTLEBLOWING POLICY

of

TEQBALL Korlátolt Felelősségű Társaság

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1. Document Control

Version	Approval date	Author	Owner	Description of change
1.0	15.12.2023	Zsolt Renátó Vasas dr.	Marianna Erdei dr.	New Whistleblowing Policy to ensure compliance with the EU Whistleblowing Directive 2019/1937 transposed by Act XXV of 2023

2. Scope

This policy applies to TEQBALL Korlátolt Felelősségű Társaság and Teqsports Korlátolt Felelősségű Társaság (hereinafter together: “**TEQBALL**”; “**Employer**”; or “**we**”, “**us**”, “**our**”). TEQBALL Kft. and Teqsports Kft. are affiliated companies that wish to establish common channels for the reception, processing and investigation of allegations under this Policy.

It applies to all permanent and temporary employees, former employees, candidates, contractors, consultants, secondees, Directors & Managers (“**you**”, “**your**”) of TEQBALL. The following persons shall be entitled to raise allegations through one of the whistleblowing channels:

- a) employed by the Employer;
- b) an employee whose existing employment relationship with the Employer has been expired or terminated;
- c) a person wishing to enter into an employment relationship with the Employer and for whom the procedure for the establishment of such a relationship has commenced;
- d) the sole proprietor, the sole proprietorship, if it has a contractual relationship with the Employer;
- e) a person with an ownership interest in the Employer and a member of the Employer's administrative, executive or supervisory board, including a non-executive member;
- f) a contractor, subcontractor, supplier or agent that has initiated a procedure for establishing a contractual relationship, is or has been under a contractual relationship with the Employer, as well as the persons under the supervision and control thereof;
- g) trainees and volunteers of the Employer;
- h) a person intending to enter into a legal relationship described in Subclauses (d), (e) or (g) with the Employer provided that the procedure for the establishment of such a legal relationship has been initiated, and
- i) a person whose legal relationship described in Subclauses (d), (e) or (g) with the Employer has expired or has been terminated.

3. Purpose

This policy outlines the overarching approach and high-level requirements for the usage of the whistleblowing channel across TEQBALL. It also outlines how allegations of misconduct (or breach of the Code of Conduct) are treated.

This policy is designed to ensure that anyone can raise allegations of breaches or suspected breaches of the Law and of the Code of Conduct in a confidential manner without fear of retaliation. The Whistleblowing Policy is an initiative to improve the ethical culture within our organization. It is a key element of the compliance program and a very important tool to detect, uncover and take actions against breaches of the Law and TEQBALL's Code of Conduct.

4. Introduction

It is everybody's responsibility to foster an ethical environment by protecting TEQBALL's Code of Conduct. Therefore, if you have reasonable suspicions, about actual or potential breaches of the Law or the Code of Conduct which occurred, are occurring, or are likely to occur at TEQBALL or that affects TEQBALL businesses, investments, or reputation, you must observe this Policy and raise your allegation.

This Policy is designed to enable those who become aware of a breach of the Law or our Code of Conduct to report their concerns at the earliest opportunity so that they can be investigated.

TEQBALL is committed to protecting reporting persons (whistleblowers), who are the starting point and cornerstone of ethical business practices. By creating an environment of trust and protection, we encourage reporting persons (whistleblowers) to report with confidence and responsibility, which contributes to the integrity and long-term success of our business.

5. Definitions

Term	Definition
Allegation	A statement or claim of an unproven fact where the reporting person has reasons to believe that a breach of the law or the Code of Conduct occurred, is occurring or is likely to occur

