

Privacy Notice for Candidates

Last update: April 23, 2021

BOSCH REXROTH, S.A. DE C.V. with address in **Av. Tejocotes y camino viejo a la Lumbrera S/N LT 2, Col. San Martín Obispo, Cuautitlán Izcalli, C.P. 54769, Estado de México, México** (hereinafter "Robert Bosch") in compliance with the Federal Law on Protection of Personal Data Held by Private Parties (hereinafter, the "Law"), its regulations, the guidelines of the privacy notice and national and international standards on the Protection of Personal Data, Likewise, in strict adherence to compliance with the principles established in the Law and the duties of security and confidentiality, it applies the pertinent physical, administrative and technological security measures throughout the processing and life cycle of your personal data, in terms of this Privacy Notice:

In order to be considered for a vacancy at Robert Bosch, the following personal data may be collected that belong to various categories:

- **Personal Data collected during electronic registration in the Bosch Mexico opportunities portal:**
 - **Identification data:** Name (s), surnames, country, city, email telephone and personal data contained in a copy of official identification that is provided by the owner (copy of the voter's credential issued by the National Electoral Institute or passport).
 - **Employment data:** Previous or current positions and / or employment information publicly available on LinkedIn or SEEK profile, company for which you work, city and period worked.
 - **Academic data:** Educational institution, grade, specialty, city, study period and degree of mastery of the languages that you speak.
 - Profiles in social networks: LinkedIn, Facebook and Twitter.
 - **Personal data contained in the curriculum that the candidate sends** through this platform.
- **Personal data that is additionally collected during the selection and interview process:**
 - **Identification data:** full name, age, date of birth, gender, marital status, address (internal and external number, neighborhood, mayoralty, municipality, State, postal code), nationality, email, home landline and cell phone number, Federal Taxpayers Registry (RFC), Unique Population Registry Code (CURP), personal data contained in identification documents (eg. ife, booklet etc.), data contained in immigration documents (if applicable), photograph, image, signature.
 - **Academic data:** education, languages, certifications.
 - **Employment data:** professional background, experience and employment references (Name of the direct manager and / or name of the person responsible for Human Resources), reason for leaving, positions held, seniority (in case of previously working for another employer) and social security number.
 - **Financial data:** in case of a potential offer, information is requested on the last salary and benefits, compensation, information contained in the payroll receipts and those derived from socio-economic studies (these only apply to candidates who have passed to the last stages of the recruitment process).
 - **Third party data:** personal reference data (name, telephone number, address of these).
 - **Psychometry (sensitive personal data):** as part of the evaluation process, technical, intelligence, personality, reasoning, behavior, personal values and interests tests are applied, from which personal results are obtained that evaluate the candidate in these areas.

Likewise, as part of the recruitment process, Robert Bosch may require and process the following sensitive personal data, for whose processing we will request, in due course and if applicable, your written consent before collecting them:

Health Data: Pre-Admission General Medical Exam Results

- **Personal data that is collected only from candidates who are nominated for certain positions: critical positions** (Positions classification SL1 upwards, those listed in document RBMX-0125-007 and those identified as sensitive and that are defined by the PRS of the location, in conjunction with Human Resources (HRL) **and band positions E4 onwards**). In the event that a candidate applies for a vacancy of this type, they will be informed):
 - **Personal data related to the execution of the test called "Accutest" and "Background test":** Status, start and end date and final result
 - **Personal data related to the results obtained in the area of integrity / Harassment, of the test called Accutest:** Concept Integrity (compliance with rules, policies and rules of conduct; respect and obedience to authority; respect for property and integrity of the others; Resistance to implicate third parties in illicit conduct; strength to refrain from substance abuse; integrity to resist extortion or bribery attempts and; firmness to avoid attempts at manipulation), decorum and respect for privacy, incremental capacity to commit to Organization, score, margin of aptitude and risk.

