

RECRUITMENT PRIVACY NOTICE

Effective as of 01.10.2026

This Recruitment Privacy Notice describes how Mobire collects and processes your personal data as part of the recruitment process.

Mobire processes personal data in accordance with applicable data protection laws, including Regulation (EU) 2016/679 of the European Parliament and of the Council (the General Data Protection Regulation, or GDPR).

Mobire implements appropriate technical and organizational measures to protect your personal data against, among other things, unauthorized or unlawful processing, accidental loss, destruction or damage.

1. Who processes your personal data?

The controller of your personal data is the relevant **Mobire Group** company (hereinafter “Mobire”) offering the position for which you are applying:

Mobire Group OÜ (registry code 14792996), address Mäealuse tn 2/3, 12618 Tallinn, e-mail: info@mobire.ee

Mobire Eesti AS (registry code 10814092), address Mäealuse tn 2/3, 12618 Tallinn, e-mail: info@mobire.ee

Mobire Latvija SIA (registry code 40103307847), address Dzelzavas iela 120G, Riga, LV–1021, e-mail: info@mobire.lv

Mobire Lietuva UAB (registry code 302527673), address Kareivių g. 11B, 09109 Vilnius, e-mail: info@mobire.lt

2. What personal data does Mobire process?

During the recruitment process, Mobire may process the following categories of your personal data:

- identification and contact details;
- information related to your education, work experience, skills and competencies;
- information provided or generated during the recruitment process, including information contained in your CV and application documents, as well as information obtained during interviews, tests and other assessments;
- references and feedback from previous employers, where relevant;
- if you are selected for the position, information necessary for entering into an employment contract and preparing the employment relationship.

The exact categories of personal data processed depend on the position and the recruitment process. Mobire processes only the personal data necessary for the relevant purpose.

3. For what purposes does Mobire process personal data?

Mobire processes your personal data for the purpose of carrying out the recruitment process, including communicating with you and assessing your suitability for the position. If you are selected for the position, Mobire will process your personal data for the purpose of entering into an employment contract and preparing the employment relationship.

Mobire may also retain your personal data after the end of a specific recruitment process in order to contact you regarding suitable future job opportunities, provided that you have given your consent for this purpose.

4. On what legal basis does Mobire process personal data?

Mobire processes your personal data for the purpose of carrying out the recruitment process and assessing your suitability on the basis of its legitimate interests (Article 6(1)(f) of the GDPR). Mobire's legitimate interest is to identify suitable candidates for vacant positions and to conduct an efficient and high-quality recruitment process.

If you are selected for the position, the processing of your personal data may be necessary in order to take steps prior to entering into an employment contract (Article 6(1)(b) of the GDPR) or to comply with a legal obligation (Article 6(1)(c) of the GDPR).

Based on your consent (Article 6(1)(a) of the GDPR), Mobire may retain your personal data after the end of a specific recruitment process in order to contact you regarding suitable future job opportunities. You may withdraw your consent at any time.

5. How does Mobire collect personal data?

Mobire collects your personal data primarily from you, for example through the application form, your CV and other application documents, as well as from correspondence with you and during interviews, meetings, tests and other assessments.

Where necessary, Mobire may also obtain information about you from third parties, such as referees, previous employers or recruitment agencies, as well as from publicly available sources, such as LinkedIn.

6. To whom may Mobire disclose your personal data?

Mobire may disclose your personal data to Mobire Group companies and to service providers used to carry out the recruitment process. Where necessary, Mobire may also disclose personal data to competent public authorities where required by law.

7. How long is your personal data retained?

Mobire retains personal data collected during the recruitment process for as long as necessary to carry out the recruitment process, but no longer than one year after the end of the relevant recruitment process, after which your personal data will be deleted.

If you have consented to the retention of your personal data for the purpose of future job opportunities, Mobire will retain your data for up to two years from the date on which your consent was given.

8. What rights do you have and how can you exercise them?

You have the right to receive information about the processing of your personal data and to request access to your personal data, as well as to request the rectification or erasure of your personal data, restriction of processing, or to object to the processing of your personal data.

Where applicable, you may have the right to receive the personal data you have provided in a machine-readable format and to request that such data be transferred to another controller.

Where the processing of your personal data is based on your consent, you have the right to withdraw your consent at any time. The withdrawal of consent does not affect the lawfulness of processing carried out before the withdrawal.

To exercise your rights, please submit a request to the following email address: **privacy@mobire.eu**. Before responding to your request, Mobire may ask you to provide additional information where necessary to verify your identity and ensure the security of your personal data.

You also have the right to file a complaint with the competent data protection supervisory authority.

Estonia: Eesti Andmekaitse Inspektsioon, website www.aki.ee, email info@aki.ee, phone +372 5620 2341

Latvia: Datu valsts inspekcija, website www.dvi.gov.lv, email pasts@dvi.gov.lv, phone +371 67223131

Lithuania: Valstybinė duomenų apsaugos inspekcija, website <https://vdai.lrv.lt/lt>, email ada@ada.lt, phone +370 52712804

9. Updates to the Recruitment Privacy Notice

Mobire may amend or supplement this Recruitment Privacy Notice from time to time. The current version of the Recruitment Privacy Notice is always available on Mobire's website.