Breach or misconduct	Act of breaking or failing to observe the Law or the Code of conduct. A breach can be an act or an omission.
Code of Conduct	Means the Employer's internal policies collectively
Employee	TEQBALL Korlátolt Felelősségű Társaság, a company registered in Hungary at the Fővárosi Törvényszék under n° 01-09-174699, having its registered address at Expo tér 5-7, Budapest 1101, Hungary, with VAT n° 24390305-2-42; and Teqsports Korlátolt Felelősségű Társaság, a company registered in Hungary at the Fővárosi Törvényszék under n° 01-09-371772, having its registered address at Expo tér 5-7, Budapest 1101, Hungary, with VAT n° 28738945-2-42
Employee	natural person who carries out an activity for and under the direction of the Employer within the framework of an employment relationship for consideration or otherwise employed, including in particular, but not limited to, the Employer's employees
EU Whistleblowing directive	The Directive (EU) 2019/1937 of the European Parliament and the Council of 23 October 2019 on the protection of persons who report breaches of Union law
Facilitator	A natural person who will support a whistleblower to raise a report and who will also be protected
Feedback	Informing the reporting person (whistleblower) on the action envisaged or taken as a follow-up and on the grounds for such follow-up
Follow-up	Any action taken by the Investigator to assess the accuracy of the allegation, including actions such as internal enquiry, investigation, etc.
Law	The national law and the directly applicable European law
Report	The oral or written communication of information on breaches
Reporting Person or Whistleblower	A natural person who reports information on actual, potential or suspected breaches of the Law or the Code of Conduct, acquired in the context of their work-related activities (professional context)
Retaliation	Direct or indirect act or omission which occurs in a work-related context, is prompted by a report, and which may cause unjustified detriment to the reporting person (whistleblower)
Person Implicated	The person and/or entity who is referred to in the report as a person to whom the breach is attributed or with whom that person is associated

Whistleblowing report	A report of actual, potential or suspected breach or misconduct
Work related context (or activity)	Means current or past work activities in the private sector related to TEQBALL through which, irrespective of the nature of those activities, persons acquire information on breaches and within which those persons could suffer retaliation if they reported such information.

6. Responsibilities

TEQBALL must ensure that the responsibilities and accountabilities for relevant roles with respect to the Whistleblowing Policy are assigned and communicated at all levels of organization.

Person(s)/ Team(s)/Bodies	Key Responsibilities
TEQBALL's Management	<ul style="list-style-type: none"> • Issue a policy that establishes overall Whistleblowing principles • Ensure that the necessary resources are allocated to managing the Whistleblowing Policy • Approve, mandate, and oversee the Whistleblowing Policy • Ultimate responsible for the Whistleblowing Policy
Investigator	<ul style="list-style-type: none"> • Manage the Whistleblowing channel • Coordinate the investigation process • Promote the Whistleblowing Policy
Department Heads	<ul style="list-style-type: none"> • Promote and observe the Whistleblowing Policy
All staff	<ul style="list-style-type: none"> • Adhere to the requirements set out in the Whistleblowing Policy • When witnessing or becoming aware of any breach of the Law or the Code of Conduct, always use the available tool(s) to raise an allegation

7. Policy Statement

TEQBALL takes seriously any allegation of breach of the Law and the Code of Conduct made in good faith. We support and encourage everyone to observe this Policy when raising an allegation.

7.1 Confidentiality and no-retaliation

The identity of the reporting person, witnesses, the person concerned, and any other

individual involved on the allegation shall not be disclosed to anyone beyond the authorised individuals to receive, follow up, or investigate the allegation.

Whistleblowers (reporting person) shall **raise their allegation in good faith**. Under no circumstance a whistleblower (reporting person) who raised an allegation in good faith shall suffer any form of **retaliation**, including threats or attempts of retaliation. An allegation shall be considered to be raised in good faith if the whistleblower had reasonable grounds for believing, at the time of raising the allegation, that the reported information was true.

If determined beyond doubt that the **whistleblower has provided false data or information in bad faith**, and i) it gives rise to an indication that a crime or an infraction was committed, the Employer shall, upon request, hand over the personal data of the whistleblower to the designated authority or person entitled to initiate or conduct the proceedings; or ii) where it is likely that the whistleblower caused unlawful damage or other harm to the rights of others, the Employer shall hand over the personal data of the whistleblower to the designated authority or person entitled to conduct the proceedings.

7.2 Independent and impartial channel

The whistleblowing channel is operated by the Investigator and the process was designed to guarantee confidentiality, protect the identity of the whistleblowers (reporting person), and protect information for a fair and impartial investigation.

Reports are received only by the impartial person designated by the Employer, the Investigator, who cannot be instructed in the investigation and the activities related to the report. The Investigator shall not be instructed and shall not accept any instructions in connection with the initiation, conduct or conclusion of any proceedings under this Policy.

