

## **PIMSA OTOMOTIV A.S. - CLARIFICATION TEXT FOR EMPLOYEE CANDIDATES**

PIMSA OTOMOTIV A.S. ("Company"), the Data Controller, informs you that within the scope of our commercial relations and business negotiations with you, your personal data that we have requested and/or that you have shared with us, in a limited and measured way, in connection with the purpose of processing may be recorded, stored, preserved, rearranged and shared with institutions that are legally authorized to request this personal data, transferred, classified and processed in other ways listed in the PDPL, to third parties at home or abroad, under the conditions stipulated by the PDPL.

### **YOUR PROCESSED PERSONAL DATA**

Possible personal data to be processed for employee candidates are as follows, but not limited to:

Identity Information, Contact Information, Education Information, Visual Data, Security Camera Recording, Current and Previous Job Information, Special Quality Personal Data, CV (Resume), Security Information, Military Information

### **WHY DO WE COLLECT YOUR PERSONAL DATA?**

We request the said data from you for the following reasons;

- Fulfillment of the requirements stipulated in the laws,
- Security requirements for the company and you,
- Fulfillment of the company's legal obligations under the relevant legislation,
- Execution of the employment contract that may occur between you and the company,

### **PURPOSES OF PROCESSING PERSONAL DATA**

Your personal data are processed by the Company for the purposes and legal reasons stated below, but not limited to these.

Calling the Employee Candidates for an interview and conducting the interviews, meeting the demands of the administrative and official authorities, ensuring internal security, deciding on the employment of the Employee Candidates and particularly;

- Researching, observing and recording the experiences, educational status and competencies of the person during the interviews,
- Determining the availability of education, qualifications and skills appropriate to the business conditions of the relevant department for the employee candidate to be employed,
- Examining the candidate's public information to identify specific risks for certain job-related functions,

Ensuring the administration of the company and carrying out its activities,

- Calling the candidate for an interview for a suitable position in the future, if the employment does not occur at the end of the interview,
- Executing, recording and improvement of recruitment processes,
- Ensuring the efficiency of human resource management.

Your personal data shall be kept for the maximum period specified in the relevant legislation or required for the purpose for which they are processed, and in any case, for the statutory time-out periods.

### **YOUR RIGHTS PURSUANT TO PDPL, ARTICLE 11**

Pursuant to the PDPL, Article 11 regarding your personal data, provided that you prove your identity;

- You have the right to learn whether the Company processes personal data about you and, if so, to request information about it.

- You have right to learn the purpose behind the personal data being processed and to learn whether or not the data is used in accordance with this purpose.
- You have the right to learn whether personal data is transferred to the third parties at home or abroad.
- In addition, you have the right to request the Company to correct your inaccurate and incomplete personal data and to inform the recipients to whom the data has been or may have been transferred.
- You may request the deletion and destruction of your personal data from the Company in accordance with the conditions stipulated in the PDPL, Article 7. You may also request that the third parties to whom the personal data is transferred to be informed about the deletion and destruction.
- You may object to the results of your personal data analysis, created exclusively using an automated system, if these results are contrary to your interests.
- You may request compensation for the damages arising from the unlawful processing of your personal data.

### **Exceptions to the Right of Application**

Pursuant to the PDPL, Article 28, the personal data owners will not be able to assert their rights in the following subjects.

- Processing of your personal data for purposes such as research, planning and statistics through anonymization with official statistics,
- Processing of your personal data for art, history, literature or scientific purposes or within the scope of freedom of expression, provided that it does not violate national defense, national security, public security, public order, economic security, privacy of private life or personal rights or does not constitute a crime,
- Processing of your personal data within the scope of preventive, protective and intelligence activities carried out by public institutions and organizations authorized by law to ensure national defense, national security, public safety, public order and economic security,
- Processing of your personal data by judicial authorities or execution authorities in relation to investigation, prosecution, trial or execution proceedings,

Pursuant to the PDPL, Article 28, in the cases listed below, the personal data owners will not be able to assert their rights, with the exception of demanding the compensation of the damage.

- Where personal data processing is necessary for the prevention of crime or for criminal investigation,
- When processing personal data publicized by the personal data owner,
- When personal data processing is necessary for the execution of supervisory or regulation duties and for disciplinary investigation and prosecution by the authorized and authorized public institutions and organizations and professional organizations, based on the authority given by the law,
- When personal data processing is necessary for the protection of the economic and financial interests of the state with regard to budget, tax and financial matters.

Your requests in your application shall be finalized free of charge within thirty days at the latest, depending on the nature of the request. However, if the transaction requires a separate cost for the Company, the fee shall be determined by the Personal Data Protection Board. Regarding the processing of your personal data, you must submit your application in writing or through official communication channels to our company.

### **CONTACT INFO**

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