

INFORMATION FOR APPLICANTS IN ACCORDANCE WITH ART. 13 DSGVO ON THE HANDLING OF APPLICANT DATA

RESPONSIBLE FOR DATA PROCESSING:

Movilitas Consulting GmbH
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68163 Mannheim
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- In the following: MOVILITAS -

DATA PROTECTION OFFICER:

Moritz Görmann
CTM-COM GmbH
In den Leppsteinswiesen 14
64380 Roßdorf
Tel.: 06154-57605 111
email: datenschutz@ctm-com.de

TYPE, SCOPE AND PURPOSE OF THE PROCESSING OF PERSONAL DATA

MOVILITAS collects the following personal data from you in the course of the application process:

- Personal master data to identify the applicant, such as your name, photo, gender, date of birth;
- Communication or contact data, such as your home address, private telephone numbers and email addresses;
- Information on professional qualifications, successes, (university) certificates, skills, authorizations required in connection with your work, inquiries and documents on police clearance certificates and/or membership in a professional association;
- National or other identification documents, such as your identity card/passport, information regarding the "right to work", information regarding any visa requested and the social security number;
- where necessary, health data, such as medical certificates, results of work-related fitness tests or other occupational medical examination reports, as well as drug and alcohol test results, to the extent necessary to establish the employment relationship;

- In order to comply with national and / or European anti-discrimination laws (e.g. AGG or SGB IX) and reporting obligations to authorities (e.g. Integration Office), information about your racial or ethnic origin, gender, state of health or information about the existence of a (severe) disability or equality, in order to comply with the legal requirements for equality;
- information relating to the establishment of an employment relationship, a criminal case concerning you or a conviction arising from an examination of your criminal record or from your mandatory report; and
- other sensitive personal data which you voluntarily disclose in the context of your application.

As a rule, we collect these data directly from you.

Exceptionally we collect data from third parties:

- Information on past criminal proceedings or convictions resulting from a review of criminal records;
- Information about your previous employment (including proof of employment) and further information regarding your suitability and qualification for MOVILITAS, resulting from references provided by you and/or third parties (e.g. recruitment agencies);
- Further information that we receive from external service providers who have been commissioned by us to review applicants;
- Information about your health, including your work and performance capacity and / or any changes or adjustments that according to your family doctor or another specialist or occupational health physician should be considered;
- Certain publicly available information from public sources (including the Internet such as Xing, LinkedIn, etc.).

The purpose of collection and processing is to be able to make a selection decision regarding the job advertised in each case and to communicate this to the applicant.

The legal basis for the processing is § 26 BDSG in conjunction with § 26 BDSG. Art. 6 para. 1 letter a), b) and Art. 9 para. 2 letter a) DSGVO.

ADMISSION TO THE APPLICANT POOL

In the event that no employment relationship is established with MOVILITAS immediately after the application process, you will not be required to consent to future job advertisements in our general applicant pool. You can declare your consent by clicking on the corresponding checkbox in the respective job posting or by sending an email to the e-mail address provided in the job posting.

If you agree, the personal data processed and stored by MOVILITAS in the course of the application process will also be stored beyond the specific application procedure. MOVILITAS uses this data to initiate a new application process, if a position for which you are eligible is available.

Your consent given in the course of the application process also extends to the processing and storage of "special categories of personal data" within the meaning of Art. 9 DSGVO, insofar as you have provided us with such data (e.g. a photo revealing your ethnic origin, details of severely disabled status, etc.) in the context of your application. MOVILITAS, however, would like to evaluate all applicants only according to their qualifications and therefore asks that such information be

omitted from the application as far as possible.

This consent is voluntary and can be refused without giving reasons, without you having to fear any disadvantages in the concrete application procedure. A declared consent can be revoked at any time with effect for the future; in this case your data will be deleted immediately after completion of the application procedure or until receipt of your revocation.

Irrespective of any revocation, your data will be deleted at the latest after two years if no further job opportunities have arisen in the meantime.

