

Bosch Group's Privacy Notice on the entry process

We want you on our team!

In this privacy notice, we inform you how your personal data is processed in the entry process at Bosch Group. Additionally, we inform you about your rights under applicable data privacy laws. Personal data is all data that refers to an identified or identifiable natural person, such as date of birth, address or invoice data, and data that is specific to their identity.

The personal data you have entered in our applicant management system will be processed by the relevant legal entities of the Bosch Group for the purpose of processing your application and with the objective of filling vacant positions in one of the companies at Bosch Group.

In processing your personal data, we will always take great care to protect your privacy and the security of all your business data.

Bosch respects your privacy.

Protecting your personal data and ensuring the security of all our business data are important concerns for us. We always consider these concerns in our business processes. The personal data collected when you apply online is treated confidentially and strictly in accordance with the statutory provisions.

Data privacy and information security are an integral part of our corporate policy.

Contact details of the data controller and the data privacy officer

The Bosch Group legal entity to which you submit your application is responsible for processing your data. You will find the contact details of the Bosch legal entities in *Annex 1*.

Below are the contact details of our Group Data Privacy Officer,

(Corporate Data Privacy and Information Security):

Group Data Privacy Officer
Information Security and Data Privacy, Robert Bosch Group (C/ISP)
Robert Bosch GmbH
P.O. Box: 30 02 20
70442 Stuttgart
GERMANY

or

Mail to: Abteilungsbriefkasten.cisp@de.bosch.com

To assert your rights please use the following link: <https://request.privacy-bosch.com/>

To notify data protection incidents please use the following link: <https://www.bkms-system.net/bosch-dataprotection>

Data categories processed

The following are the main categories of personal data processed:

- Master data necessary for the creation of a contract (e.g., name, date of birth, place of birth, address, tax identification number, social security number, etc.);
- Communication data (e.g., telephone number, e-mail address, etc.);
- Bank account details
- Educational details (e.g., highest level of education, diploma identification details, etc.);

In general, personal data about you comes directly from you. For particularly sensitive positions, background checks or further verification of the information you provide may be necessary. The results of these checks will be recorded in the recruitment system. If a background check is necessary, this information will be clearly stated in the job advertisement. These checks will be carried out in accordance with the applicable legal requirements, using only carefully selected service providers.

Purposes of processing and legal bases

We, and the external service providers we commission, process your personal data in compliance with the EU's General Data Privacy Regulation (GDPR), with the national data privacy laws and with any other applicable national laws. Your data is processed, in particular, during the applicant management process in preparation for an employment or student relationship with a legal entity of the Bosch Group.

The main legal basis for this purpose is GDPR Article 6 para. 1(b) ("in order to take steps at the request of the data subject (in this case applicant) prior to entering into a contract"). Other legal bases are:

- GDPR Article 6 para. 1(f) (Legitimate interests): e.g., legitimate interest for HR inquiries (reporting), recommendation of additional relevant positions by the relevant recruiter, and any processing that is in our legitimate interest to protect and enforce our rights.

Special categories of data

As far as special categories of personal data as per GDPR Article 9 para. 1 (e.g., data concerning health) are processed, such processing are carried out in accordance with GDPR Article 9 para. 2 (b). Furthermore, it may be necessary to process this data in order to assess your ability to work in accordance with GDPR Article 9 para. 2(h).

Disclosure of personal data to others

Only persons involved in the selection process (e.g. line managers, employees in recruitment departments, HR staff, members of employee representative bodies) have access to your personal data. In addition, your application data may in certain cases be shared with other vacancies within the Bosch Group, in all cases you will be notified by e-mail and your consent will be requested to activate your application.

In addition to the above, your personal data will be transferred to other data controllers primarily when necessary as part of the recruitment process or where we or a third party has a legitimate interest in the transfer or where you have given your consent. For more information on the recipients or categories of recipients of transfers and the legal basis for transfers, please see the section on Purposes of processing and their legal basis. Third parties may include other members of the Bosch Group.

In some cases, we use external service providers to help us comply with our relevant contractual or legal obligations. For more information about service providers and contractual partners, see the section "Service providers and contractual partners (data processors)". We may also transfer personal data to other data controllers where we are required to do so by law or by an enforceable administrative or judicial order.

Security during data processing

We take all the necessary technical and organizational measures to ensure appropriate levels of security and to protect your personal data particularly from the risks of unintended or unlawful destruction, manipulation, loss, alteration, or disclosure to or access by unauthorized third parties. We are constantly trying to improve our security measures and keep them state of the art.

Disclosure to recipients outside the European Economic Area

We disclose your personal data to contractors, service providers or Group companies located outside of the European Economic Area (EEA) only if the EU Commission has confirmed that the third country in question has appropriate levels of data privacy or if other appropriate data privacy guarantees (e.g., binding corporate regulations on data privacy or standard EU contractual clauses) are in place.

On request, we will provide you with a list of the recipients in third countries and a copy of the specifically agreed regulations to ensure appropriate levels of data privacy. Contact details for this purpose can be seen above in the 'Contact details of the data controller and the data privacy officer'.

Duration of storage; retention periods

We delete your personal data as soon as it is no longer required for the above-mentioned purposes, or we no longer have any legitimate interest in its retention. After completion of the application process, your personal data is further stored if we are obligated for such storage under the national law. Furthermore, your personal data may be stored for the period during which claims may be made against us. If you are a member of one of our Bosch applicant communities, you may delete your profile yourself at any time.

Rights of users

If you wish to assert any of your rights, please refer to the Contact section. While contacting us, please ensure that you can be identified individually.

Right of access:

You are entitled to receive information from us about the processing of your data. You may assert your right of access with respect to any of your personal data processed by us.

Right to rectification or erasure:

You may demand that we correct the incorrect data and complete the incomplete data or erase your data; provided the statutory requirements are met.

This does not apply to the data that is required for invoicing or accounting purposes or that is subject to statutory retention periods. If access to such data is not required, processing of the data will be restricted (see below).

Restriction of processing:

Provided the statutory requirements are met, you may demand that we restrict processing of your data.

Objection to data processing in cases of "legitimate interest":

You are also entitled to object at any time to our processing your data, provided you can lawfully claim a legitimate interest. In such cases we will cease processing your data, unless we can demonstrate – in accordance with the statutory provisions – compelling legitimate grounds to continue its processing that outweighs your interests.

Withdrawal of consent:

If you have provided us your consent to process your data, you may withdraw it at any time with effect for the future. This shall have no effect on the lawfulness of our processing of your data prior to withdrawal of consent.

Data portability:

You are also entitled receive your data from us in a structured, commonly used and machine-readable format and/or – if technically possible – to demand transfer of that data to a third party.

Right to complain to a data privacy authority:

You are entitled to file a complaint with a data privacy authority. You can contact either the data privacy authority responsible for your place of residence or German federal state, or the data privacy authority responsible for the Bosch Group.

The data privacy authority responsible for the Bosch Group is:

<u>Germany:</u> Der Landesbeauftragte für den Datenschutz und die Informationsfreiheit Office address: Königstrasse 10a 70173 Stuttgart, Germany Postal address: P.O. Box 10 29 32 70025 Stuttgart GERMANY Phone: +49 (0)711/615541-0 Fax: +49 (0)711/615541-15 E-mail: poststelle@ldi.bwl.de	<u>Hungary:</u> National Authority for Data Protection and Freedom of Information H-1055 Budapest, Falk Miksa u. 9-11.. Hungary Tel.: +36 1 391 -1400 Fax: +36 1 391 -1410 E-mail: ugyfelszolgalat@naih.hu www.naih.hu
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1. Annex

Legal entity	Street	Number	Postal code	City
Robert Bosch Automotive Steering Colum Kft.	Patak utca	8	3300	Eger
Robert Bosch Automotive Steering Kft.	Havas László utca	2	3397	Maklár
Bosch Rexroth Kft.	Gyömrői út	104	1103	Budapest
Robert Bosch Power Tool Elektromos Szerszámgyártó Kft.	Robert Bosch park	1	3526	Miskolc
Robert Bosch Elektronika Gyártó Kft.	Robert Bosch út	1	3000	Hatvan
Robert Bosch Energy and Body Systems Kft.	Robert Bosch park	3	3526	Miskolc
Robert Bosch Kft.	Gyömrői út	104	1103	Budapest