The Investigator shall decide within 3 (three) working day after the start of the processing of the report whether the examination and investigation of the report requires special expertise. If the investigation of the report requires special expertise, the Investigator may, after having duly anonymised all files pertaining to the case, consult another person in a legal relationship with the Employer or call upon an external expert with expertise in the matter, within the limits of a budget approved by the Employer.

In the course of the investigation, the Investigator may interview any person and exercise any powers of control that the employer is entitled to pursuant to the provisions of Act I of 2012 on the Labour Code, provided that it may be justified for the proper investigation of the report.

Name of the Investigator: Mária Szilvia Blascsák

Email address of the Investigator: whistleblowing@teqball.com

7.3 Receiving and retaining allegations

The Investigator is the responsible for the whistleblowing process and shall receive and retain the record of:

1. All allegations.
2. All investigations report.
3. All the reports of refused allegations.
4. All action plan resulted from an investigation report.

The retention period of the documents shall be six years unless specific law requires otherwise or a longer limitation period may apply to the facts investigated.

8. Whistleblowing Process



8.1 Raise the allegation

All allegations shall be directed to the Investigator in a strictly confidential manner and, without exception, be recorded in a whistleblowing channel. TEQBALL has whistleblowing channels available to raise an allegation of breaches of the Law and the Code of Conduct. The Investigator shall receive whistleblowing reports through the following channels:

- Orally, by means of a personal meeting, which may be initiated in person, or by sending an email to the Investigator's email address;
- In writing, through an email sent to the Investigator's following email address: whistleblowing@teqball.com

The whistleblowing channel is designed, established, and operated in a secure manner that ensures the confidentiality of the identity of the reporting person and any third party mentioned in the report. The reporting person is protected, and the information is prevented from non-authorized staff.

Nevertheless, if the employee or any other person would like to raise the allegation in person, the whistleblower can do it by requesting a meeting with the Investigator and a physical or virtual meeting will be arranged in a reasonable timeframe. The meeting will be either recorded or transcribed.

Once an allegation is made, the Investigator will acknowledge the receipt of the allegation reply within seven days receiving it and will initiate the Whistleblowing process.

8.2 Analyse the allegation (pre-assessment)

As mentioned above **all allegations** will be reported in a whistleblowing channel and **will be recorded** by the **Investigator**.

When raising an allegation, in order to ensure that it can be investigated efficiently, the whistleblower shall provide their name, email address (or, in the absence thereof, telephone contact details) and reference to their legal, contractual or other relationship (e.g. employment relationship) with the Employer as defined in this Policy. In the allegation, the whistleblower shall also provide the name(s) of the person(s) implicated in the allegation and the name(s) of the person(s) who may have relevant information about the facts of the whistleblowing, a detailed description of the case and any relevant information about the case.

The Investigator will analyse the allegation to identify sufficient indications of potential breach of the Law or of TEQBALL's Code of Conduct. It is important that the whistleblower (reporting person) gives as much information possible to enable an effective investigation to take place. When conducting the pre-assessment, the Investigator shall be able to identify, as best as possible:

- 1 What is the allegation about? (Description of the situation).
- 2 Who are the individuals concerned (person concerned)? (Names of people involved, including witnesses)
- 3 When the event (or events) occurred (is occurred or will occur)? (Date when it happened, happens, or will happen)
- 4 Where the event (or events) occurred (is occurred or will occur)? (Location of the report)
- 5 Why the event (or events) occurred (is occurred or will occur)? (The reason or the cause)
- 6 To what extent, in terms of value/impact/size (if possible)?
- 7 Evidence (if it exists and/or where it can be found).

Hence, the whistleblower is encouraged to provide as much precise information as possible, so the Investigator can verify/identify and is reasonably convinced that the breach has actually occurred, is occurring, and/or will occur. If the Investigator is not be able to identify sufficient indication of a breach of the Law or the Code of Conduct, it will follow-up with the whistleblower (reporting person) for more information.

Allegations without sufficient information will be archived and the whistleblower will receive feedback from the Investigator. If an allegation has sufficient grounds, the Investigator will launch an investigation. The Investigator shall report to the General Manager on the results of the investigations and its activities.

The investigation of a whistleblowing report may be omitted if: i) the report is made by an unidentifiable whistleblower; ii) report was not made by a person entitled to raise allegations pursuant to this Policy; iii) report is submitted by the same whistleblower with the same content as a previous report; or iv) harm to the public interest or a compelling private interest would not be proportionate to the restriction of the rights of the person implicated in the report resulting from the investigation of the report.

