

Mobis Slovakia s. r. o.
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Zapísaná v Obchodnom registri Okresného súdu v Žiline, oddiel: Sro, vložka č. 14983/L

DATA PRIVACY NOTICE OF CONTROLLER/EMPLOYER

- Financial support for Mobis Slovakia s.r.o. as an employer for the reimbursement of employees' wages, who could not assign work due to an obstacle on the employer's site -

according 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 the "GDPR Regulation")

Dear data subject,

1. WHO IS RESPONSIBLE FOR YOUR PERSONAL DATA

Company Mobis Slovakia s.r.o., ID number: 35876557, seated at MOBIS ulica 1, 013 02 Gbeľany, Slovak Republic, registered in the Commercial Register of the District court in Žilina, section Sro, file No. 14983/L (hereinafter also referred as „we“, „Company“, „controller“, „employer“) is the responsible controller of your personal data.

2. FOR WHICH PURPOSES WE PROCESS YOUR PERSONAL DATA

Your personal data are processed for the following purpose (hereinafter "permitted purpose"):

- Obtaining financial support from the Slovak republic to reimburse the wages of Mobis Slovakia s.r.o. employees

We will not use your personal data for taking any automated decisions affecting you or creating profiles.

The legal bases for processing your personal data are set forth in Article 6 sect. 1 art. f.) of the GDPR Regulation

3. WHICH PERSONAL DATA DO WE COLLECT

Personal data – **name, surname, birth number, assessment basis for the purpose of the Social Insurance Act for the reported month, average hourly earnings for labor law purposes according to § 134 of the Labor Code, number of hours of obstacle at work according to § 142 par. 3.4 of the Labor Code for the reported month, the amount of wage compensation for the reported month, the required amount of the contribution.**

Personal data relates to employees of Mobis Slovakia s.r.o. to whom the employer (Mobis Slovakia s.r.o.) could not assign work due to an obstacle on the employer's (Mobis Slovakia s.r.o.) site.

4. HOW DO WE COLLECT PERSONAL DATA

We obtain personal data through the IT systems of the controller/employer.

5. HOW DO WE PROTECT YOUR PERSONAL DATA

We maintain physical, electronic and procedural safeguards in accordance with the technical state of the art and legal data protection requirements to protect your personal data from unauthorized access or intrusion. These safeguards include implementing

specific technologies and procedures designed to protect your privacy, such as secure servers, firewalls and encryption. We will at all times strictly comply with applicable laws and regulations regarding the confidentiality and security of personal data.

6. WITH WHOM WILL WE SHARE YOUR PERSONAL DATA

We may share your personal data with:

Office of Labour, Social Affairs and Family Žilina

7. WHERE DO WE PROCESS PERSONAL DATA:

We will store and process your personal data within the European Economic Area ("EEA"). The Company is a globally active enterprise, so in the course of our business activities, we may transfer your personal data also to recipients in countries outside of the European Economic Area ("third countries"), in which applicable laws do not offer the same level of data protection as the laws of the Slovak Republic. When doing so we will comply with applicable data protection requirements and take appropriate safeguards to ensure the security and integrity of your personal data. You may contact us anytime using the contact details below if you would like further information on such safeguards.

8. WHAT ARE YOUR RIGHTS:

- You have a right to obtain a confirmation as to whether or not your personal data are being processed, and, where that is the case, access to the personal data, namely in the following scope: (i) the purposes of the processing; (ii) the categories of personal data concerned; (iii) the recipients or categories of recipient to whom the personal data have been or will be disclosed; (iv) the envisaged period for which the personal data will be stored; (v) information on source of the personal data; (vi) the existence of automated decision-making and information about the logic involved, as well as the significance and the envisaged consequences of such processing for you; and (vii) safeguards in case when your personal data are transferred to foreign countries outside of the EEA.
- We shall provide you with a copy of the personal data undergoing processing. For any further copies requested by you, we may charge a reasonable fee.
- You have a right to obtain from the controller without undue delay the rectification of inaccurate personal data concerning you or to have your incomplete personal data completed.
- You have the right to the immediate deletion of personal data if (i) personal data are not needed for purposes that were acquired or otherwise processed; (ii) you object to the processing under Art. 21 (1) of the Regulation and any legitimate reason are overriding the processing, or you object to the processing according to Art. 21 (2); (iii) personal data has been processed unlawfully; (iv) personal data must be erased in order to comply with a statutory obligation under EU law or the Slovak Republic;
- You have the right to restrict the processing of your personal data when (i) the accuracy of personal data is claimed but only during the period in which we can verify the correctness of the personal data; (ii) the processing is unlawful and you refuse the deletion of the personal data and request instead of that restriction; (iii) we no longer need your personal data for processing purposes, but you require them to prove, enforce or defend legal claims; or (iv) if you object to the processing of personal data until the verification or our legitimate reasons for processing prevail over your legitimate reasons.
- You have the right to obtain your personal information that you have provided to us and the right to transfer this information to another controller without having to defend

it if the processing is based on consent or contract. Further details of this right are set in Article 20 of the Regulation.

- You may object the processing of your personal data on grounds relating, which is carried out under Article 6 (1) f), to your particular situation. We are not allowed to process personal data until we have not demonstrated the necessary legitimate reasons for processing that outweigh your interests, rights and freedoms, or the reasons necessary to enforce our legal claims.
- If you believe we are processing your personal data not in accordance with the law you can complain to the Data Protection Office of the Slovak Republic (Hraničná 12, 820 07 Bratislava, statny.dozor@pdp.gov.sk).

9. HOW CAN YOU EXECUTE YOUR RIGHTS

You can exercise your rights by contacting our Data Protection Officer at: **gdpr.dpo@mobis.sk, phone: 041/ 515 8550, in person: by person designated as DPO, phone: 041/ 515 8550**, or in the Company seat address: **MOBIS ulica 1, 013 02 Gbeľany, Administration Department.**

Regarding your requirements, we keep records, how these requirements are met.

For any of the above requests, please send clear description of your requirement including concerning personal data and state your name and surname, your contact details and your as proof of identity. We may require additional proof of identity to protect your personal data against unauthorized access. We will solve your request without undue delay.

10. HOW LONG DO WE STORE PERSONAL DATA

Your personal data will be deleted in accordance with registry plan an order, when it is no longer reasonably required for the Permitted Purposes or you withdraw your consent (if processing is based on your consent) and we are not legally required or otherwise permitted to continue storing such data. We will in particular retain your personal data where required for Company to assert or defend against legal claims until the end of the relevant retention period or until the claims in question have been settled. Details about data retention period for particular purposes, agendas and individual documents are specified in particular legal regulations or internal regulation of Company.

11. ZMENY TEJTO INFORMÁCIE

This Data Privacy Notice was last updated in May 2020. In case of changes of procedures described by this notice, this change will be announced by websites www.mobis.sk. If you have any questions regarding your rights or if you have any specific requests relating to your personal data please contact us at the email address stated below:

gdpr.dpo@mobis.sk