

Information on data processing within the SAP MyData/MyCareer site

<https://scsepp.frequentis.frq:50001/irj/portal/Mydata>

Data Controller and Data Processors of your personal data

Frequentis AG, Innovationsstraße 1, 1100 Vienna, Austria ("Frequentis") or a Frequentis inner circle subsidiary (<https://appmd/FrqMetadirectory/FrqCompanies.aspx>) with whom you are in a work relationship with ("Subsidiary") is the controller of the personal data you provide within the SAP MyData/MyCareer tab. Since the SAP application and database is hosted on the Frequentis infrastructure, Frequentis is the processor of your personal data if a Frequentis inner circle Subsidiary is the Controller of your personal data.

The legal basis for the processing of the personal data you provide is Art. 6(1)(a) GDPR, where you enter personal data in the MyData/MyCareer tab on your own behalf and in your own interest. Also, we will be processing your personal data based on Art. 6(1)(b) GDPR to fulfill the contractual obligations regarding your work contract and based on Art. 6(1)(f) GDPR to be able to make a well-founded personnel decision if you apply for a job listing within the Frequentis group.

If Frequentis AG acts as a data processor of a Subsidiary, it does so based on a written contract under the Art. 28 GDPR.

Transfer of Personal Data from Frequentis Applicant Portal (<https://jobs.frequentis.com/>)

By registering on the Frequentis applicant portal, you provide the company with your personal data for a specific application and thus explicitly express your interest in working for a Frequentis company. If your application was successful, personal data you provided us with during the application process is transferred to the Frequentis SAP database by Frequentis and respectively the MyData/MyCareer site where you can access and add new information as well as modify or delete your personal information.

Transfer and disclosure of Personal Data

Personal data you provide within the SAP MyData/MyCareer site may be disclosed to your responsible manager and your leading expert as well as other personnel that is authorized to evaluate promotions along your career path and your development in general (e.g. career development center/gate keepers). The data is also disclosed to the human resource department of Frequentis and to Frequentis IT employees restricted to administrative and maintenance purposes. Insofar as the Frequentis group company to which the personal data is disclosed or transferred to is located outside the EU or the EEA or in a country for which the EU Commission has not adopted an adequacy decision, an appropriate level of data protection is ensured by the conclusion of EU standard contract clauses. Please contact your data protection officer if you would like to know more.

Other processing by service providers, also within the Frequentis Group

Frequentis uses external IT service providers who process your data within the EU (e.g. data base maintenance of SAP database etc.)

Except in cases of sub-processing, your data will under no circumstances be passed on to third parties without your consent. In all cases, these service providers act in accordance with instructions and within the scope of the GDPR, which is ensured by appropriate contracts. Frequentis and external IT service providers guarantee technical and organizational measures for compliance with data security in accordance with applicable data protection law and secured by ISO 27001 certifications, among other things.

Retention and deletion of data in SAP MyData/MyCareer

If you no longer wish Frequentis or a Subsidiary to process certain personal data from a certain point in time or some personal data is not accurate anymore you can delete or correct personal data within the SAP MyData/MyCareer Site on your own. You can also ask your human resource department or your data protection officer to delete or correct certain personal data stored within the SAP MyData/MyCareer site.

Personal Data stored will also be deleted after your work contract has ended and Frequentis or the Subsidiary is no longer obliged to store the data under the applicable law.

Your rights as a data subject

We inform you that, pursuant to Articles 15 et seq. GDPR you have the following rights as data subject under the conditions defined therein:

- Right to information about the processed personal data, as well as to correction or deletion or to restriction of the processing
- Right of objection against the processing, right to dataportability .
- You also have the right of appeal to a data protection supervisory authority under Article 77 GDPR.
- If the processing is based on your consent in accordance with Article 6(1)(a) GDPR or, in the case of sensitive data, on Article 9(2)(a) GDPR without being requested by Frequentis, you also have the right to revoke your consent at any time without prejudice to the legality of the processing carried out based on the consent until revocation.

Contact

For questions in regard to the processing of your personal data or help on how to handle the personal data within the MyData/MyCareer site you can contact the data protection officer of Frequentis AG via dataprotection.officer@frequentis.com or the data protection officer of your Subsidiary as well as your human resource department.