

**Data protection information on the processing of
your personal data in the context of the application process at
Tengelmann Twenty-One KG**

In the following, we inform you about the processing of your personal data in the context of an application with us, Tengelmänn Twenty-One KG (or also "T21"), and the rights to which you are respectively entitled under data protection law in accordance with Art. 13 and Art. 14 DSGVO .

1. *Who is responsible for the processing of my data and how do I contact the data protection officer?*

The person responsible within the meaning of Art. 4 No. 7 DSGVO for the processing of personal data in the context of the application:

Tengelmann Twenty-One KG

Mies-van-der-Rohe-Strasse 6
80807 Munich

people@tengelmann21.com

For questions regarding data protection, you can reach our data protection officer at:

Tengelmann Audit GmbH

Data Protection Officer
An der Pönt 45
40885 Ratingen

datenschutz@t-audit.de.

2. *Which personal data is processed?*

The following data or categories of data may be processed in order to carry out the application process:

- Applicant master data (e.g. first name, last name, title, e-mail address, telephone number, address, date of birth)
- Qualification data (e.g. cover letter, letter of motivation, CV, previous activities, professional qualifications and competencies)
- additional questions depending on the vacancy (e.g. driver's license, citizenship)

- communications between you and us and comments and assessments made about you in the course of your application process in relation to possible employment
- Other data/data categories, e.g. publicly accessible, job-related data, e.g. a profile on professional social media networks such as XING or LinkedIn
- Personal experiences and motivations, e.g. professional successes/failures, motivation to change, etc.
- Voluntary additional information, e.g. an application photo, information on severely disabled status or other information that you voluntarily provide in your application
- Special categories of personal data: If you provide information in your application documents that contains special categories of personal data within the meaning of Art. 9 (1) DSGVO (e.g. information about your health; information that allows conclusions to be drawn about your ethnic origin or religion), we will obviously process this data within the legally permissible scope.

Your personal data is provided to us by contracted personnel service providers. In addition, we may also process personal data that we have permissibly obtained from publicly accessible sources (e.g. professional networks). As soon as we communicate directly with each other in the course of the application process, we receive the relevant data directly from you as part of the communication.

We would like to point out that you are initially neither contractually nor legally obligated to provide us with your data. However, the provision of your personal data is necessary for us to carry out the application process. This means that if you do not provide us with any or only partial personal data when submitting an application, we may not be able to carry out the application process.

3. *For what purposes do we process your data and on what legal basis?*

Your personal data will generally be processed for the purpose of personnel selection to fill open positions, i.e. to initiate an employment contract. The necessity and the scope of the data collection are assessed, among other things, according to the position to be filled. If your intended position involves the performance of particularly confidential tasks, increased personnel and/or financial responsibility, or is linked to certain physical and health requirements, more extensive data collection may be necessary. The primary legal basis for this is Art. 88 DSGVO in conjunction with. § Section 26 (1) BDSG. In this context, it is not excluded that processing activities may serve to fulfill obligations arising from a law or a collective agreement or service agreement.

In addition, consent pursuant to Art. 6 Para. 1 lit. a DSGVO in conjunction with. § Section 26 (2) BDSG can be used as a data protection permission provision. If the processing of your data is based on your consent, you naturally have the right to revoke the consent at any time with effect for the future without giving reasons.

Insofar as special categories of personal data are processed pursuant to Art. 9 (1) DSGVO, this serves the exercise of rights or the fulfillment of legal obligations under labor law, social security law and social protection law within the scope of the application procedure. This is done on the basis of Art. 9 (2) lit. b and Art. 88 DSGVO in conjunction with. § Section 26 (3) BDSG. In addition, the processing of special categories of personal data may also be based on consent pursuant to Art. 9 para. 2 lit. a and Art. 88 DSGVO in conjunction with § Section 26 (3) sentence 2 DSGVO. In this case, you have the right to revoke the consent at any time with effect for the future without giving reasons.

In certain cases, we process your data to protect a legitimate interest pursuant to Art. 6 (1) lit. f DSGVO of us or of third parties. A legitimate interest exists, for example, if your data is required for the assertion, exercise or defense of legal claims in the context of the application process (e.g. claims under the General Equal Treatment Act) or if the processing serves the effective, efficient as well as secure processing of the application processes. In the event of a legal dispute, we have a legitimate interest in processing the data for evidence purposes.

4. *Who gets your data?*

Within our company, only those persons and departments (e.g. Human Resources, specific department where there is the respective vacancy) receive your personal data they require to carry out the application process or to fulfill our legal obligations. In addition, third parties, such as personnel agencies, IT service providers and others who help us fill vacancies and process applications effectively, efficiently and securely (e.g. through appropriate IT systems), may receive data from you to the extent necessary for the respective purpose. If we use third parties, we ensure that they comply with adequate data protection and security standards. In addition, in exceptional cases, data may be transferred to courts or other government agencies as well as other third parties or bodies if we are legally obliged or entitled to do so.

In principle, we do not intend to transfer your personal data to recipients in so-called third countries (countries outside the European Economic Area where the GDPR does not

apply) or an international organization. If we nevertheless transfer your personal data to service providers third countries by way of exception (e.g. if corresponding servers are located in a third country), we will ensure that the legal requirements for such a transfer exist (e.g. through the existence of an adequacy decision pursuant to Art. 45 DSGVO or other requirements from Art. 44 et seq. DSGVO) and that your personal data are adequately protected (e.g. by appropriate technical and organizational measures).

5. *How long will your data be stored?*

We store your personal data for as long as is necessary for the decision on your application. Insofar as an employment relationship between you and us does not come about, we may continue to store data beyond this, insofar as this is necessary for the defense against possible legal claims. As a rule, your data will be deleted within 6 months after the end of the application process.

In the event of an acceptance, we reserve the right to retain your application for a longer period, insofar as this is necessary and permissible for the preparation and implementation of the subsequent employment relationship.

Insofar as no employment relationship is established, but you have given us your consent for the further storage of your data in order to inform you about any future vacancies ("applicant pool"), we will store your data until you revoke your consent, but for no longer than a further 12 months.

Longer storage periods than those mentioned above may also result from the fact that the data is necessary for the assertion, exercise or defense of legal claims or that there are statutory retention obligations. The data will be stored for as long as is necessary and permitted to fulfill these purposes

6. *What data protection rights can you assert?*

Insofar as we process personal data from you, you have the following rights with regard to the processing of your personal data against us, which you can assert against us at any time. In detail, you have the right to

- Information,
- Correction of the data,
- Restriction of processing,
- Deletion of the data

or

- Data portability

with us.

If we process your personal data on the basis of legitimate interests (Article 6 (1) (f) DSGVO), you also have the right to object to the processing of your personal data at any time on grounds relating to your particular situation. We will then no longer process your data for this purpose(s), unless our legitimate interests are overriding or the processing serves the assertion, exercise or defense of legal claims.

You also have the right to lodge a complaint about our processing of your personal data with a supervisory authority responsible for data protection.

If the processing is based on consent, you have the right to revoke the consent at any time without affecting the lawfulness of the processing carried out on the basis of the consent until revocation.

If you wish to exercise your rights against us, please contact us at the above contact details of the person responsible.

If you assert your rights against us, we necessarily process your personal data collected in this context to process your request. The processing of your personal data is carried out for the fulfillment of a legal obligation (protection of data subject rights) on the basis of Art. 6 para. 1 lit. c DSGVO.

7. *To what extent do automated individual case decisions or profiling measures take place?*

We do not use purely automated processing to bring about a decision (including profiling) as part of the application process.