

Data Privacy Protection Information for Job Applicants

We hereby inform you about the processing of your personal data as part of your application process and about the rights to which you are entitled.

1. Data Controller

Responsible for data processing within the meaning of the data protection laws is the FEV company responsible for the country and location you have specified and which is named in the job description. A list of the responsible FEV companies can be found in the appendix.

2. Contact

For all questions related to the processing of personal data and the exercise of your data subject rights under the EU General Data Protection Regulation (GDPR), please contact our Data Protection Coordinator:

Phone: +(49) 241 5689-0

Email: dp-coordinator@fev.com

3. Goup Data Protection Officer

Jens-Martin Heidemann

Scheja und Partner Rechtsanwälte mbB

Adenauerallee 136

53113 Bonn

Contact: <https://www.scheja-partner.de/kontakt/kontakt.html>

Website: www.scheja-partner.de

4. Purposes and legals basis of data processing

Below we inform you about the purposes and legal basis of data processing in connection with your application process.

4.1 Data processing for the purpose of the job application procedure

We process your personal data as part of the decision-making process regarding the establishment of an employment relationship. In doing so, we process solely the personal data from you that are related to your application and are necessary for determination of your professional and personal skills as relevant for the vacant position. They include:

- Contact details, including your name, address and telephone number
- Data about your career, training and qualifications
- Data on any advanced training measures and additional qualifications
- Applicant motivation
- Employment references

Special categories of personal data within your application data may include:

- Nationality
- Religious affiliation
- Status as a disabled person

You yourself essentially determine the scope of the personal data by submitting your application documents.

We may supplement your application data with the following data during the application procedure:

- Notes on the course of the application procedure

Data processing is carried out on the basis of Art. 6 para. 1 b) GDPR in conjunction with Section 26 para. 8 sentence 2 Federal Data Protection Act.

We process special categories of personal data pursuant to Section 26 (3) first sentence Federal Data Protection Act, Art. 9 para 2 b) GDPR.

You are not obligated to provide us with any personal data. Nevertheless, the provision of certain personal data is required for the conduct of the application procedure and the decision about the conclusion of an employment contract. If you do not provide us with all the personal data necessary for the application procedure when you apply, we will not be able to consider you during the application procedure.

If and when we establish an employment relationship with you, we do not erase the data from the application procedure completely, but, insofar as necessary, add it to your personnel file. We process these data for the purpose of performing the employment relationship and will give you more details about this processing in a separate form. Otherwise, your application data will be deleted six months after the end of the application process.

If your application is unsuccessful, we will continue to store your application data as required by legal obligations pursuant to Section 4.2 or erase them after no more than six months.

4.2 Fulfilment of legal obligations

We process your personal data to comply with legal obligations to which we are subject. This relates to the following cases:

- Personal data that we process in conjunction with the reimbursement of application costs

Data processing is carried out on the basis of Art. 6 para. 1 c) GDPR in conjunction with retention periods resulting from commercial and tax regulations. We process your personal data that constitute special categories of personal data within the meaning of Art. 9 para. 1 GDPR on the basis of Section 26 para. 3 sentence 1 Federal Data Protection Act or Art. 9 para. 2 GDPR.

We erase the data upon expiration of the legally prescribed periods, usually after ten years.

4.3 Pursuit of legitimate interests

We process your personal data in pursuit of our legitimate interests and/or the legitimate interests of third parties provided that, after weighing all factors, we do not believe that your interests or fundamental rights and freedoms override our interests. This relates to the following cases:

- Assertion, exercise or defence of legal claims arising from the application procedure. Our legitimate interest in processing your application data would (for example) relate to the obligation to provide evidence in legal proceedings.

Data processing in this case is based on point (f) of Article 6 (1) GDPR. If in these situations we process special categories of personal data within the sense of Article 9 (1) GDPR for the establishment, exercise or defence of legal claims, we act in compliance with point (f) of Article 9 (2) GDPR.