- **Personal data related to the results obtained in the area of integrity and confidentiality of the test called Accutest:** Concept (compliance with norms, policies and rules of conduct; respect and obedience to authority; respect for the property and integrity of others; Resistance to involve third parties in illicit behavior; strength to refrain from substance abuse; integrity to resist extortion or bribery attempts; firmness to avoid manipulation attempts and; Confidentiality with the handling of information and strictly labor events), score, margin of fitness and risk.
- **Personal data related to the results obtained in the area of stress factors of the test called Accutest:** Concept (Ability to make decisions under pressure; level of well-being; management of tension; control of adverse emotions; management of interpersonal relationships and tense work; self-control in crisis situations and; self-control to avoid acting violently), score, aptitude margin and risk.
- **Personal data related to the results obtained in the fraud prevention area of the test called Accutest:** Concept (Ability to analyze, discern and solve problems; tendency to respect norms, policies and rules of conduct; ability to avoid discrediting, speaking bad and disapprove of others Passive violence; Ability to prevent personal problems and / or property damage; Tendency to comply with work commitments and responsibilities; Broad criteria. Ability to objectively evaluate the different alternatives; Ability to avoid personal complications and labor; Management of challenges to take action even under associated risks; Ability to refrain from committing illicit intentionally and alone and; Ability to discern what is right from what is wrong. Tendency to reason that THE END DOES NOT JUSTIFY THE MEANS), score, aptitude margin and risk.
- **Personal data related to the results obtained in the area of labor competencies of the test called Accutest:** Concept (Commitment to comply with the goals and objectives committed; Incremental capacity to commit to the Organization; Resistance to disappointment, rejection or frustration; reasoning analytical; ability to work in a team; proactive attitude; Ability to adapt to change; Ability to seek solutions and solve practical problems and; Making the right decisions), score and risk.
- **Personal data related to the results obtained in the area of teamwork of the test called Accutest:** Concept (Tendency to achieve work commitments and objectives imposed by oneself; Ability to listen and perceive the needs of others; Level of thought strategic; initiative to propose solutions; Ability to empathize with others; Ability to establish interpersonal relationships; Civility. Respect for social norms and; tolerance level), score and risk.
- **Personal data related to the results obtained in the sales profile area of the test called Accutest:** Concept (Tendency to planning; practical decision making; teamwork; attitude to change; Management of interpersonal relationships; Initiative; results orientation and; customer service), score and risk.
- **Personal data related to the results obtained in the customer service area of the test called Accutest:** Concept (Ability to listen and perceive the needs of others; Adequately assess defects and errors of others; Level of solidarity with a person or cause; Initiative to propose solutions; Ability to empathize with others; Ability to get emotionally involved in a project; Tolerance level; Self-control in crisis situations and; Equanimity), score and risk.
- **Personal data related to the results obtained in the emotional intelligence area of the test called Accutest:** Concept (Self-regulation; Level of empathy, ability to identify with others; Self-awareness (Emotional self-control); Motivation / Adequately assess defects and errors of the others and; social skills), score and risk.
- **Personal data related to the results obtained in the area of interpersonal relationships of the test called Accutest:** Concept (Effort and perseverance to achieve objectives despite difficulties; Influence; gregarious sense and / or belonging to a group; Ease of judging with objectivity the decisions and own actions; Tendency to behave with people in a friendly and respectful way; Socialization and / or relationships. Ability to deal with others; Ability to persuade or move others through rational arguments; Adherence to norms: ease of comply with norms and rules and; Level of empathy, ability to identify with others), score and risk.
- **Personal data related to the results obtained in the Leadership area of the test called Accutest:** Concept (Drive: energy or ease to achieve results in any situation; Influence; Sense of belonging to the Organization or work group; Ease of judging with objectivity of one's own decisions and actions; Ability to persuade or move others through rational arguments; Adherence to norms: ease of complying with rules and regulations; Constancy: ease of repeating routines; Level of empathy, to identify with others and; focus on results), score and risk.
- **Personal data related to the results obtained in the Management area of the test called Accutest:** Concept (Mental openness. Ability to understand and perceive the facts that are presented as options; Planning and scheduling of work and visualizing viable actions; Attention in detail. Ability to notice changes in the environment and processes; Business strategic focus. Ability to establish an objective, analyze the means and achieve goals; Ability to avoid labor problems and solve them assertively; Objectivity to detect what is convenient in processes; Decision-making Practices to correct what does not work; Tendency to Tutoring / Coaching / Facilitator or Promoter. Ability to promote the performance and development of others; Sense of justice in negotiations; Ability to provide an image of trust and professionalism in work functions and; Practical creativity. Ability to generate different functional scenarios), score and risk.
- **Personal data related to the results obtained in the Entrepreneurial Profile area of the test called Accutest:** Concept (Tendency to achieve one's self-imposed work commitments and objectives; Ability to implement and abide by the rules and regulations; Effort and perseverance to achieve goals despite difficulties; Efficient time management; resilience; Ability to cope with stress and manage tension; Commitment. Responsibility to meet work commitments in a timely manner; Stability and persistence in complying with daily work; Orientation to Achievement-Results

