

## **WRITTEN CONSENT FOR THE PROCESSING OF EMPLOYEE PERSONAL DATA**

### **1) Data Controller**

Pursuant the Law No. 6698 on the Protection of Personal Data (“Law No. 6698”), the personal data of the employees can be processed by Pimsa Otomotiv A.S. as the data controller (“Company”) within the scope described in this Consent Text.

### **2) For What Purpose Can Personal Data Be Processed?**

We attach a great deal of importance to protecting your personal data. The personal data of our employees may be processed for the following purposes, within the scope of your disclosure of this data to the Company, in accordance with the terms and conditions of personal data processing specified in Articles 5 and 6 of the Law No. 6698.

- To ensure internal communication,
- To be included in any training program,
- To comply with the regulations in the Labor Law, Social Security Legislation and other legislations,
- To carry out the required operational activities in order to fulfill the legal obligations of the Company,
- To ensuring the legal and commercial security of our company and the persons with a business relationship with our Company (administrative operations for communication by our company, ensuring the physical security and supervision of the Company's locations, request/complaint management processes, reputation investigation processes, event management, legal compliance process, audit process, financial affairs etc.),
- To plan and execute the company's human resources policies and processes, and comply with information storage, reporting, informing and other obligations stipulated by official institutions,
- To share on social media in order to increase corporate brand awareness and corporate reputation.

### **3) Methods and Legal Reason for Collection of Personal Data**

Your personal data shall be collected in physical and/or electronic media by the following methods and means, based on the necessity of personal data processing in order for the Company to fulfill its legal obligation, for the legitimate interests of our Company and the above-mentioned legal reasons specified in Article 2:

### **4) To Whom and For What Purpose Can the Processed Personal Data Be Transferred?**

Your personal data can be transferred to our business partners, suppliers, officials, shareholders, group companies, direct/indirect affiliates, independent audit companies, program partner organizations, from whom we receive services, cooperate, organize training programs to carry out our activities, to legally authorized public institutions and private individuals in accordance with the conditions and purposes of personal data processing specified in Articles 8 and 9 of the PDPL, and can be processed domestically and/or abroad, including electronic media (corporate website, social media accounts, etc.).

### **5) Rights of Personal Data Owner based on the Article 11 of Law No. 6698**

As Personal Data owners, if you submit your requests regarding your rights to our Company, the Company shall finalize your request free of charge as soon as possible and within thirty days at the latest, depending on the nature of the request. However, if the transaction requires a separate cost, the fee shall be determined by the Personal Data Protection Board and charged by the Company. Pursuant to Law No. 6698, the personal data owners have the following rights.

- To obtain detailed information on your rights regarding the protection of your personal data,
- To learn whether your personal data are processed or not,
- To request information if your personal data are processed,
- 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,
- To learn whether the personal data has been transferred or not, and if so, the third parties to whom the transfer is made at home or abroad,
- To request the rectification of the incomplete or inaccurate data, if any, and request the third parties to notify the personal data to which the personal data has been transferred,
- Even though it has been processed in accordance with the provisions of the Law No. 6698 and other relevant laws, in the event that the reasons requiring its processing are repealed, you may request the deletion or destruction of personal data, and request that the relevant process be notified to the third parties to whom the personal data has been transferred,
- To object to the processing, exclusively by automated means, of your personal data, which leads to an unfavorable consequence for you,
- To request compensation for the damages arising from the unlawful processing of your personal data.

For the exercise of above-mentioned rights, you may personally submit your request using a signed petition, including the information identifying your identity and your comments regarding your rights that you would like to utilize among those specified in the Article 12, to the address of Pimsa Otomotiv A.Ş. TOSB Organize Sanayi Bölgesi 1. Cadde 14. Sokak No.8 Şekerpinar, Çayırova/Kocaeli, or you can submit it through a notary public or other methods specified in the PDPL.

Within the scope described in detail above, the employee accepts and undertakes in advance that he/she gives his explicit consent to all kinds of operations to be carried out for the personal data processed in ways whose objective is fully or partially automatic or non automatic on the condition that it is of part of any recording system such as obtaining, storing, keeping, changing, rearranging, disclosing, transferring, taking over, making available, classifying or preventing the use of them, for specific, clear and legitimate purposes, provided that it is limited and measured, in connection with the purposes for which they are processed, by keeping them for the period required for the purpose and by taking adequate precautions, in accordance with the procedures and principles stipulated in all laws and regulations, pursuant the Law on Protection of Personal Data No. 6698 and the relevant Regulations, within the scope of the Company's disclosure obligation, in compliance with good faith practices.

Comments:

Date:

Name, Last Name:

Signature: