

Dear job applicants at 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 Gbafany, Slovak Republic, registered in the Commercial Register of the District Court in Žilina, Section: Sro, Insert No. 14982/L
Purposes of personal data processing	- Assessment, within the framework of pre-contractual relations pursuant to Section 41 of the Labour Code, whether the data subject meets the requirements of the controller for the performance of work in the vacant position due to his knowledge, experience, previous work. - Assessment, within the framework of pre-contractual relations pursuant to Section 41 of the Labour Code, whether the successful job applicant meets the conditions of medical fitness for the work to be performed. - Maintaining a database of unsuccessful job applicants in order to be able to contact them in connection with another vacant position at the Controller.
Data subjects	Job applicants
Processed personal data	- Identifying personal data such as name, surname, permanent/temporary residence address, date of birth, ID card number, signature; - Contact details such as telephone number and email address; - Data on qualifications such as education, professional competence, language skills, data from certificates, authorizations, affidavits; - Data related to remuneration, in particular wage demanded, proposed wage; - Professional data such as previous jobs, job description, duration; - Confirmation of the successful job applicant's medical fitness for work (data from the medical fitness assessment); - Other data provided in the CV.
Legal basis for the processing of personal data	Art. 6 (1) (a) of the GDPR – consent of the data subject in the event that he/she, as an unsuccessful applicant for an employee, expresses the will to be listed in the Controller's database in the event of the opening of a vacant job position; Art. 6 (1) (c) of the GDPR – fulfilment of the legal obligations of the controller to assign employees to work with regard to their medical fitness (processing of data on the medical fitness of the successful job applicant); Art. 6 (1) (f) of the GDPR – the legitimate interest of the Controller in filling the position with an employee who will meet the requirements of the Controller (professional, educational, linguistic, etc.)
Automated decision-making and profiling	Not taking place
Collection of personal data	- directly from the data subject who contacts the Controller with regard to his or her interest in applying for a job; - from a third party (e.g. a company operating an employment portal – Profesia) as well as from the Controller's employees who mediate contact between the Controller and the data subject.
Transfer of personal data outside the EU/EEA	Not taking place
Sharing of personal data	with service providers (processors), e.g. a provider of IT services, cloud services, security services, who have been commissioned by the Controller to process personal data for the agreed purposes, on behalf of and in accordance with the instructions of the Controller. 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, • with state 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; • with employees employed within Mobis coordination centre Europe with its seat in Frankfurt („MCCE“) in relation to hiring of employees who shall work for MCCE from the territory of Slovakia. Personal data is processed by the controller's employees authorized for this processing, in particular the employees of the human resources department and the department where the job position is filled.
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.
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: gdpd.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.
Personal data retention period	• for the duration of the selection procedure until the conclusion of the employment contract or the notification that the employment contract will not be concluded; • six months after the end of the selection procedure (the period runs from the first day of the month following the month of the end of the selection procedure), if the data subject expresses his or her willingness to be listed in the Controller's database for the purpose of being invited back to a job interview. The consent form is available on request from the Controller as well as on its website. 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 and the controller is not legally obliged or entitled to continue to store this data. If the data subject becomes an employee of the Controller, he or she is subject to a separate Information on the Processing of Personal Data of Employees.
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 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 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.