We erase the data six months after the conclusion of the application procedure or after the end of the legal proceedings.

4.4 Consent

We process your personal data on the basis of a declaration of consent you have submitted insofar as you have given us such a declaration for specific purposes. You can also determine the purpose pursued with the processing in the text of the pertinent declaration of consent. This relates to the following cases:

- Your application will be received separately from any specific recruitment process and you agree that your application will be forwarded to the FEV companies responsible for the locations you have selected.
- Your application did not result in employment. However, you have given the consent that your application may be considered by the FEV company and other German FEV companies in future recruitment procedures.

Data processing is carried out on the basis of Art. 6 para. 1 a) GDPR in conjunction with Section 26 para. 2 Federal Data Protection Act. If we also process special categories of personal data on the basis of your consent, the data processing is carried out on the basis of Art. 9 para. 2 a) GDPR in conjunction with Section 26 para. 2, 3 Federal Data Protection Act.

You have the right to withdraw your consent at any time. If you exercise your right of withdrawal, we will no longer process your personal data on the basis of your original consent. However, the withdrawal is without prejudice to the lawfulness of any processing that was performed on the basis of the consent prior to the withdrawal.

In order to comply with the obligations to provide evidence concerning us, we retain the documentation of your consent even after your withdrawal for three years from the end of the year in which you withdrew your consent. The legal basis for this processing is Art. 6 para. 1 lit. c in conjunction with Art. 5 para. 1 lit. a, para. 2, Art. 7 para. 1 GDPR and Art. 6 para. 1 lit. f GDPR.

Otherwise, we delete the data after 6 months following the end of the application process. In the case of inclusion in our talent pool, your data will be deleted 12 months after inclusion.

5. Sources of personal data when collected from third parties

We do not process solely personal data that we collect directly from you. On the contrary, we also obtain your personal data from third parties in certain situations. Below is an overview of the sources of such third-party collections of your data.

- We receive your application data for the purpose of the application procedure from the application portals and personnel service providers.
- If you have a publicly viewable profile for example on StepStone, Monster, LinkedIn, or XING or disclose your profile to us as part of the application procedure, we may also collect personal data from you for the purposes of the application procedure. You alone determine the scope and availability of the data.

6. Recipients

Within our company, solely those departments and employees working in these departments with an absolute need to know the data to achieve the purposes set forth in Section 4 have access to your personal data, namely, specifically authorised persons from the HR department and the department for which your application is relevant.

We disclose your personal data to external recipients solely if there are legal grounds for this or you have consented to the disclosure. External recipients may be:

- Processors we engage to provide services or who are entrusted with the maintenance of our IT systems
- Public authorities: government authorities and institutions such as public prosecutors' offices, courts or fiscal authorities to which we may transfer personal data in specific cases if and insofar as there are legal grounds, in particular an obligation, to do so in the specific case

- Private bodies: other FEV Group companies, insofar as you have given your consent to this or insofar as your application to another FEV company is made through us.

7. Data processing in third countries

If and when you apply through us to a subsidiary in a third country, your personal data will be transferred to entities whose registered office or site of data processing is not located in a member state of the European Union (EU) or in another state that is a party to the treaty on the European Economic Area (EEA). If there is no adequacy decision of the European Commission for the third country, we work towards an adequate level of data protection for the transfer of personal data outside the EEA by concluding appropriate agreements with the recipients, which are regularly based on the EU standard contractual clauses, before the data is transferred.

8. Rights of the data subject

As a data subject, you have the following rights pursuant to the GDPR, provided that the legal requirements are met:

Right to information: You have the right to receive information about the data we have processed about you.

Right of rectification: You can request the correction of incorrect personal data concerning you. You can also request the completion of incomplete data.

Erasure: In certain cases, you may request the erasure of your personal data.

Restriction of processing: You may request that we - insofar as the legal requirements are met - restrict the processing of your data.

