

PRIVACY NOTICE

(Data Processing Information Notice)

For Candidates and Contacts

Effective from: 21 May 2026

The purpose of this notice is to inform candidates and contacts about the data processing practices followed and applied by TActix Kft. (hereinafter: the “Controller” or “TActix”) in connection with the processing of their personal data.

Please read this notice carefully before providing your data or sending your CV.

TActix is committed to fully respecting the data protection rights of its partners, and processes personal data in accordance with Act CXII of 2011 on the Right of Informational Self-Determination and Freedom of Information (hereinafter: the “Privacy Act”), and Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) (hereinafter: the “GDPR”).

By sending your CV or our application form, you accept the TActix privacy notice. You declare that you have understood and acknowledged the information set out herein, and you state that you provide your data voluntarily and expressly consent to the processing of your data as set out in this notice.

By “CV” we mean the candidate’s curriculum vitae and cover letter, together with any attached or uploaded references and other documents, including their full content.

The Controller assumes no responsibility for any special category data disclosed without its express request (e.g. data appearing in a CV); therefore, please do not provide such data in the absence of an express request. You may provide a reference (e.g. a former employer). In this case, it is your task and responsibility to obtain the consent of the person named as a reference for us to contact them.

By applying, you consent to us contacting you via one of the contact details you have provided.

1. Details and contact information of the Controller

Name of the Controller	TActix Kft.
Registered seat	2230 Gyömrő, Kóczán út 14. A. ép. 2. ajtó, Hungary
Company registration number	13-09-231167
Tax number	32441705-2-13
EU VAT number	HU32441705
Represented by	Ádám Faragó and Adél Kovács, managing directors
Central phone number	+3630 790 1870
E-mail address	adam.farago@thetactix.co
Website	www.thetactix.co

The Controller designates **Adél Kovács** as the data protection contact person for data subjects. For data protection questions or requests, you may contact her at: **adel.kovacs@thetactix.co**.

2. Collection of data

The Controller collects data primarily from the data subject. Data may be collected via the website, through promotional materials or job advertisements published by the Controller, via an order form, through personal contact or contact by telephone made by an employee of the Controller, or on the basis of a CV submitted by the candidate.

3. Purpose and duration of the processing

In the case of approaching candidates

Approaching, notifying and informing candidates about job opportunities aimed at filling specific positions in line with the stated preferences, and presenting them to the Controller's clients.

Providing a personalised service to candidates, keeping records of candidates, the targeted display of job offers, ensuring the quality of the search service, storing CVs for applications to positions that may be advertised later (CV storage service), and sending job newsletters.

Presentation for the purpose of winning and carrying out a project with a potential partner.

The processing lasts for the duration of the registration, for 2 years from the last activity related to the candidate (for example, the last job application), or until the registration is otherwise terminated, including where the candidate requests the deletion of their data. The data subject is entitled to withdraw their consent at any time.

In the case of a contact

Providing a name and e-mail address is mandatory for sending a message; we process this data for the purposes necessary to make contact and – where you expressly consent – to subscribe you to a newsletter. You can enable this option by ticking a separate checkbox.

We process the data handled during the contact until the purpose is fulfilled – that is, until the subject of the message (the question to which the sender expects a reply) can be considered fulfilled – but no later than 1 year from sending the message.

In the case of newsletter subscription, we process the data until you unsubscribe from the newsletter.

Only the candidate / the person providing the data is responsible for the truthfulness and accuracy of the personal data.

4. Legal basis of the processing

In the case of approaching candidates

The processing of the data subject's personal data is based primarily on the data subject's voluntary consent under Article 6(1)(a) GDPR, and on the enforcement of the Controller's legitimate interests under Article 6(1)(f) GDPR. The data subject gives consent by providing their data and accepting this data processing notice.

In the case of a contact

The data subject gives their voluntary consent by providing their data, ticking the checkbox, and accepting this data processing notice.

If the data subject subsequently enters into a contract with the Controller, the legal basis for the processing will be Article 6(1)(b) GDPR with respect to all personal data specified in the contract whose processing is necessary for the performance of the contract.

5. Categories of data processed

In the case of candidates

Data provided in the CV (typically): name, image, date of birth, telephone number, e-mail address, previous workplaces, educational data, skills, qualifications, hobbies, personal assessment.

In the case of a contact

The data you provide: name, e-mail address, and any telephone number provided in the description.

6. Possible consequences of failing to provide data

Providing the data ensures that you receive the appropriate service, as well as the possibility of making contact. If you do not provide the data, this is not possible.

7. Data transfer

In the case of a CV submitted for an open position, we may transfer our candidates' CVs to our partners following personal or telephone consultation.

