

PRIVACY NOTICE

The purpose of this notice is to inform you about the data processing and data protection practices carried out by Technosource as the Data Controller. The notice covers the definition of the scope of data managed by the Data Controller, the purpose of data processing, rules related to the transmission and protection of data, as well as the technical measures through which the Data Controller ensures the protection of personal data.

From this notice, you can learn about the data processing practices conducted by the Data Controller, primarily concerning the services provided to individuals (hereinafter referred to as "Candidates") who utilize the services of the Data Controller, primarily aimed at labor mediation, or who have been added to its jobseeker database or approached in the context of headhunting activities. The Data Controller acknowledges the provisions contained in this Notice as binding upon itself, respecting the personality rights and right to self-determination of any natural persons who avail themselves of its services in any way.

By accepting this Privacy Notice, the Candidate expressly acknowledges that the personal data provided to the Data Controller and those defined in this Notice may be transmitted to the clients of the Data Controller, as potential employers. If the Candidate does not wish their data to be processed by the Data Controller, please notify the Data Controller by withdrawing consent to the processing of their data.

The Candidate avails themselves of the services of the Data Controller for their own job search purposes. The Candidate is responsible for the content provided or shared, the authenticity, suitability, and accuracy of personal data. The Data Controller shall not be held responsible for deficiencies in data provision or for any consequences and resulting damages arising from incorrectly provided data; the Data Controller expressly excludes liability in this regard.

The Candidate is entitled to partially or completely withdraw their consent to data processing through a written notification addressed to the Data Controller, or request the deletion of their data via the designated email address.

Data of the Data Controller:

Details of the Data Controller:

Name: Jubosys Kft. (Technosource)

Company registration number: 13-09-207247

Registered office: 2117, Isaszeg, Wesselényi utca 16.

Website: www.technosource.eu

Email: agnes.bogartelki@technosource.eu

In its activities, the Data Controller processes personal data in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) (hereinafter referred to as GDPR), Act CXII of 2011 on informational self-determination and freedom of information, and relevant, currently applicable legislation.

The Data Controller obtains data regarding the Candidate from the following sources:

Resumes/applications of candidates on www.linkedin.com accessed by the Data Controller

Applications of individuals registering/uploading resumes on the Data Controller's website

Applications to advertisements

Recommendations from third parties

Inquiries conducted by the Data Controller's employees

Recommendations from the Data Controller's contracted partners

I. SCOPE OF PROCESSED DATA, PURPOSE OF DATA PROCESSING

Personal Data: Name and other identifying information (mother's name, birth data, address)

Identification of Candidates, job placement (finding the optimal workplace and position for Candidates; searching for suitable candidates for job opportunities advertised by the Data Controller's clients), keeping records in the Data Controller's job seeker database, communication with the Candidate, providing information on the evaluation of applications for specific job offers, notifications about further job opportunities.

Personal Data: Email address, phone number

Communication with the Candidate during job placement, providing information on applications for specific job offers, their evaluation, notification of further job opportunities in case of successful placement with separate consent.

Personal Data: Citizenship and, for foreign citizens, the legal basis for residence

Job placement (finding the optimal workplace and position for Candidates; searching for suitable candidates for job opportunities advertised by the Data Controller's clients).

Personal Data: Native language

Job placement, assessing suitability for positions.

Candidate's previous and current workplaces and work data (professional experience, held positions, business sector, occupational field, position, duration of employment)

Purpose of data processing: job placement (finding the optimal workplace and position for Candidates; searching for suitable candidates for job opportunities advertised by the Data Controller's clients), assessing job suitability and adequacy.

Personal Data: Reference (name of the referee, phone number, text of the reference)

Purpose of data processing: job placement (finding the optimal workplace and position for Candidates; searching for suitable candidates for job opportunities advertised by the Data Controller's clients), assessing job suitability and adequacy.

Personal Data: Education, training data, language skills, computer skills, type of driver's license

Purpose of data processing: job placement (finding the optimal workplace and position for Candidates; searching for suitable candidates for job opportunities advertised by the Data Controller's clients), assessing job suitability and adequacy.

Personal Data: Job search and workplace preferences (possible start date, work location, sought position, occupational field, workplace motivating factors, salary expectations, requested benefits)

Purpose of data processing: job placement (finding the optimal workplace and position for Candidates; searching for suitable candidates for job opportunities advertised by the Data Controller's clients), assessing job suitability and adequacy.

Personal Data: Personality traits, descriptive skills data

Purpose of data processing: job placement (finding the optimal workplace and position for Candidates; searching for suitable candidates for job opportunities advertised by the Data Controller's clients), assessing job suitability and adequacy.

Personal Data: Interview notes

Purpose of data processing: job placement (finding the optimal workplace and position for Candidates; searching for suitable candidates for job opportunities advertised by the Data Controller's clients), assessing job suitability and adequacy.

Personal Data: Personal data voluntarily provided by the Candidate in their resume (e.g., photograph, professional strengths)

Purpose of data processing: job placement (finding the optimal workplace and position for Candidates; searching for suitable candidates for job opportunities advertised by the Data Controller's clients), assessing job suitability and adequacy.

Downloading E-books and Other Online Marketing Materials

From time to time, Techn makes online marketing materials, including e-books, available for download on its website. If you choose to download these online marketing materials, we will ask for your explicit consent to process your personal data for marketing purposes, including providing you with the requested materials and, if applicable, for statistical and analytical purposes.

The table below outlines the categories of data we process for these purposes, the sources of your data, the legal basis for processing, and the recipients of the data.

| Categories of Data Processed | Data Sources | Legal Basis for Processing | Data Recipients |
|--|---|-----------------------------------|------------------------|
| First name, Surname, Company name, position, Email address, Telephone number | Directly from you via the form for downloading the e-book or other material | Your explicit consent | IT service providers |

II. RULES RELATED TO THE TRANSMISSION AND PROTECTION OF DATA

The personal data of Candidates processed by the Data Controller may be transferred to clients of the Data Controller as potential employers. The Data Controller undertakes to ensure the protection of personal data through the appropriate technical and organizational measures.

Personal data may only be processed if:

The Candidate has given their consent or

Processing is necessary for the performance of the contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract or

Processing is necessary for compliance with a legal obligation to which the Data Controller is subject or

Processing is necessary to protect the vital interests of the data subject or of another natural person or

Processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller or

Processing is necessary for the purposes of the legitimate interests pursued by the controller or by a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data, in particular where the data subject is a child.

Data shall be stored in accordance with the provisions of relevant legislation for the period necessary to achieve the purposes set out in this Notice.

III. TECHNICAL MEASURES TO ENSURE THE PROTECTION OF PERSONAL DATA

The Data Controller has taken the following technical measures to protect the personal data of Candidates:

Access to the data stored electronically by the Data Controller is password-protected.

Data stored electronically by the Data Controller is protected against unauthorized access, alteration, disclosure, and deletion using appropriate technical measures.

Data stored electronically by the Data Controller is regularly backed up.

Access to data stored electronically by the Data Controller is restricted by applying appropriate authorization levels.

The Data Controller regularly reviews its data processing and data protection practices and takes necessary measures to ensure compliance with the applicable legal requirements.

The Data Controller's employees process personal data in accordance with the provisions of applicable legislation and internal data processing policies and are obliged to maintain confidentiality regarding personal data processed in the course of their employment.

IV. RIGHTS OF THE DATA SUBJECT

The Candidate has the right to:

request access to their personal data processed by the Data Controller,

request the rectification of their personal data processed by the Data Controller,

request the erasure of their personal data processed by the Data Controller ("right to be forgotten"),

request the restriction of processing of their personal data by the Data Controller,

object to the processing of their personal data by the Data Controller,

request data portability of their personal data processed by the Data Controller,

withdraw consent to the processing of their personal data by the Data Controller.

Requests relating to the exercise of the rights of the data subject may be submitted in writing to the Data Controller's address or via email.

The Candidate has the right to lodge a complaint with the supervisory authority if they consider that the processing of their personal data infringes applicable data protection regulations.

V. CANDIDATE RIGHTS

1. Right to Information

The Candidate may request information from the Data Controller in writing via the contact details provided in this notice to inform them about what personal data of theirs, on what legal basis and for what purposes of data processing, from what source, and for how long the Data Controller processes it. The Candidate may also request information about who, when, and on what legal basis the Data Controller has provided access to their personal data or to whom it has transmitted them.

The Data Controller provides the requested information in widely used electronic format or on paper based on the Candidate's express written request. The Data Controller does not provide verbal information over the phone.

Following the provision of information, if the Candidate disagrees with the processing of the data or the accuracy of the data being processed, they may request correction, supplementation, deletion, restriction of processing,

object to the processing of such personal data, or indicate their claim for compensation according to the provisions of this notice.

2. Right to Rectification and Supplementation of Personal Data

Upon the written request of the Candidate, the Data Controller is obliged to correct without undue delay the inaccurate or incomplete personal data identified by the Candidate. The Data Controller must also inform every recipient to whom the personal data has been disclosed about the correction or supplementation, unless this proves impossible or involves disproportionate effort.

3. Right to Restriction of Processing

The Candidate may request the restriction of the processing of their data in writing if they dispute its accuracy. In this case, the restriction applies for the period during which the Data Controller verifies the accuracy of the personal data.

4. Right to Erasure (Right to be Forgotten)

Upon the Candidate's request, the Data Controller shall erase without undue delay the personal data concerning the Candidate if one of the following grounds applies:

the personal data are no longer necessary in relation to the purposes for which they were collected or otherwise processed;

the Candidate withdraws consent on which the processing is based, and where there is no other legal ground for the processing;

the personal data have been unlawfully processed.

The Candidate cannot exercise the right to erasure if the processing is necessary for:

public health reasons;

the establishment, exercise, or defense of legal claims.

5. Right to Data Portability

The Candidate may request to receive their personal data held by the Data Controller in a structured, commonly used, machine-readable format and have the right to transmit those data to another controller, or to have the data directly transmitted to another controller if technically feasible within the Data Controller's system. The Data Controller fulfills the request for data portability only based on a written request sent by email or post. To fulfill the request, the Data Controller must ensure that the requesting party is indeed the entitled Candidate. Under this right, the Candidate may request the portability of the data they themselves provided to the Data Controller. The exercise of this right does not automatically result in the deletion of the data from the Data Controller's systems; therefore, even after exercising this right, the Candidate's data will continue to be recorded in the Data Controller's systems unless the Candidate requests their deletion.

6. Compensation and Non-material Damages

Any person who has suffered pecuniary or non-pecuniary damage as a result of the breach of the Regulation is entitled to compensation from the Data Controller or the data processor for the incurred damage. The data processor is only liable for damages caused by data processing if it fails to comply with the obligations specifically imposed on data processors by the legislation or if it disregards or acts contrary to the lawful instructions of the Data Controller. The Data Controller or the data processor is exempt from liability if they can prove that they are not in any way responsible for the event causing the damage.

VI. ENFORCEMENT OPTIONS

The Candidate may exercise their rights by submitting a written request via email or post. The Data Controller only deals with requests from individuals whom it can clearly identify. If there is doubt regarding the identity of the natural person submitting the request, further information necessary to confirm the identity of the applicant may be requested.

The Candidate may appeal to the National Data Protection and Freedom of Information Authority or to the court for redress in connection with data processing.

VII. HANDLING OF DATA PROTECTION INCIDENTS

A data protection incident is a breach of security resulting in the accidental or unlawful destruction, loss, alteration, unauthorized disclosure, or access to personal data transmitted, stored, or otherwise processed. The Data Controller keeps a record of data protection incidents for the purpose of monitoring measures related to the incident, informing the supervisory authority, and informing the Candidate. The record includes the scope of personal data involved in the incident, the number of individuals affected, the date, circumstances, effects of the incident, and measures taken to remedy it. In the event of a data protection incident, the Data Controller informs the Candidate and the supervisory authority without undue delay, but no later than within 72 hours, unless there is no risk to the rights and freedoms of natural persons.

VIII. OTHER PROVISIONS

The Data Controller reserves the right to unilaterally modify this Privacy Notice, particularly but not exclusively in the event of changes in legislation. The modifications come into effect on the date specified in the notification to the Candidate, unless the Candidate objects to the modifications.

If any person provides third-party data to the Data Controller in connection with the use of the Data Controller's services and causes any damage in any way, the Data Controller is entitled to seek compensation from that person.

Candidates registering on the website of the Data Controller must accept the notice in the manner provided by the Data Controller on the website. The notice is accepted by signing the document attached to the email sent by the Data Controller, or, in the absence of this, by sending a reply email with consent.

Date of entry into force of this notice: 2023.04.12.