

Data Protection Notice
for the Applicant Management Process at Bosch Group

We want you on our team!

In this privacy notice, we inform you how your personal data is processed in the applicant management process at Bosch Group (in the following also “Bosch” or “we”/“us”). Additionally, we inform you about your rights under applicable data privacy laws.

Bosch respects your privacy.

Protecting your personal data and ensuring the security of all our business data are important concerns for us. We always consider these concerns in our business processes. The personal data collected when you apply online is treated confidentially and strictly in accordance with the statutory provisions.

Data privacy and information security are an integral part of our corporate policy.

1. Data controller

The Bosch Group legal entity to which you submit your application using the application management system is responsible for processing your data. You will find the contact details of the controller in the job advertisement in the application management system.

2. Data categories processed

The following are the main categories of personal data processed:

- Master data (e.g. name, date of birth, nationality, place of residence)
- Documents (e.g. references, certificates, résumés)
- Education and training details (e.g. data about school education, university, professional qualification)
- Payment data (e.g. bank account details for travel expenses)
- Organizational data in case of internal applications (e.g. personnel number, cost center, department)
- Communication data (e.g. e-mail address, (mobile) phone number, IT user ID in case of internal applications)
- Audio visual recording in the selection process
- Log data recorded while using IT systems

These may also include special categories of personal data such as health data and union membership in accordance with Article 6/1 of the Personal Data Protection Law No. 6698 (“PDPL”).

3. Purposes of processing and legal bases

We process your personal data in compliance with Law No. 6698 on the Protection of Personal Data and with any other applicable national laws.

The personal data processing takes place during the applicant management process particularly for the purpose of preparation for an employment relationship with a legal entity of the Bosch Group.

The main legal basis for this purpose is Art. 5 PDPL and applicable national data protection laws (see Art. 5/2-c PDPL: “Processing of personal data of the parties of a contract is necessary, provided that it is directly related to the establishment or performance of the contract.”). Other legal bases are:

- Art. 5/1 PDPL (“Explicit Consent”) in conjunction with applicable national data protection laws: for example, to review your application for the Bosch candidate community as part of the candidate management system or for other vacancies.
- That it is necessary for the controller to fulfill its legal obligation.
- That it has been made public by the person concerned.
- That data processing is necessary for the establishment, exercise or protection of any right.
- Art. 5/2-f PDPL (“Legitimate interest”): We will always sensitively balance our legitimate interests in the organization of our business (e.g. personal control, HR assessments such as analytical reporting) with your interest in the protection of your personal data in accordance with legal provisions against all your other fundamental rights and freedoms.

4. In cases where special categories of personal data (e.g. health data or trade union membership) are processed in connection with the relevant national data protection law, this processing is carried out on the legal basis of Art. 6 PDPL. Furthermore, the processing of your health data may be necessary to assess your ability to work in accordance with Art. 6/3-f PDPL in conjunction with the relevant national data protection law.Children

This applicant management platform is not meant for children under 18 years of age.

5. Collecting of personal data

5.1. In case of direct application

As a rule, your personal data is collected directly from you during the hiring process.

The easiest way to apply for a job at Bosch is a direct application for a position advertised on one of our job portals, where you enter your data in the candidate profile created individually for the advertised position. You hereby have the possibility to send us the data by connecting to a social network, by a manual input and/or by using “CV Parsing” (Transferring some data from your CV to our job portal).

We recommend to only upload documents in pdf format. Due to technical reasons other data formats lead to temporary local data copies in order to be displayed.

The data from paper applications is transferred manually to the application system. You receive an email in order for you to activate your manually created application. In this email, we inform you, whether we will send your paper application back or shred it. If you do not activate your application within 30 days, your data is deleted from our application management system and you will not be considered any further in the selection process.

5.2. In case of reference

Additionally, you have the possibility to be referred by a Bosch Group employee. For this purpose, you need to give your application documents to this employee, who then uploads it in the application management system. You receive an email with which you can activate your application. If you do not activate your application within 30 days, your data is deleted from our application management system and you will no longer be considered in the selection process. Your application is linked with the employee who uploaded it in the application system. This helps us in identifying that this employee has referred you. Furthermore, this employee can track the status of your application (invitation, rejection etc.) on an overview page but has no access to the details of the application process.

We keep you up to date on the status of your application via e-mail.

Prior to sending your application, you have the possibility to you give your consent for allowing your profile to be shared with further hiring managers or recruiters that offer open positions.

During the application process, we will ask you whether we are allowed to forward your application data to other suitable open positions. If applicable, we may also offer you membership in a Bosch applicant community.

