

SIEMENS ENERJİ SANAYİ VE TİCARET ANONİM ŞİRKETİ
PRIVACY NOTICE FOR
SIEMENS ENERGY CANDIDATE EMPLOYEE**1. Purpose**

Siemens Enerji Sanayi ve Ticaret Anonim Şirketi ("**Siemens Enerji**" or "**Company**"), processes personal data of real person customers in accordance with the provisions of the Personal Data Protection Law no. 6698 ("**KVKK**") and other legislation.

Since you are candidate employee, in the capacity of "Data Controller", our Company processes your personal data which you notified/will notify or provided externally by any means,

- For the purposes of processing indicated in this notice and in connection with this purpose, in a limited and measured manner,
- By preserving the accuracy and the most up-to-date state of personal data, in compliance with the principles and provisions stipulated in the KVKK.

2. Collection of Candidate Employee Personal Data

Siemens Energy will process data of candidate employee personal in line with the purposes indicated in this Privacy Notice. In case of any change regarding to these purposes, this Privacy Notice will be updated and published separately.

The categories of personal data of the Siemens Energy candidate employees are as follows:

- Name-surname, date of birth, title, address, phone number, e-mail address, CV, education and work experience, gender, nationality, foreign language information, travel disability status, shareholder and secondary job information, name-surname-title and phone number information regarding candidate references, name-surname and sector information regarding to candidate' relative

Our company collects your personal data by oral, written, or electronic means through all kinds of information and documents that you have submitted or shared to us, and human resources practices, or only given information through career websites.

3. Explanation Regarding to Processing of Personal Data of Candidate Employees

Siemens Energy may continue to store personal data of candidate employees even purpose of usage dissolute if it is stipulated in another law or a separate consent is given by the candidate employee. Except for this exceptional case, the personal data mentioned will be immediately deleted, destroyed, or anonymized by Siemens Energy when the purpose of data processing is lost.

4. Purposes of Processing Candidate Employee Personal Data

Your personal data is processed by automatic and non-automatic means for the purposes listed below, where you have your express consent, or on the legal grounds stipulated in Articles 5 of the KVKK for the legitimate interests of Siemens Enerji, as long as it does not harm the fundamental rights and freedoms of the person concerned.

The purposes of processing personal data are as follows and can be updated in line with our obligations arising from company policies and legislation:

- Executing application and candidate selection processes,
- Performing internal control,
- Performing international export sanctions controls,
- Evaluating candidates,
- Performing conflict of interest controls

Your personal data will be kept for a reasonable period of time necessary to fulfill the purposes it was collected for or until the end of the statutory retention period specified in the relevant legislation, if any.

5. Transfer of Personal Data to Third Parties

The procedures and principles to be applied in personal data transfer are regulated in Articles 8 and 9 of the KVKK and the personal data and special categories of personal data of the relevant person indicated in this document can be shared with third parties in the country and abroad.

Personal data of candidate employee is shared with the supplier abroad for the purpose of executing export control processes, data of candidate employee and reference/candidate relative forwarded by candidate employee is shared with the domestic supplier and abroad group companies in order to carry out the management of the applications used by the group companies, to the service providers and servers abroad for the purpose of receiving e-mail service.

6. Rights of Candidate Employee

Candidate employees whose personal data are processed have the below rights specified in Article 11 of the KVKK.

- a. to be informed whether their personal data are processed,
- b. to request for information about their personal data have been processed,
- c. to be informed of the purpose processing of their data and whether these personal data are used in compliance with the purpose,
- d. to be informed of the third parties to whom their personal data are transferred either domestically or abroad,
- e. to request the rectification of the incomplete or inaccurate data, if any,

- f. to request the erasure or destruction of their personal data under the conditions referred to in the KVKK,
- g. to object to the processing of their personal data collected exclusively by automatic means that has led to an unfavorable consequence for them,
- h. to claim compensation for the damages arising from the unlawful processing of their personal data.

Our company will fulfill your requests arising from the KVKK through the "Data Subject Access Request Form". In accordance with Article 13 of the KVKK, our company will process your requests that are sent to us via e-mail address (kvkk.tr@siemens-energy.com.tr) free of charge and within 30 (thirty) days at the latest, depending on the nature of the request. If the request is rejected, the reason(s) of rejection will be notified to you in writing or electronically.

The Employee Candidate undertakes that the personal data subject to this Clarification Text is complete, accurate and up-to-date. In case of any change regarding his personal data, he will be able to inform Siemens Energy and request that his personal data be updated. Siemens Energy will have no responsibility if the Employee Candidate does not provide correct and up-to-date information.

This Privacy Notice may be revised by our Company if deemed necessary. In case of revision, the current version can be accessed at <https://www.siemens-energy.com/global/en/general/privacy-notice.html>