

## Data protection information for applicants

In accordance with the requirements of Articles 13, 14 and 21 of the General Data Protection Regulation (DSGVO), we hereby inform you about the processing of personal data provided by you as part of the application process and, if applicable, collected by us, and your rights in this regard at e2 Security. To ensure that you are fully informed about the processing of your personal data as part of the application process, please take note of the following information.

### Responsible party in the sense of data protection law

e2 Security GmbH  
-Data Protection Officer -  
Rabinstrasse 1  
53111 Bonn

### Purposes and legal bases of processing

We process your personal data in accordance with the provisions of the European General Data Protection Regulation (EU-DSGVO) and the German Federal Data Protection Act (BDSG), insofar as this is necessary for the decision on the establishment of an employment relationship with us. The legal basis for this is Article 88 DSGVO in conjunction with Section 26 BDSG-neu and, if applicable, Article 6 (1) lit. b DSGVO for the initiation or implementation of contractual relationships.

Furthermore, we may process personal data from you if this is necessary for the fulfillment of legal obligations (Art. 6 para. 1 lit. c DSGVO) or for the defense of asserted legal claims against us. The legal basis for this is Art. 6 (1) lit. f DSGVO. The legitimate interest is, for example, a duty of proof in proceedings under the General Equal Treatment Act (AGG). If you give us express consent to process personal data for specific purposes, the lawfulness of this processing is based on your consent pursuant to Art. 6 (1) lit. a DSGVO. Consent given can be revoked at any time, with effect for the future (see section 9 of this data protection information).

If an employment relationship arises between you and us, we may, in accordance with Art. 88 DSGVO in conjunction with Section 26 BDSG-neu, further process the personal data already received from you for the purposes of the employment relationship, insofar as this is necessary for the implementation or termination of the employment relationship or for the exercise or fulfillment of the rights and obligations of the employee representation resulting from a law or a collective agreement, a company or service agreement (collective agreement).

### Categories of personal data

We only process data that is related to your application. This may be general personal data (name, address, contact details, etc.), information on your professional qualifications and school education, information on further professional training and, if applicable, other data that you provide to us in connection with your application.

### Sources of the data

We process personal data that we receive from you by mail or e-mail in the course of contacting you or your application, as well as via our application form on our website.

### Recipients of the data

We disclose your personal data within our company exclusively to those areas and persons who need this data to fulfill contractual and legal obligations or to implement our legitimate interest.

We may transfer your personal data to companies affiliated with us (in this case WS Consulting GbR - Human Resources Department), insofar as this is permissible within the scope of the purposes and legal bases set out in section 3 of this data protection information sheet.

Your personal data is processed on our behalf on the basis of order processing contracts pursuant to Art. 28 DSGVO. In these cases, we ensure that the processing of personal data is carried out in accordance with the provisions of the DSGVO. The categories of recipients in this case are Internet service providers and providers of applicant management systems and software.

Otherwise, data is only forwarded to recipients outside the company if this is permitted or required by law, if the forwarding is necessary to fulfill legal obligations, or if we have your consent.

### Transfer to a third country

A transfer to a third country is not intended.

### Duration of data storage

We store your personal data as long as this is necessary for the decision on your application. Your personal data or application documents will be deleted a maximum of six months after the end of the application process (e.g. notification of the rejection decision), unless longer storage is legally required or permitted. We store your personal data beyond this only insofar as this is required by law or in the specific case for the assertion, exercise or defense of legal claims for the duration of a legal dispute.

In the event that you have consented to a longer storage of your personal data, we will store it in accordance with your declaration of consent.

If an employment relationship, apprenticeship or trainee relationship is established following the application process, your data will initially continue to be stored insofar as this is necessary and permissible and will then be transferred to the personnel file.

If applicable, you will receive an invitation to join our talent pool following the application process. This will allow us to continue to consider you in our selection of applicants for suitable vacancies in the future. If we have your consent to do so, we will store your application data in our talent pool in accordance with your consent or any future consent.

### Your rights

Every data subject has the right to information under Article 15 GDPR, the right to rectification under Article 16 GDPR, the right to erasure under Article 17 GDPR, the right to restriction of processing under Article 18 GDPR, the right to notification under Article 19 GDPR, and the right to data portability under Article 20 GDPR.

In addition, you have the right to lodge a complaint with a data protection supervisory authority pursuant to Art. 77 DSGVO if you believe that the processing of your personal data is not lawful. The right of appeal is without prejudice to any other administrative or judicial remedy.

If the processing of data is based on your consent, you are entitled to revoke your consent to the use of your personal data at any time in accordance with Art. 7 DSGVO. Please note that the revocation is only effective for the future. Processing that took place before the revocation is not affected. Please also note that we may have to retain certain data for a certain period of time in order to comply with legal requirements (see section 8 of this data protection information).

### Right of objection

Insofar as the processing of your personal data is carried out for the protection of legitimate interests pursuant to Art. 6 Para. 1 lit. f DSGVO, you have the right to object to the processing of this data at any time for reasons arising from your particular situation pursuant to Art. 21 DSGVO. We will then no longer process this personal data unless we can demonstrate compelling legitimate grounds for the processing. These must override your interests, rights and freedoms, or the processing must serve the assertion, exercise or defense of legal claims.

*To protect your rights, please feel free to contact us.*

### Necessity of providing personal data

The provision of personal data in the context of application processes is neither legally nor contractually required. You are therefore not obliged to provide information about your personal data. Please note, however, that these are required for the decision on an application or the conclusion of a contract relating to an employment relationship with us. If you do not provide us with any personal data, we will not be able to make a decision regarding the establishment of an employment relationship. We recommend that you only provide personal data in your application that is required to complete the application.

### Automated decision making

Since the decision about your application is not based exclusively on automated processing, no automated decision in individual cases within the meaning of Art. 22 DSGVO takes place.