Staffing of particularly sensitive job positions may require a further check of your application data and your career path. The result of this check is documented in the application management system. We inform you about such checks in a transparent manner in the framework of our job advertisements. This check takes place taking local legal requirements into consideration and by involving carefully selected service providers.

5.3. Participation in Bosch recruiting events

Some Bosch locations organize Recruiting-Events in order to win potential candidates for multiple, similar job advertisement. Special event pages on different internet platforms inform about the contents of these events. You may apply for participation in these events by uploading your application in our application system via the link created for this purpose.

6. Recipients of your personal data

- 6.1. Within a legal entity of the Bosch Group

Only the people involved in the application process (e.g. line managers and associates of the recruiting department, HR associates and associate representatives) have access to your personal data for the purposes mentioned above within the legal entity of the Bosch Group to which you have applied.

- 6.2. Other legal entities within the Bosch Group

Other legal entities are data controllers themselves. The above mentioned persons involved in the recruiting process may belong to different companies of the Bosch Group. Therefore, your data may be transferred to the respective persons worldwide within the Bosch Group.

In case of your appointment, your data is transferred from our application management system to our HR-administration systems. In this process, your data may be transferred to a different legal entity and will thereafter be processed as employee data. An exchange of your personal data with other legal entities within the Bosch Group takes place especially in order to fulfill the contracts as well as due to our legitimate interest to organize the internal workflows (e.g. Shared Services, execution of transfers or relocations across legal entities).

- 6.3. Recipients outside the Bosch Group

We may disclose your personal data to other data controller only if necessary, for the application, if the third party or we have a legitimate interest in this disclosure, or if you have provided your consent. You will find the details of the legal bases in the section "Purposes of processing and legal bases".

- 6.4. Data processors

In addition, we use service providers to fulfill our contractual and legal obligations among other things. Insofar as these service providers processes personal data on our behalf, we have concluded the contracts required under the data protection law with them.

We select our service providers carefully and monitor them on a regular basis, especially regarding their diligent handling and protection of the data that they store and process. All service providers are obliged to maintain confidentiality and to comply with the statutory provisions. Service providers may also be other companies of the Bosch Group.

6.5. Transfer to recipients outside the Türkiye

We might transfer personal data to recipients outside of Türkiye. Your personal data may be transferred abroad by us if one of the conditions specified in Articles 5 and 6 of the PDPL exists and there is a decision of adequacy issued by the Personal Data Protection Board ("**Board**") about the country, sectors within the country or international organizations to which the transfer will be made.

In the absence of an adequacy decision, the data might be transferred abroad by us if one of the following appropriate safeguards is provided by the parties, provided that one of the conditions specified in Articles 5 and 6 of the PDPL exists, the data subject has the opportunity to exercise his/her rights and to apply for effective legal remedies in the country where the transfer will be made:

- a) Existence of an agreement that is not in the nature of an international contract between public institutions and organizations or international organizations abroad and public institutions and organizations or professional organizations in the nature of a public institution in Türkiye; and authorization of the data transfer by the Board,
- b) The existence of binding corporate rules approved by the Board containing provisions on the protection of personal data, which companies within the group of undertakings engaged in joint economic activities are obliged to comply with,
- c) Existence of a standard contract announced by the Board, including data categories, purposes of data transfer, recipient and recipient groups, technical and administrative measures to be taken by the data recipient, additional measures taken for special categories of personal data,
- d) Existence of a written undertaking containing provisions to ensure adequate protection and authorization of the transfer by the Board,

In addition, within the scope of Article 9/6 of the PDPL, we may transfer your personal data abroad, provided that it is incidental in the presence of one of the circumstances specified in the relevant paragraph.

In such a case, prior to the transfer, we will ensure that the country concerned provides an adequate level of data protection due to an adequacy decision by the Board or other appropriate safeguards (e.g. binding corporate rules on data protection or standard contractual clauses) or that a legal basis permits the transfer. You are entitled to receive general information on third-country recipients and a copy of the specifically agreed provisions providing an adequate level of data protection. For this purpose, please contact the above-mentioned Data Controller.

If the transfer to recipients outside of Türkiye (e.g. authorities, courts, parties to a lawsuit or counsellors) is necessary for the implementation/realization of or defense against legal claims, this transfer will be made in accordance with Article 5/2-e of the PDPL and other provisions regarding cross-border data transfers.

7. Duration of storage

Principally, we store your data for as long as it is necessary for the purposes for which they were collected or processed or for as long as we have a legitimate interest in storing the data. In all other cases, we delete your personal data with the exception of data we are obliged to store for the fulfillment of legal obligations.