Execution. Proclivity to obtain quantifiable achievements; Diligence and interest in performance and responsibilities and; Identification, sense of belonging and satisfaction with the company), score and risk.

- **Personal data related to the results of investigations regarding the background of the data owner:** Background of the data subject reported by the FBI (Federal Bureau of Investigations), INTERPOL (International Criminal Police Organization), DEA (Drug Enforcement Administration), OFAC (Office of Foreign Assets Control), PGR (Attorney General's Office), and PEPs (Politically Exposed Persons).
- **Personal data related to the results of the background investigation in Social Networks of the data owner:** Name of the social network, link, tags (labels), risk level and data contained in evidence of the results.
- **Personal data related to the results of the legal background investigation of the data owner.**
- **Personal data related to the results of the residential background check:** Address, coincidence of the address with the one reported in the credit bureau, Photo of the approximate satellite location of the address, location map, and data contained in evidence of the results.
- **Personal data related to the results obtained from the investigation of the data owner work history:** Number of jobs, work history reported through the consultation of their affiliation with the Social Security Institute, unique population code, social security number; employment history: jobs and with respect to each job reported: companies in which you have worked, date of registration and withdrawal of the company, types of movement, date of movement; if it is the first work, and data contained in evidence of the results.
- **Personal data related to the results derived from the professional background investigation:** level of education, educational institution, career, specialty, professional license, university, year of graduation, professional experience (company, position, period of work, current and previous employment , risk level, data contained in evidence of the results.
- **Personal data of third parties:** name of the last boss, email and telephone
- **Personal data related to results derived from background investigations in the credit bureau:** if the data owner is in the credit bureau, and if registered, his credit history.

In order to corroborate some of the personal data mentioned, Robert Bosch may ask you to show the original and provide a copy of the documents containing said data

Interview process

Please bear in mind that your personal data (with the exception of sensitive personal data) may be collected and processed through platforms or software that allow the exchange of text, voice and / or video over the Internet (generally it will be Skype), when interviews are conducted through said medium. The recording of your interview will not be disclosed or transferred to third parties.

The processing of personal data provided when using the aforementioned service (text, voice and / or video), is governed both by this Privacy Notice, and by the provider's Privacy Notice (for example, the Notice of Skype Privacy), so we encourage you to read this document and the provider's Privacy Notice before scheduling an interview. Robert Bosch is not responsible for the processing that the third party provider makes of your personal data. If you do not agree with the Privacy Notice of the service provider (Skype), please let us know before your interview.

By agreeing to be interviewed through text, voice and / or image platforms, or by scheduling an interview through said means, you will be expressly consenting to the processing of personal data that you provide in the interview in accordance with the Privacy Notice of the provider of the service and this Privacy Notice. Notwithstanding the foregoing, you can exercise your opposition and revocation rights at any time, in accordance with the provisions of the section "Exercise of ARCO Rights and other rights".

Additional considerations

You are informed that various areas of our facilities are monitored with video cameras, and that, derived from the above, your physical image and your voice can be video recorded while you remain in these areas.

Said areas will have signs that will indicate the presence of video cameras, so the fact that you pass through them implies your consent for your image and voice to be collected for the purposes established in this Notice.

