

Privacy Notice of EnOcean GmbH for Job Applicants

The protection of your personal data has a high priority for EnOcean GmbH (hereinafter referred to as EnOcean). It is important for us to inform you of what personal data is collected, how it is used, and what rights and objection possibilities you have. In these privacy notices, job applicants will find all the information concerning data processing during the application process.

This Privacy Policy applies in supplementation to our General Privacy Policy and the Privacy Policy for our website, which you can view at <https://www.enocean.com/privacy-policy/>

1. Who is responsible for the data processing? Who is my contact person if I have questions concerning data protection at EnOcean or if I want to assert my rights stipulated in paragraph 7?

For all questions in conjunction with data protection contact the responsible authority:

EnOcean GmbH
Kolpingring 18a
82041 Oberhaching

Phone: +49 (0) 89 67 34 689 0
E-Mail: datenschutz@enocean.com

Or contact our company's data protection officer, who can be reached via the following contact data:

Phone: +49 (0) 8171 42 82 766 0
E-Mail: datenschutz@starhead.de

2. What personal data is processed?

We process and store all data that you make available to us through your job application. Among other things, this includes your contact data, your job application documents (curriculum vitae, cover letter, education and certificates, etc.) the type of employment desired and the desired start date, and in exceptional cases your identification papers. In addition, this also applies to any other data you provide to us, including any correspondence you have entered into with us during the application process. This can also include special categories of personal data, such as health data, which we collect, store and process, for example, as part of a pre-employment physical exam.

We may also obtain the above information about you from other sources, the references you provide, websites, and other publicly available sources on the Internet. This includes, for example, data that you have obviously made public as part of an online profile. We can also obtain data that you transmit to us via third-party websites, e.g. from job exchanges such as StepStone or Monster.

3. For what purposes and on what legal basis will my data be processed?

The data you provide will be further processed for the processing of your application and, if an employment relationship is established, also for execution of the employment relationship. Processing for any other purpose does not occur. In this regard the legal basis is § 26 para. (1) in conjunction with para. (8) sentence 2 and § 22 para. (1) lit. b) of the German Federal Data Protection Act (deutsches Bundesdatenschutzgesetz (BDSG)) or, in the case of public profiles, Art. 6 para. (1) lit. f) GDPR in conjunction with Art. 9 para. (2) lit. e) GDPR. In this case, the legitimate interest on our part is to obtain a clear, concise profile from you. If consent is required for

processing (e.g. for inclusion in our talent pool), § 26 para. (2) of the German Federal Data Protection Act (BDSG) in conjunction with Article 7 GDPR is the legal basis.

Furthermore, we can process personal data about you to the extent necessary to defend ourselves against legal claims asserted against us, arising from the application process. In this regard, the legal basis is Article 6 para. (1) lit. b) and f) GDPR. The legitimate interest is, for example, a burden of proof in judicial proceedings under the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz (AGG)).

If an employment relationship between you and us is established, we can further process the personal data you have already provided to us for purposes of the employment relationship in accordance with § 26 para. (1) of the German Federal Data Protection Act (BDSG). This occurs if such further processing is necessary for the performance or termination of the employment relationship or for exercise or fulfillment of the rights and obligations of the representation of the interests of the employees resulting from a law or a collective agreement, a works agreement or a service agreement (collective agreement).

4. To whom will my data be passed on?

Categorically your data will only be forwarded to the **internal departments and specialist departments** of our company responsible for the specific job application procedure.

In addition, the following organizations can receive your data:

- Contract processors that we use (Article 28 GDPR), i.e. external service providers to whom we entrust the processing of data to the extent provided by law. In this case EnOcean still remains responsible for the protection of your data. In particular, we commission contract processors in the following areas: IT, sales, marketing, finance, consulting, customer service, human resources, logistics, and printing.
- Public bodies and institutions with a legal or government agency obligation, according to which we are obligated to provide information, report or pass on data, or if the passing on of data is in the public interest
- Bodies and institutions based on our legitimate interest or the legitimate interest of the third party (e.g. government agencies, credit agencies, debt collection agencies, lawyers, courts, experts, and supervisory bodies)

In all other aspects, your data will not be passed on to third parties, in particular not to such bodies outside the European Union or the European Economic Area.

5. Where will my data be processed?

Your data will always be processed in Germany and the European Union. If, in exceptional cases, your data is also processed in countries outside the European Union and the European Economic Area (i.e. in so-called third countries), this occurs if you have expressly consented to this arrangement, or if it is required for our provision of services to you, or if it is provided for by law (Article 49 GDPR). Moreover, your data will only be processed in third countries if certain measures have been taken to ensure that an appropriate level of data protection exists for this purpose (e.g. EU Commission adequacy decision or so-called suitable guarantees, Article 44 ff. of the GDPR).

6. How long will my data be stored?

We will store your personal data for as long as is necessary to reach a decision on your application. If an employment relationship is established, your data will be included in the personnel file, and we will store your data until the end of the statutory retention period (usually 10 years after the employment relationship ends). If an employment relationship between you and us is not established, your data will be deleted six months after conclusion of the application procedure. Application documents received by post will be returned to you in their original form after six months. This does not apply if statutory provisions prevent deletion, if further storage is necessary for the purpose of presenting evidence, or if you have expressly agreed to longer storage. If we are unable to offer you a position that must currently be staffed, but believe, on the basis of your profile, that your application could be of interest for future vacancies, we will store your personal application data for a period of twelve months, subject to your express consent to such storage and use.

7. What rights do I have?

Your have the right,

- a) to request **information** concerning the categories of the processed data, reasons for the processing, any recipients of the data, the planned duration of storage (Article 15 GDPR);
- b) to request **correction** or supplementation of incorrect or incomplete data (Article 16 GDPR);
- c) to **revoke** at any time a granted consent, with future effect (Article 7 para. (3) GDPR);
- d) in certain cases within the scope of Article 17 GDPR, to request the **deletion** of data – particularly if the data is no longer required for the intended purpose or is processed unlawfully, or if you have withdrawn your consent in accordance with c) above or have declared an objection in accordance with h) below;
- (e) under certain conditions, to demand the **restriction** of data if deletion is not possible or the obligation to delete is disputed (Article 18 GDPR);
- f) of **data portability**, i.e. you can obtain the data you have provided to us in common machine-readable format, such as CSV, and if necessary transmit it to others (Article 20 GDPR);
- g) to contact the competent supervisory authority and lodge a **complaint** (Article 77 GDPR). The responsible supervisory authority for data protection issues is the Bavarian State Office for Data Protection, which you can reach via the following contact data:

Bayerisches Landesamt für Datenschutzaufsicht (BayLDA)
Promenade 27
91522 Ansbach

Telefon: +49 (0) 981 53 1300
Email: poststelle@lda.bayern.de
www.lda.bayern.de

h) Moreover, you have the right to object to data processing that should occur on the basis of a legitimate interest, for reasons arising from your particular situation (Article 21 para. (1) GDPR).

To assert these rights, please use the contact data in paragraph 9. The same applies if you have questions concerning the data processing in our company.