After conclusion of the application process (e.g. by rejection from our side or withdrawal from your side) we will delete your personal data in general within 1 year.

8. Cookie Categories

We distinguish between cookies that are mandatorily required for the technical functions of the online service and such cookies and tracking mechanisms that are not mandatorily required for the technical function of the online service.

It is generally possible to use the online service without any cookies that serve non-technical purposes.

- 8.1. Technically required cookies

By technically required cookies we mean cookies without those the technical provision of the online service cannot be ensured. These include e.g. cookies that store data to ensure smooth reproduction of video or audio footage. Such cookies will be deleted when you leave the website.

- 8.2. Marketing cookies and tracking mechanisms

- General:

By using marketing cookies and tracking mechanisms we and our partners are able to show you offerings based on your interests, resulting from an analysis of your user behavior:

- Statistics:

By using statistical tools, we measure e.g. the number of your page views.

- Conversion tracking:

Our conversion tracking partners place a cookie on your computer ("conversion cookie") if you accessed our website via an advertisement of the respective partner. Normally these cookies are no longer valid after 30 days. If you visit certain pages of our website and the cookie has not yet expired, we and the relevant conversion partner can recognize that a certain user clicked on the advertisement and thereby was redirected to our website. This can also be done across multiple devices. The information obtained by means of the conversion cookie serves the purpose of compiling conversion statistics and recording the total number of users who clicked on the respective advertisement and were redirected to a website with a conversion tracking tag.

- Social plugins:

Some of the pages of our online service involve content and services of other providers (e.g. Facebook, Twitter) which also may use cookies and active modules.

- Retargeting:

These tools create user profiles by means of advertising cookies or third-party advertising cookies so called "web beacons" (invisible graphics that are also called pixels or tracking pixels), or by means of comparable technologies. These are used for interest-based advertising and to control the

frequency with which the user looks at certain advertisements. The relevant provider is the controller responsible for the processing of data in connection with the tool. The providers of the tools might disclose information also to third parties for the purposes mentioned above. Please note the data protection notices of the relevant provider in this context.

Please note that using the tools might include transfer of your data to recipients outside of the EEA where there is no adequate level of data protection pursuant to the GDPR (e.g. the USA). For more details in this respect please refer to the following description of the individual marketing tools:

Google Analytics

Provider: Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland

Function: Analysis of user behavior (page retrievals, number of visitors and visits, downloads), creation of pseudonymous user profiles based on cross-device information of logged-in Google users (cross-device tracking), enrichment of pseudonymous user data with target group-specific information provided by Google, retargeting, UX testing, conversion tracking and retargeting in conjunction with Google Ads

Google Tag Manager

Provider: Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland

Function: Administration of website tags via a user interface, integration of program codes on our websites

9. Security during data processing

We take all the necessary technical and organizational measures to ensure appropriate levels of security and to protect your personal data particularly from the risks of unintended or unlawful destruction, manipulation, loss, alteration, or disclosure to or access by unauthorized third parties. We are constantly trying to improve our security measures and keep them state of the art.

10. Data subject rights

Please use the information in the "Data Subject Rights" section in the "Data protection" tab under the website of the relevant Bosch Group legal entity to which you send your application according to "The Communiqué on Procedures and Principles of the Application to Data Controller" for your requests within the scope of Article 11 of the PDPL, which "regulates the rights of data subjects". Please make sure that we can clearly identify you.

Pursuant to Article 11 of the PDPL, you have the following rights:

- a) to learn whether his/her personal data are processed or not,
- b) to demand for information as to if his/her personal data have been processed,
- c) to learn the purpose of the processing of his/her personal data and whether these personal data are used in compliance with the purpose,
- c) to know the third parties to whom his personal data are transferred in country or abroad,
- d) to request the rectification of the incomplete or inaccurate data, if any,
- e) to request the erasure or destruction of his/her personal data under the conditions referred to in Article 7,
- f) to request reporting of the operations carried out pursuant to sub-paragraphs (d) and (e) to third parties to whom his/her personal data have been transferred,
- g) to object to the occurrence of a result against the person himself/herself by analyzing the data processed solely through automated systems,
- g) to claim compensation for the damage arising from the unlawful processing of his/her personal data.

Adjustments to the Data Protection Notice

We reserve the right to adjust our security and data protection measures. In such cases, we will amend our data protection notice accordingly. Please, therefore, notice the current version of our data protection notice in the job advertisement.

Effective date: May 2024