8.3 Investigation

When an investigation is launched, the Investigator will initially plan the investigation. Although the response to an allegation will differ depending on the allegation's content, the plan shall cover at least these points:

- 1 Personnel necessary for the investigation
- 2 Needed resources
- 3 The goals of the investigation
- 4 The scope of the investigation

The investigation will be treated confidentially, and the identity of the whistleblower (reporting person), any other person mentioned in the allegation, including but not limited to the person concerned (subject of the allegation), will be protected. Non-authorized employees or any other third-party shall not gain access to the information.

The investigation process shall be conducted discreetly and shall always aim at proving whether a breach has occurred (is occurring and/or will occur) or to prove that a breach has not occurred (is not occurring and/or will not likely occur). Under no circumstances the investigation will be concluded stating that a breach has likely occurred (is occurring and/or will occur) without giving the chance to the person concerned (subject of the allegation) to express their position on the matter.

For the sake of respecting the confidentiality of the process, interviews with witnesses, whistleblower (reporting person), or persons implicated in the report (subject of the allegation) are only allowed by or with the approval of the Investigator.

The investigation shall be concluded as swiftly as the circumstances permit and will be concluded in 30 days but may be extended to a maximum of three months (90 days) from the report's acknowledgement of receipt.

8.4 Closing and Communicating

All investigations shall be closed with a written report. The report shall include the findings, the impact (if any) and the recommended managerial, organizational and/or disciplinary countermeasures. The report shall be communicated to the General Manager and the action plan be monitored by the Investigator.

The whistleblower (reporting person) shall also receive a general and brief feedback on the result of the investigation and on the actions envisaged or taken, but not the details of the investigation. Indeed, the feedback must preserve the confidentiality of the facts and the discovery done on the investigation process. Thus, the feedback given to the whistleblower shall respect this principle. The feedback can be given orally but the operator of the whistleblowing channel shall take notes of when the feedback was given.

9. Policy Implementation

This Policy shall enter into force on the day of their publication.

In matters not regulated by this Policy, the provisions of Hungarian law, in particular Act I of 2012 on the Labour Code, and Act XXV of 2023 on complaints, disclosures in public interest, and related rules on reporting abuses shall apply.

This Policy is published in English and Hungarian. In case of any discrepancy between the two versions, the Hungarian version shall prevail.

10. Non-Compliance with this policy

Failing to comply with this policy has consequences for both the company and employees.

10.1 Company

Failure to comply with this Policy may result in breach of laws by the company, including, but not limited to Act XXV of 2023 on complaints, disclosures in public interest, and related rules on reporting abuses, or any other relevant domestic or European Union laws. In addition, it is a failure to protect TEQBALL's Code of Conduct, as this policy is a tool to identify and act against breaches of the Code of Conduct.

10.2 Employees

Failure to comply with this policy is a failure to comply with the Code of Conduct, and as such is subject to disciplinary measures which will apply according to the applicable law and the severity of the violation. The consequences applied varies from formal feedback, formal warning, training, suspension, dismissal, or other legal measures, subject to the applicable labour law.

11. Data management information regarding to the whistleblowing-system

Name of the Data Controller: TEQBALL Korlátolt Felelősségű Társaság (“**Data Controller**”)

Contact details of the Data Controller:

- Postal address: 1101 Budapest, Expo tér 5-7.
- E-mail: whistleblowing@teqball.com

Contact details of the Data Protection Officer:

- Name: KCG Partners Ügyvédi Társulás
- E-mail: privacy@fiteq.org

Purpose of the handling of personal data: investigating the whistleblowing and remedying or ending the conduct that is the subject of the whistleblowing.

Legal basis for handling personal data:

- the Data Controller shall process the personal data of the persons concerned in the report that is necessary in order to comply with the Employer’s legal requirement to operate an internal whistleblowing system, including the receipt and investigation of reports containing information on unlawful or suspected-to-be unlawful acts, omissions and other breaches, as well as the actions to be taken in response thereof. [GDPR Art.6.(1)c); Complaints Act Section 18(1) and 18(3); Complaints Act Section 26(4)]

The source of the personal data:

- the whistleblower;
- the person who may have substantive information on the matters contained in the report; and
- the natural person whose conduct or omission gave rise to the report (hereinafter: **the natural person concerned by the report**).