Data portability: If you have provided us with data on the basis of a contract or consent, you may, if the legal requirements are met, request that you receive the data you have provided in a structured, common and machine-readable format or that we transfer it directly to another company at your request.

Withdrawal of consent: If you have given us consent to process your data, you can withdraw this consent at any time with effect for the future. The lawfulness of the processing of your data until the withdrawal remains unaffected.

Individual right of objection

Insofar as we process your personal data to protect our legitimate interests and thus based on Art. 6 para.1 f) GDPR, you have the right to object to this processing at any time for reasons arising from your particular situation.

If you exercise your right to object, we will stop processing your data unless we can demonstrate - in accordance with the legal requirements - compelling legitimate reasons for further processing that outweigh your rights.

Right of complaint to the supervisory authorities: You may also file a complaint with the competent supervisory authority if you believe that the processing of your data violates applicable law. To do so, you can contact the data protection authority responsible for your place of residence or country or the data protection authority responsible for us.

Annex: European FEV company(ies) responsible for the processing:

Name of the company	Street	Postal code	City	Country
AAA Automotive Association GmbH	Neuenhofstr. 181	52078	Aachen	Germany
EDL Rethschulte GmbH	Am Schürholz 1	49078	Osnabrück	Germany
etamax space GmbH	Lilienthalplatz 1	38108	Braunschweig	Germany
EVA Fahrzeugtechnik GmbH	Heidemannstr. 41a	80939	München	Germany
FEV Asia GmbH	Neuenhofstr. 181	52078	Aachen	Germany
FEV Austria GmbH	Karl-Punzer-Str. 14	4400	Steyr	Austria
FEV Consulting GmbH	Neuenhofstr. 181	52078	Aachen	Germany
FEV CRELTEC GmbH	Steigstraße 40	88131	Lindau	Germany
FEV Dauerlaufprüfzentrum GmbH	Aachener Str. 1	06796	Sandersdorf-Brehna	Germany
FEV eDLP GmbH	Auf der Sonnenseite 1	06792	Sandersdorf-Brehna	Germany
FEV Europe GmbH	Neuenhofstr. 181	52078	Aachen	Germany
FEV ECE Automotive SRL	Bulevardul Metalurgiei, nr. 77	041836	Bucuresti, Sectorul 4	Romania
FEV France S.A.S.	11 RUE DENIS PAPIN	78197	Saint Quentin en Yvelines Cedex	France
FEV Group GmbH	Neuenhofstr. 181	52078	Aachen	Germany
FEV Iberia S.L.	World Trade Center / Block Sur -2a Planta	08039	Barcelona	Spain
FEV.io GmbH	Neuenhofstr. 181	52078	Aachen	Germany
FEV Italia S.r.L	Energy Center /Via Paolo Borsellino, 38/16	10138	Torino	Italia

FEV Netherlands B.V.	Automotive Campus 30	5708 JZ	Helmond	Netherlands
FEV Norddeutschland GmbH	Lilienthalplatz 1	38108	Braunschweig	Germany
FEV Polska sp. z o. o.	Cholerzyn 467	30-060	Liszki	Poland
FEV Service Management GmbH	Neuenhofstr. 181	52078	Aachen	Germany
FEV Software & Testing Solutions GmbH	Brehnaer Straße 3	06188	Landsberg/Saalekreis	Germany
FEV Software & Testing Solutions S.A.S.	11 RUE DENIS PAPIN	78197	Saint Quentin en Yvelines Cedex	France
FEV Sverige AB	Theres Svenssons Gata 15	417 55	Göteborg	Sweden
FEV Test Systems GmbH	Neuenhofstr. 181	52078	Aachen	Germany
FEV UK Ltd.	C-ALPS, Coventry Innovation Village/ Cheetah Road	CV1 2TL	Coventry	United Kingdom
FEV Vehicle GmbH	Erich-Herion-Str. 6	70736	Fellbach	Germany
share2drive GmbH	Krefelder Str. 147	52070	Aachen	Germany