

Data protection notices according to the general data protection regulation for applicants

With the following information, we would like to comply with the obligation to provide information according to Article 13 of the General Data Protection Regulation ("GDPR").

1. Responsibility

The responsible within the meaning of the GDPR is in addition to Brose Fahrzeugteile GmbH & Co. Kommanditgesellschaft, Coburg, Germany, which initially receives all applications, the party responsible for the processing of your personal data is the respective Brose Group company responsible for your application.

2. Purpose of processing and legal basis

We process your personal data (e.g. name, contact data, training data and information on professional experience "applicant data"), which you communicate to us within the scope of your application, for application processing and, if necessary, for the performance of the subsequent employment relationship.

We need the data processed as part of the application process to potentially enter into an employment relationship or make a decision on hiring you. We process this personal data to verify your suitability for the respective position, for the purpose of application processing and to contact you.

By means of a separate declaration you can consent to being included in our applicant pool should your application not be accepted following the respective hiring process. This makes it possible for us to contact you again in case of suitable job postings that match your profile.

The processing of your personal data as part of the application process is carried out on the basis of Art. 6 para. 1 (b) GDPR (**initiation or performance of a contract**) and any applicable national rules on the protection of employee data (e.g. Section 26 (1) sentence 1 BDSG in Germany).

Any further storage of your data in the applicant pool takes place based on your consent as per Art. 6 para. 1 (a) GDPR.

3. Data transfer and storage duration

All data will be treated confidentially and stored in compliance with the applicable legal regulations. In order to fulfil the purposes described above, your data will be forwarded within the Brose Group to the company responsible for your application or to the responsible office within the company.

Data may be shared with a third country outside of the EU depending on which company within the Brose Group is responsible for your application. In this case, we guarantee that appropriate safeguards are taken to protect your personal data, in particular through the conclusion of standard data protection clauses pursuant to Art. 46 para. 1 (c) GDPR.

We also use contract processors. Your data will be passed on to them in strict compliance with the obligation of confidentiality and the requirements of the GDPR. The contract processors commissioned by us may process the data only for us and not for their own purposes. In such cases, responsibility for data processing remains with Brose.

Your personal data is deleted as soon as it is no longer required for the application process (e.g. if your application is rejected or a negative decision is made). This does not apply if statutory provisions prevent deletion or if further storage is required for evidentiary purposes. For example, personal data may be stored for evidentiary purposes for the period in which it is possible to make claims against our company (e.g. such as those pertaining to the General Act on Equal Treatment in Germany (Allgemeines Gleichbehandlungsgesetz, AGG)).

If you consent to the inclusion of your application in our applicant pool your application will be stored for a maximum of 48 months; your data is automatically deleted after this period. You can use the contact information below (please refer to Section 5) to contact our privacy officer at any time even before the end of this 48-month period and request the deletion of your data from the applicant pool. The data will be deleted immediately.

If your application results in the conclusion of a contract, then your data will be stored and used for the purpose of the usual organizational and administrative processes in compliance with relevant regulations.

4. Your Rights

If our company processes your personal data, you have the following rights within the respective legal scope:

- Right of **access**, especially about the data stored by the responsible person and their intended use. (Art. 15 GDPR),
- Right to **rectification** of inaccurate or incomplete data (Art. 16 GDPR),
- Right to **erasure**, e.g. of unlawfully processed or no longer necessary data (Art. 17 GDPR),
- Right to **restriction** of processing (Art. 18 GDPR),
- Right to data **portability**, provided the processing takes place based on consent or to perform a contract or by means of an automated process (Art. 20 GDPR) and

Please note: You are not required to provide your data as part of the application process. However, it is not possible to execute the application process and establish an employment relationship without processing your data and hence your application unfortunately cannot be considered without providing your data.

Refusal to consent to the inclusion in our applicant pool will not result in any disadvantages for the concrete hiring process. But we will not be able to contact you then for other job openings.

5. Contact person

If you have any questions about data protection at Brose, we will be pleased to assist you. If you have any complaints or wish to assert your rights, please contact our data protection officer at datenschutz@brose.com.

If you believe that Brose has not adequately addressed your concerns or complaints, you have the right to file a complaint with the appropriate regulatory authority.