

## Dear employees of Mobis Slovakia s.r.o.,

With this information, we would like to inform you about how and for what purposes we process your personal data, as well as about your rights under the applicable legislation in the field of personal data protection (within the meaning of Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter referred to as the "GDPR Regulation")). We are firmly committed to processing your personal data at all times responsibly, carefully and in accordance with all legal requirements.

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| <b>Controller</b>                           | Mobis Slovakia s.r.o., ID No.: 35876557, registered office: MOBIS ulica 1, 013 02 Gbely, Slovak Republic, registered in the Commercial Register of the District Court in Žilina, Section: Sro, Insert No. 14982/L                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Purposes of personal data processing</b> | <ul style="list-style-type: none"> <li>Fulfilment of duties and general administration related to human resources, including <ul style="list-style-type: none"> <li>complete personnel and payroll processing, processing of benefits and social benefits provided by the controller, management of business trips, reimbursement of expenses incurred, education, training and personal development, performance management and performance of work tasks, identification on the identity card and in the organizational charts and structures of the controller, registration and control of attendance, sick leave and other absences, fluctuation, substitutability, records of emergency contacts, recording and dealing with incentives, notifications, complaints and disciplinary proceedings, providing equal opportunities and planning operations;</li> </ul> </li> <li>Fulfilment of the controller's legal obligations related to the employment relationship or similar relationship between the data subject as an employee and the controller as an employer, including pre-contractual relationships, in particular <ul style="list-style-type: none"> <li>the fulfilment of obligations in the field of taxes, social insurance, public health insurance, supplementary pension insurance and/or other insurance in accordance with the relevant legislation;</li> </ul> </li> <li>Human resource planning, job placement, including assessing suitability for some of our current or future job opportunities, verifying the suitability of the data subject, assignment to project teams or other internal groups, change of job title or function, relocation, posting on business trips, communication with relevant authorities, organizations or service providers;</li> <li>Organisational purposes, planning, management, budgeting, comparison of selected indicators and restructuring;</li> <li>Security purposes, including the management and protection of the controller's assets, occupational health and safety and fire protection, ensuring the integrity, safety, control and control of access to our premises, facilities, information and communication systems, platforms and secure websites, web applications and other systems or devices (including camera/other systems), the investigation, prevention and detection of security threats, fraud, theft or other criminal, misdemeanor or other anti-social activities;</li> <li>Processing and recording of legal and other documentation, including ensuring compliance with obligations regarding legal and other documents and their retention (e.g. obligation to keep certain records, archives and registries);</li> <li>Compliance with rules at the level of the organization, in particular the control and evaluation of compliance with the guidelines, procedures and standards of the Controller;</li> <li>To comply with the law and ensure compliance with our legal and regulatory obligations and requirements, including bookkeeping, compliance with reporting obligations, filing reports to government and any other relevant public authorities, or in connection with controls and audits by national and international authorities to which the Controller is or may be subject, which may include the performance of reference checks; conflict of interest checks, public records checks, criminal record checks (where permitted by applicable law) and other necessary steps and due diligence under applicable law;</li> <li>Transfer of data within the group (parent company and affiliates) for internal administrative purposes;</li> <li>Providing, organizing, documenting and presenting events and activities important for the controller in terms of building business or social relations, social responsibility, including significant visits;</li> <li>Presentation of employees or the Controller in connection with the work and business activities of the controller or employees, as well as in particular promotions and other special awards of employees, trainings and similar events in connection with the work performance and achievements of employees;</li> <li>Recording and resolving court and other disputes and recovering claims, including supporting the Controller in resolving disputes, enforcing decisions of courts, authorities or other public administration</li> </ul> |

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|                                                        | <p>bodies, controlling the performance and enforcement of any contractual obligations of the Controller, as well as establishing, exercising or defending legal claims.</p> <ul style="list-style-type: none"> <li>General compliance to ensure compliance with legal obligations, including verification of compliance with relevant regulations or documentation obligations (e.g. compliance with antitrust, export, trade sanctions, embargo, or crime prevention laws related to fraudulent management or money laundering), which may include checks on contact information or data on the identity of the data subject according to lists sanctioned parties and contacting them in order to confirm their identity in the event of a possible match, or by recording the data subject's contacts with third parties in connection with monopoly efforts.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Data subjects</b>                                   | Controller's employees                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Processed personal data</b>                         | <p>Personal data necessary in connection with the employment relationship between the controller as an employer and the data subject as an employee:</p> <ul style="list-style-type: none"> <li>information that the data subject provides to the controller directly, e.g. through forms for the collection of personal data,</li> <li>information based on or derived from data thus obtained</li> <li>information otherwise obtained or created in the course of employment.</li> </ul> <p>This will include the following personal data:</p> <ul style="list-style-type: none"> <li>Identifying personal data such as name, surname, address, date of birth, social security number, photo, marital status, emergency contact details, country of residence, nationality, health and social insurance data, taxes;</li> <li>Professional data, such as work contact details, job and occupation data, data contained in a CV, qualifications details, relevant experience and skills;</li> <li>Other employment-related information that is compulsorily processed in connection with an employment or other contractual relationship with the Controller, or that the data subject has provided voluntarily, e.g. wage data, bank data, training data, evaluations, attendance and absence records, disciplinary proceedings, processing of complaints and suggestions, job references, data related to a change of job position or function, relocation or posting on business trips;</li> <li>Contact details of the data subject in relation to access to the benefits provided by the Controller;</li> <li>Data related to the use of and access to the Controller's systems, devices and premises, which may include data obtained by means of camera systems or generated by the use of the Controller's communication and information systems (e.g. logs);</li> <li>Compliance-related data or data resulting from compliance control activities, including data obtained through public database checks, conflict of interest checks, criminal records checks (where permitted by applicable law) and other necessary checks, compliance with registration and reporting obligations under applicable laws and regulations, including investigations into compliance with applicable rules;</li> <li>Data relating to disputes and debt collection, including data relating to or arising during relevant proceedings, disputes, negotiations, hearings, or other related communications or activities;</li> <li>Other personal data derived from or obtained by pursuing the above permitted purposes;</li> <li>Special categories of personal data - insofar as it is necessary to achieve any of the above purposes and only in cases <ul style="list-style-type: none"> <li>where required or permitted by applicable law - data relating to health and disability (e.g. in order to comply with related legal obligations related to occupational health and safety),</li> <li>or, on the basis of the consent of the data subject, data on trade union membership (e.g. for the purpose of fulfilling obligations under the contract concluded with the controller).</li> </ul> </li> </ul> |
| <b>Legal basis for the processing of personal data</b> | <p>Art. 6 (1) (a) GDPR Regulation – consent of the data subject; especially</p> <ul style="list-style-type: none"> <li>photographs/videos taken for the purpose of presenting the controller and data subjects (branding, introduction of the controller, awards)</li> <li>contact details of the data subject for the purpose of accessing the benefits (by providing the data, the data subjects agree to the processing of their personal data)</li> <li>CV data, if the data subject expresses an interest in being listed in the controller's database;</li> </ul> <p>Art. 6 (1) (c) of the GDPR – compliance with the legal obligations of the controller; especially</p> <ul style="list-style-type: none"> <li>fulfilment of the employer's obligations arising from employment relations</li> </ul> <p>Art. 6 (1) (f) of the GDPR – legitimate interest of the controller; especially</p> <ul style="list-style-type: none"> <li>processing of camera recordings in the camera system,</li> <li>processing attendance lists from trainings,</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

