

Data Processing Notice

HUPX Hungarian Power Exchange Company Limited by Shares (registered office: 1134 Budapest, Dévai u. 26-28., company registration number: 01-10-045666, tax number: 13967808-2-41, e-mail: dataprotection@hupx.hu; representative: dr. Sipos András; hereinafter referred to as "Data Controller") hereby presents the data processing on its website (<https://hupx.hu>) (hereinafter referred to as "Website") in connection with the "Career" menu.

As a data subject, you may at any time request detailed information about the processing of your personal data, access, rectification, erasure or restriction of processing as well as exercise your right to data portability.

If you would like to exercise any of these rights, please contact us at dataprotection@hupx.hu. You have the right to lodge a complaint directly with the National Authority for Data Protection and Freedom of Information (address: 1055 Budapest, Falk Miksa utca 9-11., postal address: 1363 Budapest, Pf.: 9. e-mail: ugyfelszolgalat@naih.hu, website: www.naih.hu) or you can also take the matter to court, which will proceed out of turn.

Please also read the Privacy Notice available on the Data Controller's website (<https://hupx.hu> "Data Protection"), where you can find more detailed information about the rights of data subjects, the methods of exercising them and the possibilities of legal remedies.

1. Data Processing Related to Job Applications

The Data Controller processes personal data in the process of selecting employees, applicants have the opportunity to apply for various jobs under the "Careers" section of the Website.

The Data Controller will not process CVs sent during the application process for subsequent use, and they will be deleted within 3 working days after the end of the recruitment procedure, following the sending of the rejection notice. The Data Controller will only keep the CV of an unselected candidate for a maximum period of 1 year if the candidate wishes to do so.

The further processing of data of the data subject selected on the basis of the CVs is already carried out for the purpose of the employment relationship, and the related data processing is therefore covered by the relevant internal rules and documents of the Data Controller, such as the Privacy Policy and the Data Protection Notice for employees.

Purpose of processing:	Selecting the right prospective employee to fill vacant positions.
Scope of processed data	The name, e-mail address, telephone number of the applicant, the position to be filled, the data indicated in the CV, possibly in the cover letter, typically the identification data such as name, place of birth, date, mother's name, address, educational data (education, training, professional qualifications, professional experience, level of language skills, etc.), the job requirements, previous jobs,

	<p>references, photograph, other data provided by the person concerned in the CV.</p> <p>If the data subject requests that the Data Controller take into account his or her specific personal data when considering whether to fill the vacancy, data relating to the person's reduced capacity for work (the degree of change in the person's capacity for work, his or her state of health, the degree of impairment and the fact of disability in a specialist opinion issued by an expert body).</p>
Legal basis for Data Processing	<p>Article 6(1)(b) of the GDPR (and Article 9(2)(b) of the GDPR for health and other sensitive data). That means data processing necessary to take steps at the request of the data subject prior to the conclusion of the contract.</p>
Time limit for data storage	<p>Until the right candidate is selected. In the case of an unsuccessful application, 3 working days after the unsuccessful candidate has been sent an information letter rejecting the application. If the data subject wishes the Data Controller to keep his/her CV, it will be kept for a maximum of 1 year thereafter. Applications for non-specific job vacancies will be stored in our database for 1 (one) year.</p>
Possible consequences of failure to provide the data	<p>The provision of personal data is a condition for the selection process, if the data subject does not provide the Data Controller with such data, the Data Controllers are not able to carry out the recruitment procedure with regard to the data subject.</p>
Automated decision-making and profiling	<p>The Data Controller does not use automated decision-making or profiling.</p>

21 June 2024, Budapest