If we were to transfer your data to another partner for another position, we will inform the candidate in advance and separately, and you may object to the data transfer by sending a message to the Controller.

We may share with our potential clients a CV prepared from the submitted CV that does not contain personal data, of which we will inform the candidate in advance and separately. You may object to the data transfer by sending a message to the Controller.

8. Use of data processors; transfer to a third (non-EU) country

The Controller is entitled to engage data processors for the performance of its activities. Data processors do not make independent decisions; they may act solely in accordance with the contract concluded with the Controller and the instructions received. The Controller monitors the work of the data processors. Data processors may engage further data processors only with the Controller's consent.

In the case of candidates and contacts, the Controller engages the following data processor(s):

- Happlicant – applicant tracking (ATS) and customer relationship management (CRM) system. Operated by: Happlicant Software S.L., Carrer de Santa Eugènia 42, 17005 Girona, Spain; e-mail: info@happlicant.com.

According to Happlicant's privacy policy, in the course of providing the service it may engage sub-processors (e.g. hosting, e-mail and analytics providers) and may process personal data on servers located outside the European Economic Area (for example, in the United States). In such cases, the transfer takes place subject to appropriate safeguards – in particular by

applying the Standard Contractual Clauses (SCCs) adopted by the European Commission or equivalent safeguards required by law.

9. Automated decision-making

No automated decision-making takes place during the processing.

10. Access to data and data security measures

Access to data and data transfer

The personal data provided by the data subject may be accessed by the Controller's employees in order to perform their tasks – in particular by staff dealing with recruitment for the purposes of case management, and by sales colleagues when presenting candidates to clients (in order to organise and carry out the service). In addition, the legal representative may access the data where necessary and indispensable in the given case.

The Controller may transfer personal data to state bodies only in exceptional cases. For example, where court proceedings are initiated in a matter concerning the data subject and it is necessary to hand over documents containing the data subject's personal data to the acting court; or where the police contact the Controller and request the transfer of documents containing the data subject's personal data for an investigation.

In the course of their work, the Controller's staff ensure that personal data is stored and placed in such a way that it is not accessible to, modifiable by, or destroyable by unauthorised persons.

Data security measures

The Controller takes the necessary technical and organisational measures and has established appropriate procedural rules to ensure the security of personal data throughout the entire process of data processing.

The Controller selects and operates the IT tools used for processing personal data in such a way that the processed data is:

- accessible only to those authorised to access it (availability);
- of assured authenticity and authentication (authenticity of processing);
- verifiable as unchanged (data integrity);
- protected against unauthorised access (confidentiality of data).

The Controller protects the data with appropriate measures against accidental or unlawful destruction, loss, alteration, damage, unauthorised disclosure or unauthorised access; restricts access to personal data by assigning authorisation levels; protects its IT systems with a firewall and provides virus protection; and during electronic processing ensures that data is accessed only in a purpose-bound manner, under controlled conditions, and only by those persons who need it to perform their tasks.

11. Rights of data subjects and the conditions for exercising them

The data subject may at any time request from the Controller access to the personal data relating to them, the rectification, erasure or restriction of the processing of such data, and may object to the processing of their personal data. They may also request complete and specific information about the processing.

The data subject may also request that, in accordance with the provisions of the applicable legislation, we provide their personal data in a structured, commonly used, machine-readable format, or that we transfer their data to another controller. The Controller fulfils these requests within 1 month. The detailed content of data subjects' rights and the detailed conditions for exercising them are set out in the data processing policy.

In the case of processing based on Article 6(1)(a) GDPR, consent may be withdrawn at any time; however, this does not affect the lawfulness of processing carried out on the basis of consent before its withdrawal.

12. Right to legal remedy

If the data subject considers that TActix has infringed a statutory provision applicable to data processing in the course of processing their personal data, then, in order to terminate the alleged unlawful processing, they may lodge a complaint addressed to the representative of TActix at **adel.kovacs@thetactix.co**, or by post; or

- lodge a complaint with the Authority (Hungarian National Authority for Data Protection and Freedom of Information – Nemzeti Adatvédelmi és Információszabadság Hatóság, NAIH; address: 1055 Budapest, Falk Miksa utca 9–11., Hungary; e-mail: ugyfelszolgalat@naih.hu; website: www.naih.hu); or
- have recourse to a court.

In this case, you may freely decide whether to bring your action before the regional court (törvényszék) competent according to your domicile (permanent address) or your place of residence (temporary address), or that competent according to the registered seat of TActix.

We are pleased if you turn to us first with your complaint, so that we can investigate and remedy it as soon as possible.