

Data Protection Notice for Candidate Management Process at Bosch Group

1. 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.

2. 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.

3. 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.

4. 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)
- In the case that it is included in the resumes, your picture.
- Log data recorded while using IT systems.

5. Purposes of Processing and Legal Bases

We process your personal data in compliance with Personal Data Protection Law No. 6698 (“PDPL”) 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 Article 5/2-c of the 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:

- Article 5/1 of the PDPL (“Explicit Consent”) in conjunction with applicable national laws for submission of your application for the Bosch candidate community as part of the candidate management system or for other vacancies.
- Article 5/2-ç of the PDPL “That it is necessary for the controller to fulfill its legal obligation.”
- Article 5/2-e of the PDPL “That data processing is necessary for the establishment, exercise or protection of an right.”
- Article 5/2-f of the 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.

We would like to emphasize that any special categories of personal data included in the documents you provide to us, such as your health data, association, or union membership, are not considered as criteria in the recruitment processes. Therefore, we kindly request that such special categories of personal data not be included in the documents. However, if such data are present, we process your special categories of personal data as specified in the documents you provide to us under the legal grounds of Article 6/3-ç of PDPL which states “the data made public by the data subject in a manner consistent with the data subject’s intention to make it public.

To conduct our recruitment processes efficiently, we make use of AI-supported tools. With the AI-supported tool we use, we match the personal data you share with us regarding your education and past work experience with the requirements of the relevant position and calculate a suitability level. In this process, we process your personal data regarding your education and past work experience based on our legitimate interest, and we do not engage in any automated decision-making or profiling activities.

In case the position you have applied is sensitive position, and requires a high level of confidentiality, you may be subject to a Pre-Employment Screening process in order to reduce security risks. A separate privacy notice is available regarding the personal data processed during this process. If you are subject to the Pre-Employment Screening, you may review the relevant privacy notice for detailed information on how your personal data is processed.

6. Children

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

7. Collecting of Personal Data

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 manual input and/or by using "CV Parsing" (Transferring some data from your CV to our job portal).

We recommend only uploading documents in pdf format. Due to technical reasons other data formats lead to temporary local data copies to be displayed. The data from paper applications is transferred manually to the application system. You receive an email 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.

2. In Case of Reference

Additionally, you have the opportunity 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 been referred to 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 give your consent to allow your profile to be shared with further hiring managers or recruiters that offer open positions.

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

Staffing in 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 transparently in the framework of our job advertisements. This check takes place by taking local legal requirements into consideration and by involving carefully selected service providers.

3. Participation in Bosch Recruiting Events

Some Bosch locations organize Recruiting-Events 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.

8. Recipients of Your Personal Data

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.

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 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).

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".

4. Data Processors

In addition, we use service providers to fulfill our contractual and legal obligations, among other things. As far as these service providers process 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.

5. Transfer to Recipients Outside the Türkiye

Your personal data will be shared with Robert Bosch GmbH for the purpose of providing the candidate management platform service and in this context providing technical infrastructure services, based on the legal grounds of the "existence of a standard contract announced by the Board, which includes matters such as data categories, purposes of data transfer, recipients and recipient groups, technical and administrative measures to be taken by the data recipient, and additional measures for sensitive personal data.

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.

9. 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 except data we must 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.

10. 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.

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.

2. Marketing Cookies and Tracking Mechanisms

- **General:**

By using marketing cookies and tracking mechanisms we and our partners can 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 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.

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

11. 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.

12. 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 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,
- ç) 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,
- ğ) to claim compensation for the damage arising from the unlawful processing of his/her personal data.

13. 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.

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