

ABSTRACT

OF THE AGREEMENT ON THE JOINT MANAGEMENT OF PERSONAL DATA

This Abstract is prepared on the basis of the Agreement on the Joint Management of Personal Data of 27.03.2026, concluded by and between: WHC d.o.o., Verovškova ulica 55, SI-1000 Ljubljana and Heads Adriatic d.o.o., Verovškova ulica 55, SI-1000 Ljubljana, Qonnexa d.o.o., Verovškova ulica 55, SI-1000 Ljubljana and WHC Outsourcing d.o.o., Verovškova ulica 55, SI-1000 Ljubljana. This Abstract informs Data Subjects about the processing of personal data processed through joint management. This Abstract provides key information on the course of this processing.

The processing of certain databases among the Contracting Parties leads to the joint management of personal data. And it is precisely because of the processing of the same personal databases for which the Contracting Parties jointly determine the purposes and means of processing that the Contracting Parties are considered as **joint controllers** in accordance with Article 26 of the REGULATION (EU) OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (hereinafter referred to as the "GDPR").

The Contracting Parties ensure that jointly processed personal data will always be handled in accordance with the legislation in the field of personal data protection applicable at the relevant times.

The Contracting Parties have appointed a Personal Data Protection Officer who can be contacted by Data Subjects at data-protection-officer@whc-slovenia.com.

The Contracting Parties jointly manage personal data for the following processing purposes:

- Personalised communication with Data Subjects regarding the provision of our services through SMS messages, phone calls and e-mail messages.
- Marketing communications.
- Customised marketing communications.
- Provision of employee placement services to other contracting entities and related activities (provision of labor and posting of employees).
- Search and selection of personnel.
- Performing recruitment services.
- Enabling the possibility of sending an application into a candidate database.
- Enabling the possibility of applying for a job vacancy and performing appropriate activities for the requirements of each individual job vacancy (including sending information to the employer and carrying out the potential employment process).
- Issuing referrals and informing by e-mail about income, income tax and other work-related data of each Data Subject.
- Enabling electronic registration in branches.
- Enabling personal registration in Mjob branches.
- Communication related to questions, complaints or other general objections.
- Concluding the contract and complying with the obligations arising from the concluded contract.
- Performing statistical analysis for the use of the website.
- Sending personal data to third parties.
- Enforcing legal claims, protecting our own rights, and resolving disputes.
- Legal obligations.

Contracting Parties process the following categories of personal data:

- **Identification data** (first name, last name, date of birth, PIN, gender, ID for VAT, current account number)
- **Contact data** (address, phone number, e-mail address)
- **Sensitive personal data** (information on national origin, union membership, data from criminal and other records, data obtained through psychological tests, data from the CV sent by the Data Subject)
- **Communication data** (date, time and content of each correspondence)
- **Employment-related data** (company, place of employment, job position, previous experience)
- **Education-related data** (degree of education, field of education)
- **Data obtained from the Health Insurance Institute of Slovenia and the Pension and Disability Insurance Institute of Slovenia**
- **Schooling-relation data** (school and year of schooling)
- **Certificate confirming the status of a high school/university student**
- **Information from the Data Subject's profile** (work area, work field, foreign language knowledge, mobility, knowledge in the field of IT, information about any additional skills and qualifications).

The Contracting Parties may only process data and information from the aforementioned categories through joint management, and the processing is limited to the aforementioned personal data processing purposes. The Contracting Parties respect the retention period set out in privacy policies for each individual purpose.

The Contracting Parties must also provide relevant information on the processing of personal data for Data Subjects through published privacy policies.

The Contracting Parties must ensure a lawful and fair personal data processing, whereby the responsibility lies with the Contracting Party that collected the personal data in question.

The Contracting Parties communicate with each other about any possible violations or suspected violations of personal data processing.

Data Subjects may exercise their rights regarding the processing of personal data by submitting a request with the contact point for resolving the request of each individual Data Subject. The following e-mail address is designated as the contact point: data-protection-officer@whc-slovenia.com.

Contracting Parties may engage contractual processors for the processing of personal data. Contracting Parties shall disclose contractual processors to one another.

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