

Privacy Notice regarding the collection of personal data in connection to your job application (Art. 13, Art. 14 GDPR)

1. Name and contact details of controller

EMnify GmbH
Landsteiner Str. 4
97074 Würzburg, Germany
E-Mail: info@emnify.com
www.emnify.com

2. Name and contact details of data protection officer

If you have any questions regarding the processing of your personal data, please contact our data protection officer: AGOR AG, Niddastraße 74, 60329 Frankfurt am Main 069 949432410, info@agor-ag.com.

3. What categories of personal data do we use and where do we get them?

When applying for a job, certain categories of personal data will be processed. These include in particular:

- Your base data (such as first name, last name, name affixes),
- Contact details (e.g., your private address, e-mail address, (mobile) phone number),
- Your professional curriculum vitae, training, school education
- This may also include special categories of personal data, such as health data, if you include them in your curriculum vitae.

Your personal data is generally collected directly from you as part of the application process. In certain constellations, your personal data may also be collected from other entities (in particular public authorities) due to legal regulations. In addition, we may have received data from third parties (e.g., employment agencies).

If there are individual cases, where we do not collect your personal data from you directly, we will inform you of this beforehand.

The processing of the personal data usually takes place electronically. This is particularly the case, when an applicant sends us the relevant application documents electronically, for example by e-mail, via our career page etc.

4. Legal basis and purposes of data processing

We process your personal data in compliance with the provisions of the EU General Data Protection Regulation (GDPR), the German Federal Data Protection Act (BDSG) and all other relevant laws (e.g. BetrVG, ArbZG, etc.).

The primary purpose of data collection and processing is to handle the application process. The primary legal basis for this is Article 88 GDPR in conjunction with Section 26 (1) BDSG.

Where necessary, we process your data based on Art. 6 (1) f) GDPR to maintain our legitimate interests or that of third parties (e.g., authorities). This applies to the investigation of criminal offenses (legal basis Section 26 (1) sentence 2 BDSG) or within our group of companies for the purposes of group management, internal communication, and other administrative purposes.

Additionally, due to the European anti-terror regulations 2580/2001 and 881/2002, we are obliged to check your data against the so-called "EU terror lists" to ensure that no funds or other economic resources are made available for terrorist purposes.

Should we wish to process your personal data for a purpose not mentioned above, we will inform you in advance.

5. Access to data

Within our company, only those individuals and departments (e.g. HR department, heads of department etc.), who are assigned to the application process and who are responsible for taking the final decisions regarding the outcome of the application receive your personal data.

6. Rights of data subjects

You can request access to the personal data stored about you by sending an email to dataprotection@emnify.com or by letter to EMnify GmbH, Landsteiner Str. 4, 97074 Würzburg, Germany. In addition, you can, under certain circumstances, request the erasure or correction of your personal data. You also have the right to demand that we restrict processing of your personal data and the right to receive personal data you have provided in a structured, common, and machine-readable format.

Deletion of personal data leads to a termination of the application process and subsequently no more information can be provided on the process. After establishing an

employer-employee relationship, the right to delete or restrict the processing of personal data is limited.

To exercise their rights, data subjects may contact the above-mentioned employees responsible within the company, the data protection officer, or the supervisory authority.

7. Retention of your data

We delete your personal data as soon as they are no longer required for the above-mentioned purposes.

If we conclude an employment contract with an applicant, the data provided will be stored for the purpose of processing the employment relationship in compliance with statutory provisions.

If no employment contract is concluded with the applicant, the application documents will be automatically deleted if there are no other legitimate interests of the data controller that conflict with such deletion. Other legitimate interests in this sense are, for example, a duty to provide evidence in proceedings under the General Equal Treatment Act (AGG).

8. Data transfer

Should we transfer personal data to service providers or companies outside the European Economic Area (EEA), the transfer will only take place if the third country has been confirmed by the EU Commission to have an adequate level of data protection or if other appropriate data protection guarantees (e.g. binding corporate rules or EU standard contractual clauses) are in place. You can request detailed information on this and on the level of data protection at our service providers in third countries using the contact information above.

9. Obligation to provide personal data

As part of the application process, you must provide the personal data that is required for establishing an employment relationship or that we are legally obligated to collect. Without this data we will not be able to execute the employment contract with you.
