

Dear employees temporarily assigned to 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	• Fulfilment of the legal obligations of the controller as a user employer (concluding a temporary assignment contract, managing the attendance of a temporarily assigned employee, training, management of temporarily assigned employees, provision of PPE, etc.), • Records of entries to/exits/movement of temporarily assigned employees around the controller's premises, • Increasing the security and protection of property with the aim of preventing and detecting crime, committed primarily in the form of burglary, as well as theft and damage to other people's property, • Detecting errors in the production process, including modification of the production process and handling complaints, • Dealing with accidents at work and damage events, • Internal administrative purposes.
Subjects	Temporary employment agency employees temporarily assigned to the controller
Processed personal data	• Personal data contained in the temporary assignment agreement pursuant to Section 58a (2) of the Labour Code and related regulations (name, surname, date and place of birth, address of permanent residence, fitness for work – mental / health, other prerequisites for work, PPE provision), • ID number assigned to a temporarily assigned employee, • Email address and phone no. as well as other data in the range of business card (if it is applicable to the temporarily assigned employee) • Attendance data, • Data necessary to verify that the Agency complies with the obligation to maintain equal pay conditions; • Camera recordings
Legal basis for the processing of personal data	Article 6 (1) (c) GDPR – fulfilment of the legal obligations of the controller as a user employer from temporary assignment, Article 6 (1) (f) GDPR – legitimate interest of the controller; in particular ↳ processing of camera recordings in the camera system, ↳ processing of attendance lists from trainings ↳ business card
Automated decision-making and profiling	Not taking place
Collection of personal data	• from a third party – a temporary employment agency; • directly from the data subject during the temporary assignment; • by creating (e.g. camera recording) by the controller for the period of temporary assignment,
Transfer of personal data outside the EU/EEA	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. 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).
Sharing of personal data	• a third-party temporary employment agency that assigned the data subject • 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, • 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 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.
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	<u>I. The right to be informed about the processing of personal data,</u> <u>II. The right to access personal data (providing a copy of the personal data being processed), 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.; <u>III. the right to prompt completion of personal data / prompt correction of incorrect/outdated personal data,</u> <u>IV. the right to erasure/right to be forgotten</u> 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, <u>In. the right to restriction of the processing of personal data</u> 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, <u>VI. the right to transfer personal data</u> 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, <u>VII. the right to object to the processing of personal data</u> 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, <u>VIII. the right to lodge a complaint</u> 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, <u>IX. Right to withdraw consent to the processing of personal data</u> - 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 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. 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.
Personal data retention period	The personal data of the data subject will be deleted if it is no longer necessary to process them for the specified purposes and the controller is no longer obliged or entitled by law to continue to store this data. In principle, data related to temporary assignment are stored for 3 years from the end of the temporary assignment of the data subject, camera recordings for 30 days from their creation, documents serving as documents for accounting operations for a period of 10 years from the end of the accounting year. 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.
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 at 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.