CONSENT TO THE PROCESSING OF PERSONAL DATA

Maintenance of the External Collaborators Database – Talent Pool

pursuant to Articles 6(1)(a), 7, and 49(1)(a) of Regulation (EU) 2016/679 (GDPR)

Controller: glocco s.r.o., with its registered office at Zámocká 7013/36, 811 01 Bratislava – Staré Mesto, Slovakia, Company Identification Number (IČO): 47 588 292; contact: gdpr@glocco.com (hereinafter referred to as the "Company").

Data Subject: An applicant seeking to work with the Company or an external collaborator (translator, interpreter, proofreader, linguist, specialist or other external expert) who completes and submits the online form (hereinafter referred to as the "Data Subject").

1. Categories of Personal Data and Purposes of Processing

On the basis of this consent, the Controller processes personal data provided by the Data Subject in the questionnaire, curriculum vitae (CV), covering letter or other attached documents, including:

- Identification and contact details: title, first name, surname, address, email address and telephone number.

- Date of birth: to verify that the Data Subject is of legal age and has legal capacity.

- Professional qualifications and experience: highest level of education attained, professional experience, language skills and language combinations, certifications, areas of specialisation, professional references, requested fees or hourly rates, and availability.

The purpose of processing is to include the Data Subject in the Controller's professional database (Talent Pool), systematically record their professional details, search for potential collaborators and assess their suitability for future projects or assignments or for entering into a contractual relationship (B2B cooperation, a contract for work or an agreement to provide services).

2. Retention Period

Consent is given for four years from the date on which it is granted, unless withdrawn earlier by the Data Subject. At the end of this period, the Data Subject's personal data will be securely erased or destroyed unless fresh consent is obtained or another legal basis for processing applies.

3. Recipients and Transfers outside the EU/EEA

Access to personal data is restricted to authorised personnel of the Controller (the Vendor Department, recruiters and project managers). Personal data are processed in internal IT systems and cloud-based tools (e.g. XTRF, Phrase, Microsoft 365 and HubSpot). Transfers to third countries (e.g. the United States and the United Kingdom) are carried out in accordance with the GDPR, on the basis of European Commission adequacy decisions (including the EU–US Data Privacy Framework) or standard contractual clauses (SCCs).

Explicit Consent to International Transfers: Where personal data are accessed from or transferred to a third country outside the EU/EEA for which no adequacy decision exists, the Data Subject explicitly consents to such transfers under Article 49(1)(a) of the GDPR.

4. Voluntary Consent and Withdrawal of Consent

Giving consent is entirely voluntary. Withholding consent has no adverse legal consequences, but it means that the Controller will not be able to include the Data Subject in the database or contact them about future opportunities for cooperation.

Consent may be withdrawn at any time by emailing gdpr@glocco.com. Withdrawal does not affect the lawfulness of processing carried out on the basis of consent before its withdrawal.

As a data subject, you also have the right of access to your personal data, the rights to rectification, erasure, restriction of processing and data portability, and the right to lodge a complaint with a supervisory authority (in

Slovakia, the Personal Data Protection Office of the Slovak Republic: https://dataprotection.gov.sk). Further information is available in our Privacy Policy at glocco.com.