You have the right to object to the processing of your physical image and voice, through the mechanisms expressly indicated in this Notice.

Purposes of the processing

The personal data that you provide us, including sensitive data, will be processed in order to carry out the following necessary purposes:

A) Processing purposes applicable to all candidates in general:

- Make recruitment and selection decisions.
- Evaluate personality traits and social interaction of the candidate in order to assess his suitability to join work teams.
- Conduct interviews, be they in person or remotely.
- Do evaluations and exams for recruitment.
- Evaluate the skills and knowledge of the candidate in relation to those required for the execution of the vacancy being offered.
- In the event that the candidate is a foreigner, validate their legal stay in the country and if they have authorizations to carry out work in the national territory
- Carry out employment investigations, as well as request personal and work references to know the background of the candidate, and evaluate their suitability.
- Create files of candidates for employees.
- Maintain communication with the candidate during the recruitment and selection process.
- Ensuring security at Robert Bosch facilities.
- Where appropriate, put together a job offer and the individual employment contract.
- Verify the veracity of the information provided by the candidate in various areas.
- Make a comparison between the compensation and current salary of the candidate in order to prepare an offer for the candidate.
- Receipt of a copy of official identification (credential issued by the National Electoral Institute or passport) in order to check the signature of the owner in the aforementioned document and the signature with which this Privacy Notice is filled in order to ensure that the person who is applying for a Robert Bosch vacancy is the owner of the personal data who grants his legal consent for the processing of the same.

B) Processing purposes applicable only to the personal data of candidates who are nominated for certain positions (critical positions and E4 band positions onwards):

- Execution of a test called "Accutest" in order to identify trends in the candidate's behavior.
- Background checks in order to identify candidates that may be sought by Authorities in Mexico or abroad.
- Determine if the candidate has a legal record in courts of the Mexican Republic with criminal, labor, commercial or civil matters.
- Review the behavior and activity in social networks and presence in digital media that the candidate has with public access, in order to know their personality.
- Validation of the candidate's employment history through the weeks listed at the Mexican Social Security Institute.
- Validation of the candidate's address by satellite location.
- Determination of credit risk.
- Validation of the candidate's studies to verify his professional education.
- Validation of the candidate's job references to corroborate the candidate's experience and performance.
- Consult the credit history for the purpose of having references about his/her economic situation when entering Robert Bosch to work and have a current comparison and evaluation criteria to rule out situations of involvement of the data owner in money laundering or illicit enrichment.
- Perform aptitude and competency tests, investigation of labor, financial, social background, safety and integrity evaluations, in order to validate the profile of the candidate, their reliability, to occupy a critical position or band position E4 onwards.
- Evaluate the compatibility of the candidate's profile with the vacancy for which he is applying.

C) Secondary processing purposes:

If you do not express opposition or refusal, within a period of five business days, counted from the date on which this Notice was made available to you, through the mechanisms indicated in the section "Exercise of Arco Rights and other rights", it is presumed that you have given us your consent so that your data can be processed to further carry out the following secondary purposes:

I. Purposes applicable to all candidates who participate in the recruitment and selection process:

- Include you in our portfolio of talent and platforms where you apply for any of our positions to be contacted in the future for possible vacancies, only if you are not selected in the process to which you are applying.
- Store your psychometric tests for a period of one year after they are applied, so that, in the event of opening a position in the future, they can be taken into account, in order not to apply them again.
- Optionally, Smart Profile creation (creation of a profile with username and password to follow up on the applied vacancy) when applying to a vacancy through the Talent Hub platform.

If it is your wish that the personal data collected is not processed for any of the purposes established above, it is made known

that you can express your opposition or refusal at any time, in accordance with what is indicated in the section Exercise of ARCO Rights and others Rights.

Security regarding your personal data

Robert Bosch has adopted and maintains the security, administrative, technical and physical measures, necessary and within its reach, to protect your personal data against damage, loss, alteration, destruction or unauthorized use, access or processing.