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|                                                     | <ul style="list-style-type: none"> <li>CV data until the end of the competition,</li> <li>compliance checks;</li> <li>transfer of data within the group (parent company / sister companies) for internal administrative purposes;</li> <li>registration of logs in the controller's systems.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Automated decision-making and profiling</b>      | Not taking place                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Collection of personal data</b>                  | <ul style="list-style-type: none"> <li>directly from the data subject during the employment relationship (e.g. when filling in employee questionnaires, during website visits, when using internal systems as well as in any other communication between the controller and the data subject;</li> <li>creation (e.g. access to the system) by the controller for the duration of the employment relationship,</li> <li>from a third party, e.g. when delivering an order to make deductions from wages.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Transfer of personal data outside the EU/EEA</b> | <p>The Controller stores and processes the personal data of data subjects within the European Economic Area ("EEA"). The Controller, as a major internationally active business entity, may transfer personal data of data subjects in the course of its business activities to recipients to countries outside the European Economic Area ("third countries") in which the applicable legislation does not provide the same level of personal data protection as the legislation of the Slovak Republic. In such a case, the Controller shall take appropriate safeguards to ensure the security and integrity of the data subject's personal data.</p> <p>The transfer of personal data takes place to the controller's parent company – Hyundai Mobis Co. Ltd. if it is necessary to achieve the purpose of personal data processing (in particular for internal administrative purposes).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Sharing of personal data</b>                     | <ul style="list-style-type: none"> <li>within the group (parent company Hyundai Mobis Co. Ltd. and its affiliates) for any of the above purposes - the use of personal data for the same purposes and under the same conditions as specified in this information on the processing of personal data,</li> <li>with third parties who process the personal data of the data subject on their own behalf, but in connection with the service provided to the controller for permitted purposes (e.g. auditors, benefit providers),</li> <li>with service providers (processors) within or outside the Mobis Group, in the Slovak Republic and abroad (e.g. with shared service centers, or providers of other services, including cloud service providers) who have been authorized by the controller to process personal data for the agreed purposes, on behalf of and in accordance with the controller's instructions. The controller retains control over the personal data and will continue to be fully responsible for them. The controller shall use appropriate technical safeguards, as required by applicable law, to ensure the integrity and security of personal data of data subjects when cooperating with service providers,</li> <li>With government authorities, e.g. regulatory or law enforcement authorities, lawyers or courts, in relation to which this obligation is imposed under applicable laws or regulations, or at their request, in accordance with the law and in the need to comply with a legal obligation, or in connection with the establishment, exercise or defence of legal claims;</li> <li>with a third party with whom the data subject comes into contact on behalf of the controller in the performance of his/her work duties – e.g. business partners,</li> <li>otherwise, when the data subject requests it, when he or she consents to such sharing, when it results from applicable laws, regulations, official requests, as well as in the event of suspicion of fraud or criminal activity.</li> </ul> |
| <b>Data protection</b>                              | <p>Implementation of physical, electronic and procedural safeguards in accordance with the latest technical and data protection requirements that protect the personal data of data subjects against unauthorized access or breach – implementation of specific technologies and procedures designed to protect the privacy of the data subject, such as secure servers, firewalls and encryption.</p> <p>The controller also strictly complies with applicable laws and regulations regarding the confidentiality and security of personal data.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Rights of the data subject</b>                   | <p><b>I. Right to be informed about the processing of personal data,</b></p> <p><b>II. The right to access personal data</b> (providing a copy of the personal data being processed), <u>including the right to obtain confirmation as to whether or not the personal data are being processed</u> to the extent of (i) the purpose of the processing; (ii) the categories of personal data concerned; (iii) the recipients or categories of recipients to whom the personal data have been or will be disclosed; (iv) the envisaged retention period of personal data; (v) information about the source of the personal data; (vi) information on automated decision-making and information concerning the procedure used as well as the significance and envisaged consequences of such processing for the data subject, and (vii) information on safeguards for the possible transfer of personal data abroad outside the EEA.;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

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|                                                  | <p><b>III. the right to prompt completion of personal data / prompt correction of incorrect/outdated personal data,</b></p> <p><b>IV. the right to erasure/right to be forgotten</b> if (i) the personal data are not necessary for the purposes for which they were collected or otherwise processed; (ii) the data subject has withdrawn consent to the processing of the personal data and there is no other legal basis for the processing; (iii) the data subject objects to the processing pursuant to Article 21(1) of the GDPR and no legitimate grounds for the processing prevail or the data subject objects to the processing pursuant to Article 21(2) of the GDPR; (iv) the personal data has been unlawfully processed; (v) it is necessary for the fulfilment of a legal obligation under the law of the EU or the Slovak Republic, (vi) the personal data were obtained in connection with the offer of information society services pursuant to Article 8(1) of the GDPR,</p> <p><b>V. the right to restriction of the processing of personal data</b> when (i) the data subject objects to the accuracy of the personal data, but only during the period during which the controller can verify the accuracy of the personal data; (ii) the processing is unlawful and the data subject objects to the erasure of the personal data and requests the restriction of its use instead; (iii) the personal data is not necessary by the controller to achieve the purposes of the processing, but the data subject requires them to establish, exercise or defend legal claims; or (iv) if the data subject objects to the processing of personal data, pending verification whether the legitimate interests of the controller in the processing of personal data outweigh the rights and legitimate interests of the data subject,</p> <p><b>VI. the right to transfer personal data</b> under the conditions set out in Article 20 of the GDPR without the controller hindering this transfer in any way, if the processing is based on consent or on the fulfilment of contractual obligations,</p> <p><b>VII. the right to object to the processing of personal data</b> processed on the legal basis of legitimate interest. The Controller will not process the objected personal data until it proves the existence of necessary legitimate interests for the processing that outweigh the interests, rights and freedoms of the data subjects or the necessity of the processing for the exercise of our legal claims,</p> <p><b>VIII. the right to lodge a complaint</b> with the Office for Personal Data Protection of the Slovak Republic, Galvaniho Business Centrum II, Galvaniho 7/B, 821 04 Bratislava; <a href="mailto:statny.dozor@pdp.gov.sk">statny.dozor@pdp.gov.sk</a>,</p> <p><b>IX. Right to withdraw consent</b> to the processing of personal data - the withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal.</p> |
| <b>Exercising the rights of the data subject</b> | <p>The data subject may exercise his/her rights by contacting the controller by sending an e-mail: <a href="mailto:gdpr.dpo@gmobis.com">gdpr.dpo@gmobis.com</a>, by post addressed to the Controller at the address: Mobis Slovakia s.r.o., Legal &amp; Compliance section, MOBIS ulica 1, 013 02 Gbely or the person responsible for the processing of personal data at Mobis Slovakia s.r.o. by e-mail to the e-mail address <a href="mailto:dpo2@proenergy.sk">dpo2@proenergy.sk</a>.</p> <p>The Controller keeps records of requests from data subjects and proceeds according to a special policy – Data subjects requests policy. That policy shall also contain an application form which the data subject is entitled to use. The request must contain a clearly formulated request, including relevant personal data, so that the data subject can be identified (first and last name, employee ID number and contact details). The controller is entitled to request additional proof of identity. The request of the data subject will be dealt with without undue delay.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Personal data retention period</b>            | <p>The personal data of the data subject will be deleted if it is no longer necessary to process them for the specified purposes or after the data subject withdraws consent to their processing (in case the processing is based on consent) and the controller is not legally obliged or entitled to continue storing such data. The Controller will continue to store the personal data of the data subject when it is necessary for the Controller to assert, exercise or prove his legal claims or to defend against legal claims until the end of the relevant retention period or until the legal claim has been resolved. The retention periods of personal data for individual purposes, agendas and documents are specified in the relevant legal regulations or in the internal guidelines of the controller.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Miscellaneous</b>                             | <p>In case of questions regarding the processing of personal data, the data subject may contact the Controller by sending an e-mail: <a href="mailto:gdpr.dpo@gmobis.com">gdpr.dpo@gmobis.com</a>, by post addressed to the Controller at the address: Mobis Slovakia s.r.o., Legal &amp; Compliance section, MOBIS ulica 1, 013 02 Gbely or the person responsible for the processing of personal data in Mobis Slovakia s.r.o. by e-mail to the e-mail address <a href="mailto:dpo2@proenergy.sk">dpo2@proenergy.sk</a>.</p> <p>This information on the processing of personal data was last updated in August 2026. In the event that it is necessary to update it, the current information will be available on the Controller's website.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |