

Dear future employees – 3rd country nationals – 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.

Controller	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
Purposes of personal data processing	Submission of applications for the issuance of confirmation of the possibility of filling a vacancy with the Controller for the purpose of submitting an application for temporary residence for the purpose of employment by the data subject.
Data subjects	Future employees – third-country nationals who have been promised employment by the Controller – provided that they are granted temporary residence for the purpose of employment
Processed personal data	Common personal data such as name, surname, maiden name, date of birth, place and country of birth, gender, number and validity of travel document, nationality, permanent residence, job position, duration of employment, education.
Legal basis for the processing of personal data	Art. 6 (1) (c) of the GDPR – fulfilment of the legal obligation of the Controller to apply to the Labour Office in order to obtain a confirmation for the third-country national of the possibility of filling a vacant position, so that the third-country national can apply for temporary residence for the purpose of employment;
Automated decision-making and profiling	Not taking place
Collection of personal data	directly from the data subject
Transfer of personal data outside the EU/EEA	Not taking place
Sharing of personal data	Labour office as state authority as a state authority deciding on the issuance of a certificate of the possibility of filling a vacant position.
Privacy Policy	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. The Controller also strictly complies with applicable laws and regulations regarding the confidentiality and security of personal data.
Personal data retention period	3 years after termination of the temporary residence for the purpose of employment. The personal data of the data subject will be deleted if it is no longer necessary to process them for specified purposes.

Rights of the data subject	I. Right to be informed about the processing of personal data, II. The right to access personal data (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.; III. the right to prompt completion of personal data / prompt correction of incorrect/outdated personal data, IV. the right to erasure/right to be forgotten 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, V. the right to restriction of the processing of personal data 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, VI. the right to transfer personal data 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, VII. the right to object to the processing of personal data 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, VIII. the right to lodge a complaint with the Office for Personal Data Protection of the Slovak Republic, Galvaniho Business Centrum II, Galvaniho 7/B, 821 04 Bratislava; statny.dozor@pdp.gov.sk, IX. Right to withdraw consent to the processing of personal data - the withdrawal of consent does not affect the lawfulness of processing based on consent before its withdrawal.
Exercising the rights of the data subject	The data subject may exercise his/her rights by contacting the Controller by sending an e-mail: gdpr.dpo@gmobis.com, by post addressed to the Controller at the address: Mobis Slovakia s.r.o., Legal & Compliance section, MOBIS ulica 1, 013 02 Gbafany or the person responsible for the processing of personal data at Mobis Slovakia s.r.o. by e-mail to the e-mail address dpo2@proenergy.sk. 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, date of birth 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.
Miscellaneous	In case of questions regarding the processing of personal data, the data subject may contact the Controller by sending an e-mail: gdpr.dpo@gmobis.com, by post addressed to the Controller at the address: Mobis Slovakia s.r.o., Legal & Compliance section, MOBIS ulica 1, 013 02 Gbafany or the person responsible for the processing of personal data in Mobis Slovakia s.r.o. by e-mail to the e-mail address dpo2@proenergy.sk. 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.