Possible consequences of not handling the data:

- The whistleblower has the discretion to decide whether or not to make a report. In case a report is not made, the Data Controller will not become aware of the act or omission that is the subject of the report and will not investigate it.
- If the person who may have substantive information on the subject of the report does not make a statement, the Data Controller will investigate the report on the basis of the available information.
- If the natural person concerned by the report does not make a statement, the Data Controller will investigate the report based on the information available.

The categories of personal data concerned:

- name and e-mail address of the whistleblower (if not available, telephone number), the legal relationship with the Employer within the meaning of point III.1 of this

Policy (e.g. employment); and

- the name(s) of the person(s) concerned by the report, in addition to the name(s) of the person(s) who may have substantive information on the matter of the report, and any additional personal data and relevant information in the detailed description of the case that has emerged in relation to the case which are indispensable for the investigation of the report.
- depending on the facts of the case to which the report relates, there may also be processing of personal data falling under a special category of personal data (personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, personal data relating to trade union membership, genetic and biometric data for the purpose of uniquely identifying natural persons, health data and personal data concerning the sex life or sexual orientation of natural persons). Processing of special data shall be subject to the condition that the processing is necessary for compliance with the obligations of the controller or the data subject arising from legal requirements governing employment and for the exercise of his or her specific rights, if Union or Member State law, which also provides for adequate safeguards to protect the fundamental rights and interests of the data subject, so allows (GDPR article 9. paragraph (2) point b)), and data processing necessary for the establishment, exercise or defence of legal claims (GDPR article 9. paragraph (2) point f)).

The recipients of personal data and the categories of recipients:

- the personal data of the data subjects may be transferred to the competent authority to carry out the procedure initiated on the basis of the report; if the report justifies the initiation of criminal proceedings, arrangements must be made to file a criminal report.
- if *the whistleblower has communicated false data or information in bad faith and there are indications that a criminal offence or infraction has been committed*, their personal data must be handed over to the authority or person responsible for the procedure.
- where it has become apparent that *the whistleblower has supplied false data or information in bad faith and there are reasonable grounds for believing that they have caused unlawful damage or other legal harm to another person*, their personal data must be handed over to the authority or person entitled to initiate or continue the proceedings, *at the request of that authority or person*.

There will be no transfers to third countries or international organisations.

No automated decision-making or profiling takes place during the processing.

Duration of storage of personal data:

- If the investigation reveals that the report is unfounded or that no further action is necessary, the data relating to the report must be deleted within 60 days of the end of the investigation.
- If action is taken based on the investigation, – including taking legal action or

disciplinary action against the whistleblower – the data relating to the report may be processed within the framework of the reporting system until the final conclusion of the proceedings initiated on the basis of the report at the latest.

Protection of personal data within the organisation: no person other than those entitled to do so may know the identity of the person disclosing his or her identity, the person who may have substantial information about the facts contained in the report and the personal data of the person concerned by the report. The persons investigating the notification may, pending the conclusion of the investigation or the initiation of formal charges as a result of the investigation, share information - in addition to informing the person concerned by the report - on the content of the notification and on the person concerned with other departments or staff of the employer to the extent strictly necessary for the conduct of the investigation. When responding to a data subject's request for information and access, the Data Controller shall not disclose to the applicant the identity of the whistleblower or of the person who may have access to the information contained in the report.

Rights and remedies of the data subject

The data subject may contact the Data Controller in order to enforce the following rights. The Data Controller shall, without undue delay and in any event within one month of receipt of the request, inform the data subject of the action taken on the request. If necessary, taking into account the complexity of the application and the number of requests, this deadline may be extended by a further two months. The Data Controller shall inform the data subject of the extension of the time limit within one month of receipt of the request, stating the reasons for the delay. If the data subject has made the request by electronic means, the information shall be provided by electronic means wherever possible, unless the data subject requests otherwise. In order to comply with requests, the Data Controller needs to be able to identify the data subject. The Data Controller is entitled to refuse to fulfil the data subject's request if it can prove that it is unable to identify the data subject.

