

Privacy information for applicants

This data protection information for applicants informs you about the processing of your personal data at Centracon AG Eicherhof 13 42799 Leichlingen, Germany

Pursuant to Art. 4 lit. 1 of the German Data Protection Regulation ("DS-GVO"), your personal data includes all information that relates or can relate to your person, in particular by means of assignment to an identifier such as a name or to an organizational or personnel number by which your person can be identified.

Personal information and personal data:

Centracon AG collects and processes the following personal data (in both paper and digital format) provided by you through your application (collectively, "**Applicant Data**"):

- Contact information, such as your name, address, telephone number and email address;
- Information about your professional experience and skills, as well as previous employment, language skills, performance appraisals, evaluations, and quotas;
- Photograph (if added voluntarily).

It is not intended that particular types of personal data will be processed. However, should you provide them, such as health data, these data will also be processed.

Data processing purposes, legal basis and consequences:

Applicant Data is collected and processed for recruitment and hiring purposes to determine the skills and suitability of applicants who have applied for a position (collectively, "**Processing Purposes**"):

Centracon AG relies on the following legal bases with regard to data processing:

- Necessity of recruitment (Art. 88 DS-GVO in conjunction with § 26 BDSG).
- Legitimate interest of Centracon AG (Art. 6 (1) lit. f DS-GVO)
- Consent, if provided by you and recorded by law (Art. 6 (1) lit. a DS-GVO in conjunction with Art. 88 DS-GVO and § 26 (2) BDSG);
- Compliance with legal requirements (Art. 6 (1) lit. c DS-GVO).

The provision of personal data is on a voluntary basis. However, if you do not provide this data, it could prevent the recruitment process, so that Centracon AG unfortunately cannot consider your application.

Categories of recipients:

Centracon AG may use service providers who act as processors to provide IT and other administrative support (e.g., service providers who provide IT hosting or maintenance support). These service providers may have access to your personal data to the extent necessary to provide such services.

Any access to your personal information is limited to those individuals who need the information to complete your activities.

Retention period:

Application data will be retained by Centracon AG and, where applicable, its service providers for as long as necessary to fulfill its obligation and in accordance with applicable data protection law for the time necessary to achieve its purposes.

Centracon AG will delete your application data upon expiration of a maximum of six months after we have informed you that your application will not be considered. This does not apply if you expressly consent to longer retention at our request because we want to keep you in a talent pool (Art. 7 DS-GVO); in this case, deletion will take place after the expiration of the time specified in the consent or after your revocation of consent. The deletion will take place subject to a right of retention pursuant to Art. 17 (3) DS-GVO or in accordance with applicable provisions in the BDSG. If the decision is positive for you, the application will be assigned to your personnel file created with the establishment of the employment relationship and considered part of the same under data protection law.

Your Rights:

Should you give your consent with regard to certain processing activities, you can revoke this at any time with effect for the future. This revocation will not affect the previous processing of data.

According to the applicable data protection laws, you have the following rights:

- Right to information, Art. 15 DS-GVO.
- You have the right to information about the stored personal data concerning you.
- Right to rectification, Art. 16 DS-GVO.
- If you discover that inaccurate data concerning you is being processed, you may request rectification. Incomplete data must be completed, taking into account the purpose of the processing.
- Right to erasure, Art. 17 DS-GVO.
- You have the right to request the deletion of your data if certain grounds for deletion exist. This is particularly the case if they are no longer necessary for the purpose for which they were originally collected or processed.
- Right to restriction of processing, Art. 18 DS-GVO.
- You have the right to restrict the processing of your data. This means that your data will not be deleted, but will be marked to restrict its further processing or use.
- Right to data portability, Art. 20 DS-GVO.
- You have the right to receive the personal data you have provided to Centracon AG in a structured, common and machine-readable format. Furthermore, you have the right to transfer this data to another responsible party without hindrance by Centracon AG.
- Right to object to unreasonable data processing, Art. 21 DS-GVO.
- You have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you that is carried out on the basis of Article 6 lit. e or f of the DS-GVO.
- Since Centracon AG processes and uses your personal data primarily for the purposes of the contractual relationship with you, Centracon AG basically has a legitimate interest in processing your data, which, on the other hand, will override your restriction request.

To exercise your rights, contact us as described in the "Questions" section.

Complaint to the supervisory authority about data protection violations

You have the right to lodge a complaint with the competent supervisory authority if you believe that the processing of your data is not permitted under data protection law. This results from Art. 77 DS-GVO. The complaint to the supervisory authority can be made informally.

Automated decision-making / profiling

Centracon AG does not use automated decision-making in connection with the application.

Questions: THE Data Protection Officer of Centracon AG can be reached at the following contact details: E-mail: Lucia.Strasser@centracon.com