STATEMENT

ON PROCESSING

OF PERSONAL DATA

per Articles 12 and 13 of 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

1. IDENTIFICATION OF THE DATA CONTROLLER

Name of the organization: Roboauto s.r.o., Šumavská 416/15, 602 00 Brno, VAT ID CZ06629016

Contact responsible person: Jakub Jůza

Contact for communication regarding personal data protection:

- Email: info@roboauto.tech
- Phone: +420 775 352 504
- Data box: 3njvvnw

2. PURPOSES OF PERSONAL DATA PROCESSING AND LEGAL BASIS

We process personal data for several reasons related to the normal operation of the company. These include, for example:

- organizing meetings and marketing activities,
- managing business relationships (e.g., with partners or clients),
- managing labor law agenda,
- ensuring accounting, payroll, and tax obligations,

The full text of the Regulation of the European Parliament and of the Council of the EU on the protection of natural persons with regard to the processing of personal data and on the free movement of such data is available on the website: https://eur-lex.europa.eu/legal-content/CS/TXT/?uri=CELEX:32016R0679

- securing information and IT infrastructure,
- operational activities and archiving.

The law allows us to process personal data in particular:

- when you give us your consent (voluntary, understandable, and specific),
- when it is necessary for the conclusion or performance of a contract,
- when required by legal obligations (e.g., accounting or tax),
- if we have a legitimate interest, such as the security of our IT systems (e.g., monitoring access to internal systems).

We will be happy to provide you with details on how we process personal data—just contact us in advance.

We only use your data for the purposes for which we obtained it, and we do not use any automated decision-making or profiling (i.e., decision-making without human intervention).

2.1 Recording of Technical Interviews

During the recruitment process, Roboauto s.r.o. may, subject to the candidate's prior, freely given and informed consent, make an audio recording of the technical interview using recording software or applications.

The audio recording will be processed solely for the purpose of preparing an accurate summarized transcript of the interview, including information relevant to the assessment of the candidate's technical knowledge, skills and qualifications. The original audio recording will be deleted once the summarized transcript is generated.

The summarized transcript will be stored in the company's Applicant Tracking System (ATS) as part of the candidate's recruitment record and used as a supporting document for evaluating the candidate's suitability for the position.

The legal basis for processing the audio recording and preparing the summary is the candidate's consent pursuant to Article 6(1)(a) of Regulation (EU) 2016/679 (GDPR).

Consent to audio recording is voluntary. Refusal to provide consent shall not adversely affect the candidate's participation in the recruitment process or the assessment of their application.

The full text of the Regulation of the European Parliament and of the Council of the EU on the protection of natural persons with regard to the processing of personal data and on the free movement of such data is available on the website: https://eur-lex.europa.eu/legal-content/CS/TXT/?uri=CELEX:32016R0679

The candidate may withdraw their consent at any time. Withdrawal shall not affect the lawfulness of processing carried out before the withdrawal.

3. RECIPIENTS OF PERSONAL DATA

We may transfer personal data to third parties, but only when absolutely necessary. Specifically, these may include:

- **State institutions**, such as the Police of the Czech Republic, courts, authorities, or components of the integrated rescue system (firefighters, ambulance services, etc.), mainly in cases where required by law.
- **Companies** that help us provide services, such as travel agencies, hotels, educational agencies, or communication companies. This occurs, for example, when organizing business trips or training, and protection is ensured in these cases by a confidentiality clause in the contract.

4. PERSONAL DATA RETENTION PERIOD

The length of time personal data is stored varies depending on the purpose for which it was obtained. We are guided by:

- legal requirements,
- our internal shredding policy (i.e., rules for storing and deleting data),
- or the period for which you have given us your consent.

Specific periods can be determined upon written request.

5. RIGHTS OF THE DATA SUBJECTS

Everyone whose personal data we process has the following rights under applicable law:

- **Right of access**: You have the right to know whether we process your personal data and, if so, to obtain more detailed information about it.
- **Right to rectification**: If your data is inaccurate or incomplete, you can request that it be corrected.
- **Right to erasure and restriction of processing**: In certain cases, you can request that your data be deleted or that its further use be restricted (for example, if it is no longer needed or has been processed unlawfully).

The full text of the Regulation of the European Parliament and of the Council of the EU on the protection of natural persons with regard to the processing of personal data and on the free movement of such data is available on the website: https://eur-lex.europa.eu/legal-content/CS/TXT/?uri=CELEX:32016R0679

- **Right to data portability**: You can have your data provided in a format that is easy to transfer and pass it on to another controller.
- **Right to object**: If you disagree with the processing of your data, you can object to it – especially if the data is used for marketing purposes, for example.
- **Right to withdraw consent**: If you have given us your consent to processing, you can withdraw it at any time.

If you have any doubts about whether we are complying with the GDPR rules on personal data protection, you can notify us directly. If necessary, you can also contact the Office for Personal Data Protection.

6. HOW TO EXERCISE YOUR RIGHTS

If you wish to exercise any of your rights, we need to verify your identity. You can exercise your rights using the contact details provided above and the **"Request to Exercise Rights"** form, which is available for download on our website.

- You can send us the form in the following ways:
- via data box,
- by e-mail with an electronic signature,
- in writing – but with an officially certified signature,
- in person, if you present your identity document for inspection.

7. DATA SECURITY

- **Access only for authorized persons:** Only those employees or external workers (e.g., accounting firms) who really need the personal data for their work—for example, for accounting or selecting new employees—have access to it.
- **Employee confidentiality:** Upon joining the company, each employee signs a confidentiality agreement that obliges them to protect all confidential information, including personal data.

The full text of the Regulation of the European Parliament and of the Council of the EU on the protection of natural persons with regard to the processing of personal data and on the free movement of such data is available on the website: https://eur-lex.europa.eu/legal-content/CS/TXT/?uri=CELEX:32016R0679

- **Regular security checks:** We regularly assess potential risks and the effectiveness of security measures. This enables us to detect and eliminate new security risks in a timely manner.

- **Protective measures:** We use technical and organizational measures to protect personal data from unauthorized access, loss, or misuse. (Specific details about these measures can be provided upon request.)

- **Contracts with external partners:** If we use external services (e.g., for accounting), we have a contract with each supplier for the processing of personal data. These contracts oblige them to protect personal data, including confidentiality obligations.

8. UPDATE OF THE STATEMENT

This privacy statement may be amended if new circumstances or changes arise that require an update. If such changes occur, employees will always be informed of them in a timely manner.

Jakub JŮZA, CEO

The full text of the Regulation of the European Parliament and of the Council of the EU on the protection of natural persons with regard to the processing of personal data and on the free movement of such data is available on the website: https://eur-lex.europa.eu/legal-content/CS/TXT/?uri=CELEX:32016R0679

Audit trail

Details

FILE NAME	P04_PROHLASENI_O_ZPRACOVANI_OU_ENGLISH-2026-10 - 20.10.26 16:22
STATUS	Signed
STATUS TIMESTAMP	2026/10/20 14:24:22 UTC

Activity

SENT	patrik.benchenni@roboauto.cz **sent** a signature request to: • Jakub Jůza (jakub.juza@roboauto.cz)	2026/10/20 14:22:18 UTC
SIGNED	**Signed** by Jakub Jůza (jakub.juza@roboauto.cz)	2026/10/20 14:24:22 UTC
COMPLETED	This document has been signed by all signers and is **complete**	2026/10/20 14:24:22 UTC

The email address indicated above for each signer may be associated with a Google account, and may either be the primary email address or secondary email address associated with that account.