Right to access

If the data subject so requests, the Data Controller shall, within one month of receipt of the request, provide feedback to the data subject on whether the processing of his or her personal data is ongoing and, where such processing is in progress, inform the data subject of the characteristics of the processing and provide him or her with a copy of the personal data which are the subject of the processing. The Data Controller can comply with the data subject's request if the Data Controller can identify the data subject in a credible manner. The Data Controller shall not disclose the personal data of the whistleblower and the witness to the person requesting access in the course of fulfilling requests for access and information.

Right to rectification

If the data subject so requests, the Data Controller shall correct inaccurate personal data relating to the data subject without undue delay from the date of receipt of the request. The

data subject has the right to request that incomplete personal data – by means of, inter alia, a supplementary declaration – be completed. The Data Controller can only comply the data subject's request if the Data Controller can credibly identify the data subject.

Right to erasure

Upon the data subject's request, the Data Controller shall delete personal data concerning the data subject without undue delay where one of the following grounds applies:

- the personal data are no longer necessary for the purposes for which they were collected or otherwise processed;
- the data subject withdraws the consent on which the processing is based and there is no other legal basis for the processing;
- the data subject objects to the processing and there are no overriding legitimate grounds for the processing;
- the personal data have been unlawfully processed; or
- the personal data must be erased in order to comply with a legal obligation applicable to the Data Controller.

The Data Controller can only comply with the data subject's request if the Data Controller can credibly identify the data subject.

The Data Controller is not obliged to comply with a data subject's request for erasure where the processing of personal data is necessary for compliance with a legal obligation to which the Data Controller is subject or for the establishment, exercise or defence of legal claims.

Right to restriction of processing

At the request of the data subject, the Data Controller shall, within one month of receipt of the request, restrict the processing of personal data relating to the data subject where one of the following conditions is met

- a) the data subject contests the accuracy of the personal data, in which case the restriction applies for the period of time necessary to allow the Data Controller to verify the accuracy of the personal data;
- b) the processing is unlawful and the data subject opposes the erasure of the data and instead requests the restriction of their use;
- c) the Data Controller no longer needs the personal data for the purposes of processing, but the data subject requires them for the establishment, exercise or defence of legal claims; or
- d) the data subject has objected to the processing; in this case, the restriction applies for the period until it is established whether the legitimate grounds of the controller override those of the data subject.

The Data Controller can comply with the data subject's request if the Data Controller can identify the data subject in a credible manner. In case of restriction of processing, the personal data handled, with the exception of storage, may only be processed with the consent of the data subject or for the establishment, exercise or defence of legal claims or for the protection of the rights of another natural or legal person. The Data Controller shall

inform the data subject requesting the restriction in advance of the lifting of the restriction.

The right to protest

The data subject shall have the right to object at any time, on grounds relating to his or her particular situation, to the processing of his or her personal data based on the legitimate interests of the Data Controller. If the data subject so requests, the Data Controller shall examine whether the processing is justified by compelling legitimate grounds which override the interests, rights and freedoms of the data subject or are related to the establishment, exercise or defence of legal claims. If these grounds do not apply, the Data Controller may no longer process the personal data. The Data Controller shall inform the data subject of the outcome of the investigation within one month. The Data Controller can comply with the data subject's request if the Data Controller can identify the data subject in a credible manner.

Enforcement of rights, legal remedies

The data subject has the right to contact the Data Controller directly if he or she has a question about the processing of his or her personal data or wishes to exercise his or her data protection rights. The name and contact details of the Data Protection Officer are indicated at the beginning of this privacy notice.

If the data subject considers that the processing of personal data relating to him or her is unlawful, he or she has the right to lodge a complaint with the National Authority for Data Protection and Freedom of Information („Nemzeti Adatvédelmi és Információszabadság Hatóság”), (registered office: 1055 Budapest, Falk Miksa utca 9-11., postal address: 1363 Budapest, Pf.: 9., e-mail: ugyfelszolgalat@naih.hu, telephone number: +36 (30) 683-5969, +36 (30) 549-6838, +36 (1) 391 1400).

If you consider that your rights under the GDPR have been infringed as a result of the unlawful processing of your personal data, you have the right to bring a civil action against the Data Controller. You can also file a lawsuit in the court of the place where you live (<https://birosag.hu/torvenyszekek>).