The legal basis for the processing is § 26 BDSG in conjunction with § 26 BDSG. Art. 6 para. 1 letter a), b) and Art. 9 para. 2 letter a) DSGVO.

STORAGE DURATION AND DELETION PERIODS

If your application does not result in an employment relationship and you have not given your consent to be included in the applicant pool, we will delete your data within six months of your receipt our rejection at the latest. In the event of a successful application and subsequent employment in our company, your data will be stored for the duration of the employment relationship. You will be informed separately about this.

RECIPIENTS OF PERSONAL DATA AND THEIR DISCLOSURE

Your data will be used exclusively for the above-mentioned purposes. Access to your data is generally granted to the MOVILITAS management and human resources departments.

If an applicant is considered for open positions in other companies in the Group, he or she may have data forwarded to these companies (MOVILITAS Consulting Belgium, MOVILITAS Consulting France, MOVILITAS Consulting UK and to MOVILITAS Consulting LLC, 8830 Stanford Blvd. Suite 300 Columbia MD 21045, USA).

The transfer to a third country within the meaning of Art. 44 para. 1 DSGVO takes place only on the basis of a voluntary consent according to Art. 49 para. 1 letter a) DSGVO of the applicant; the transfer of the data to other companies in the MOVILITAS Group within the European Union takes place on the basis of a consent according to Art. 6 para. 1 letter a) DSGVO. In the event that no consent is given, this shall not entail any disadvantages for the applicant. The consent can be revoked at any time.

YOUR RIGHTS AS A DATA SUBJECT

As a person affected by the processing of personal data, you have the following rights:

Pursuant to Art. 15 DSGVO, you have the right to request information from us as to whether and to what extent (including purpose of processing, categories of processed data, recipients and planned storage period as well as the origin of your data) personal data are processed.

If personal data concerning you are incorrect and/or incomplete, you have the right to immediate correction or completion of these data (Art. 16 DSGVO).

In addition, you have the right to have your personal data deleted immediately if the conditions specified in Art. 17 DSGVO are met, e.g. if the data is no longer required for the purposes pursued (right to deletion).

You have the right to demand that the controller restrict the processing for the duration of the examination by the controller, if one of the reasons listed in Art. 18 DSGVO applies in detail, e.g. if you have lodged an objection against the processing.

In addition, you have the right to object to the processing of your personal data at any time for reasons arising from your particular situation. The person responsible will then no longer process the personal data unless he can prove compelling grounds for processing worthy of protection which outweigh your interests, rights and freedoms, or the processing serves to assert, exercise or defend legal claims (Art. 21 DSGVO).

In order to exercise your rights, it is sufficient to write to MOVILITAS in writing or send an email to the above address.

RIGHT OF APPEAL

Without prejudice to any other administrative or judicial remedy, you have the right to appeal to a supervisory authority if you consider that the processing of your personal data violates the DSGVO (Art. 77 DSGVO). You may exercise this right with a supervisory authority in the Member State where you are staying, at your place of work or at the place where the alleged infringement occurred.

In Baden-Württemberg the competent supervisory authority is:

Der Landesbeauftragte für den Datenschutz und die Informationsfreiheit
Königstrasse 10 a
70173 Stuttgart
Tel.: 0711/615541-0
FAX: 0711/615541-15
email: poststelle@lfdi.bwl.de

Further information is available on the service portal of the state of Baden-Württemberg under the following link:

<https://www.baden-wuerttemberg.datenschutz.de/>

If you have any questions or comments regarding this statement or MOVILITAS' privacy practices, please email us at datenschutz@movilitas.com or contact us by telephone on +49 621 150204 0.

You can also reach our external data protection officer at the following contact address:
Moritz Görmann, CTM-COM GmbH, In den Leppsteinswiesen 14, 64380 Roßdorf, Tel.: 06154-57605 111, email: datenschutz@ctm-com.de