Transfers

Robert Bosch does not make data transfers to third parties, except for those exceptions contemplated in article 37 of the Law, including those that, by Law, mandate from the competent authority or that, by reason of our contractual relationship, are indispensable for the correct execution of the same.

Execution of ARCO rights and other rights

As the data subject, you have the right to get access to your personal data, as well as to ask for its rectification, cancellation, or to oppose (or to deny) its processing. In addition, you have the right to limit the use and divulgation of your personal data and to revoke the consent you granted for its processing.

To execute any of your rights, get in contact with us, through the electronic address mail departamento.datospersonales@mx.bosch.com, by sending your request in terms of the Law and the Regulation, which must include:

- First and last name of the data subject
- Address, e-mail address of data subject or another means to communicate the response to your request.
- Copy or digital copy of official identification to prove the identity. (INE, passport, professional license)
- Legal representation: If acting on behalf of a minor, a birth certificate or official document must be filed stating the personality of the parent or legal guardian; In the case of acting on behalf of a third party of legal age, you must enclose the power attorney where your faculties to act on behalf of the same are attested.
- Brief description of the personal data for which you seek to exercise your rights and specify what particular rights you wish to exercise, whether access to your data, rectification or cancellation of them, opposition to processing or some purposes of the processing or revocation of consent .
- In the cases of rectification requests, the modifications asked must indicate, as well as to include the documentation that supports the changes. To rectify your name, attach a copy of the justification if it is different from the official identification presented to prove the identity.

Or, if you prefer, by sending us the format for the exercise of ARCO rights that you will find on the web page www.bosch.com.mx, in the section Data privacy, “[formato para ejercer sus derechos ARCO](#)”.

The response time will be of 20 (twenty) business days based on the official calendar published in the Official Gazette of the Federation.

The response to your request will be sent through the same means by which it was received, that is, via email. If you do not receive a response from us within the indicated period or if it is unsatisfactory, you have a period of 15 business days to go to the National Institute of Transparency, Access to Information and Protection of Personal Data and request that you initiate a rights protection procedure.

Changes to the Privacy Notice

If modifications or updates are made to the privacy notice, we will notify you through the page www.bosch.com.mx in the Data Privacy section.

Cookies or Web Beacons

To improve the user experience and make our service more efficient, we can use automatically and simultaneously while browsing, any of these technological tools to collect data for statistical and geolocation purposes, however, these can be disabled by the user in If you do not want them to be active, to disable them consult your browser settings.

Consent

A) Sensitive personal, financial or patrimonial data

Robert Bosch, may collect and process sensitive personal data, as well as patrimonial or financial data, which are indicated in this Notice, reason why we request you to declares whether or not you authorize Robert Bosch to collect and process said personal data, in order to fulfill the purposes described in this notice.

☐ I authorize the processing of my sensitive personal data indicated in this Privacy Notice

☐ I authorize the processing of my personal financial or patrimonial data in this Privacy Notice.

(if authorized, please include your name and autograph signature on the line)

☐ I DO NOT authorize the processing of my personal data.

B) Personal data in general (except sensitive personal data and patrimonial data)

If you don't oppose, in the terms established on the section "Execution of ARCO rights and other rights", it will be understood that when you provide your Personal Data mentioned herein (excluding sensitive or financial personal data), you accept the terms and conditions of the data processing described in this Data Privacy Notice, in accordance to article 8 of the Law and 14 of the Regulation

C) Third Party Data

In relation to the "Third Party Data" indicated in this Notice:

You declare that you have informed the third parties of whom you have provided data (Third Party Data indicated in this Notice), that you have provided their personal data and the processing that will be given to them, and that they have stated that they agree with said processing.

I have read and understood the terms of this Privacy Notice and I agree with them, ratifying by means of my autograph signature below, the consents (authorizations) that I have granted in the corresponding sections of this document, attaching a copy of my official identification (credential number issued by the National Electoral Institute or passport) in order to check the signature on said document against the one set out in this Privacy Notice as a guarantee of the legal consent that I have granted for the processing of my personal as owner of such data, on the occasion of the application that I have presented for a vacancy at Robert Bosch.

Name of the data subject:

Signature:

Date:
