

PERSONAL DATA PROTECTION TERMS AND CONDITIONS – NOTICE TO APPLICANTS FOR EMPLOYMENT

GEN-I, trgovanje in prodaja električne energije, d.o.o. handles your personal data in a professional manner – that is, in line with the law, fairly, securely and safely, carefully and transparently. We are aware of the responsibilities we have to protect the data you have entrusted to us. The following pages contain all the key information on how we handle and process that data. We therefore ask that you inform us of any change to your personal data so that the data we hold in our records is always up to date.

PERSONAL DATA CONTROLLER

Personal data controller: GEN-I, trgovanje in prodaja električne energije, d.o.o. (hereinafter: GEN-I, d.o.o. or the controller)

Address/registered office: Vrbina 17, 8270 Krško

Tel: +386 (0)7 48 81 840; Email: info@gen-i.si

If your application is submitted to one of subsidiary companies of GEN-I Group, the subsidiary company and parent company GEN-I act as joint controllers. More details are in the section Joint Controllers.

DATA PROTECTION OFFICER

The processing of your personal data is overseen by our Data Protection Officer, who constantly checks to ensure that the data is processed in line with the applicable regulations and international standards, assesses the effects of personal data processing, and cooperates with supervisory authorities. The Data Protection Officer is available to answer any questions or help you exercise your rights. They may be reached in person at the controller's head office, by email (dpo@gen-i.eu) or by telephone (080 1558, free of charge).

PURPOSES OF AND BASES FOR PERSONAL DATA PROCESSING

The controller processes your personal data during the candidate selection procedure once you have entrusted that data to us when applying for a vacancy, or sent it to us at your own initiative when we have not published a specific vacancy. We do so in order to get to know you better and to get in contact with you at a later date.

If you apply to an advertised vacancy, we will send you a request to provide us with your personal data:

- Basic data such as first name and surname, and date and place of birth
- Contact data such as email address, contact telephone number, address of residence (address, postcode, town, country)
- Data on education, training and work experience (data shown in your CV)

Once we have received your application for an advertised vacancy, we will carry out a review of whether you meet the requirements applying to the vacancy, and select the most suitable candidates, who will then be invited to give a personal presentation. This will be followed by tests of your skills, competencies and knowledge. Depending on the requirements of the post or where personal characteristics are important or even decisive for the performance of certain tasks (e.g. communicativeness, ability to work with clients, ability to work in a team, management skills, ability to resolve conflict situations, etc.), some candidates will be invited to undergo psychometric testing with a partner contracted by us for this purpose. The testing will result in an assessment of your personal characteristics, interests, skills and competencies as they pertain to your ability to carry out the required tasks; this is done with a view to ascertaining how successfully you will perform at work, your talents and preferences, etc., with the final purpose and aim being to find a post and a working environment that best corresponds to your personality. Another outcome of the psychometric testing procedure is the production of an expert psychological report containing findings about your personal characteristics, feelings, cognitive functions, intellectual potential, levels of concentration and motivation, values, ability to work as part of a team, professional interests, career anchors, and communication and behaviour in different social situations. The personal data we gathered from you in the course of compiling the psychological opinion based on the testing will also be processed when that data is collected by a qualified contractor of the controller and also properly processed.

Once the candidate selection procedure is complete, we will process the personal data of those unselected candidates who consent to us storing their application, as well as any data additionally obtained during the selection procedure (from your personal presentation or employment interview, the results of the psychological testing, etc.), in the job applicants' data register. We do this for the purpose of periodically

notifying unselected candidates of any future employment opportunities, inviting them to interviews, testing their knowledge, etc., with a view to finding a post and working environment that best corresponds to their personality.

We store the personal data of job applicants who permit their data to be processed even after the selection procedure has been completed. We do so for no more than two years after the candidate selection procedure for the advertised vacancy has been completed, or until the applicant withdraws their consent (i.e. if they withdraw their consent before the two-year storage period elapses).

If you have sent an application at your own initiative requesting the opportunity to give us a presentation and you send us your personal data in the process, we will notify you of receipt and ask you whether you consent to us entering your data in the job applicants' register and processing your data for the purpose of periodically notifying you of future employment opportunities, invitations to interviews, tests of knowledge, etc., or also consent to us processing your personal data for the assessment of certain personal characteristics, interests and skills for the purpose of ascertaining how successfully you will perform at work, your talents and preferences, etc. If you consent, we will store the personal data you have sent in the job applicants' register for no more than two years after receiving your application.

Our employees may access the personal data in our job applicants' register in the course of their work and in line with their authorisations, the organisational structure and job classification system and, in line with regulations, our contractual partners (personal data processors) in the course of the provision of services (e.g. HR management providers), but only to the extent necessary for the provision of those services, to the lowest possible extent and in accordance with the purpose for which it was given.

Job applicants who have consented to having their personal data entered in the job applicants' register and/or for the purpose of assessing certain personal characteristics, interests, skills and competencies as they pertain to their ability to carry out the required tasks with a view to ascertaining how successfully they will perform at work, their talents and preferences, etc. and to finding a post and a working environment that best corresponds to their personality, may withdraw their consent at any time during the two-year storage period. You may withdraw or amend your consent by writing to dpo@gen-i.eu or the controller's head office.

JOINT CONTROLLERS

The [companies within the GEN-I Group](#) each act as independent controllers of the data of the individuals employed by them. However, they also operate as Joint Controllers in some cases of personal data processing, for which reason an agreement on joint control has been signed by the companies within the Group in accordance with Article 26 of the GDPR. The Joint Controllers together ensure that the data collected is stored and protected in an appropriate and lawful manner so as to prevent any unjustified disclosure of data to unauthorised persons, and ensure that data is not transmitted, lent or sold to third parties without prior written consent, except to contractual partners that provide support to an individual controller for the processing of personal data for specific purposes. Joint Controllers will process the data collected for the purpose of ensuring that human resource processes are carried out effectively.

You may exercise your rights concerning the processing of your personal data with your Employer or the parent company GEN-I, d.o.o. as the Joint Controller.

TRANSFER OF DATA TO THIRD COUNTRIES OR INTERNATIONAL ORGANISATIONS

We store personal data collections in the territory of Slovenia and do not, as a rule, transfer it to third countries. If we do transfer your personal data to third countries, we will only do so after a careful review of the legal bases and safeguards taken into account by the third country (binding rules, standard contractual clauses and other similar mechanisms).

AUTOMATED DECISION-MAKING

Our company's business is predominantly carried out digitally. However, all employment-related decisions and other decisions with legal or similar effects are taken by our employees with adequate IT support.

YOUR RIGHTS

European and Slovenian laws and regulations provide you with a series of rights regarding privacy and personal data protection, in particular:

- the right to be informed of the processing of your personal data (the text you are reading is already part of the exercise of this right);
- the right of access to personal data, which is the right to obtain confirmation from us as the controller of whether personal data relating to you is being processed, and when it is, access to this personal data and any additional information (purposes of processing, types of data, the users of the data, the existence of rights and options to complain, sources of data, any automated decision-making or any special profiling);
- the right to receive copies of the personal data processed, if you have a legitimate interest in requesting them;
- the right to rectification, which is the right to have inaccurate personal data concerning you rectified without undue delay and, taking into account the purposes of the processing, the right to have incomplete personal data completed, including by means of providing a supplementary statement;
- the right to erasure (also called the 'right to be forgotten'), which is the right to have personal data concerning you to be erased without undue delay if the prescribed grounds apply (processing is no longer necessary, you withdraw consent and there is no other legal ground for processing, a justified objection, unlawful processing, erasure is required by the applicable regulations, and similar);
- the right to restriction of processing, which is the right to have the processing of your data restricted if you contest the accuracy of the data or have filed an objection, if the processing is unlawful or if the controller no longer needs the personal data for the purposes of the processing, but it is required by the data subject for the establishment, exercise or defence of legal claims;
- the right to be informed of the alteration, erasure or restriction of processing of your personal data if this data is transmitted to another user, unless the provision of such information proves impossible or would involve a disproportionate effort;
- the right to data portability, which is the right to receive personal data concerning you and that you have provided to us in a structured, commonly used and machine-readable format, and the right to transmit that data to another controller without hindrance (this applies to data that we process using automated means on the basis of consent or a contractual relationship);
- the right to object, which is the right to object at any time to certain types of personal data processing (public interest, controller's legitimate interests, marketing purposes), where the controller must demonstrate legitimate grounds for processing or else cease that processing (always in the case of direct marketing);
- the right regarding automated processing and profiling, which is the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal or similar effects concerning you, unless there are compelling grounds for such profiling, it is prescribed or you consent to it.

The controller shall provide you with information on the steps taken in regard of the processing of your personal data and at your request in accordance with Articles 15 to 22 of the GDPR and without undue delay, and in any case within one month of the day it receives the request. This deadline may exceptionally be extended by no more than two months if the case is particularly complex or there are a large number of cases pending. In this case the controller shall notify you within one month of receiving the request, together with the reasons for the delay. If you submit your request electronically, the controller shall, where possible, provide you with information in the same manner, unless you request otherwise. The Data Protection Officer is available to answer any questions, address any doubts you may have about the legitimacy of the processing of your personal data or help you exercise your rights. They may be reached in person at the head office of the controller, by email (dpo@gen-i.eu) or by telephone (080 1558, free of charge). If you believe that we have still not properly enabled you to exercise your rights, you may complain to the supervisory authority, which is the Slovenian Information Commissioner (www.ip-rs.si).

PERSONAL DATA BREACH

If a personal data breach occurs and it is likely to have placed your rights and freedoms at significant risk, we will communicate the personal data breach to you without undue delay.

The controller is not liable for the disclosure of your personal data or the theft of your identity that results from a failure on your part to protect your personal data adequately or the disclosure of personal data by you to third parties.

VALIDITY

These Personal Data Protection Terms and Conditions applying to persons seeking employment with the controller are permanently available to view at the controller's head office and on its website. These Terms and Conditions shall apply from the date of adoption until they are withdrawn or amended.

The terms, conditions and declaration were last updated on 1 July 2025.

GEN-I, d.o.o.