

Data protection information according to Art. 13/14 GDPR for the employee referral program

1. What information does this document contain for you?

thyssenkrupp Bilstein GmbH ("we") offers an employee referral program as part of the application process. In this context we process personal data from you insofar as this is necessary and you have been named by an applicant.

In doing so, we ensure that we comply with the requirements of the applicable data protection laws. In the following, we provide you with a detailed overview of our handling of your data and your rights.

2. Who is responsible for the processing and who is the data protection officer?

The controller for the processing is
thyssenkrupp Bilstein GmbH
August-Bilstein-Strasse 458256 Ennepetal
Germany
E-mail: info@bilstein.de

You can reach our data protection officer at the above address and at the e-mail address datenschutzbeauftragter@thyssenkrupp.com.

3. What categories of data do we process and where do they come from?

We process your personal data that has been transmitted to us by an applicant as part of the employee referral program. This involves the following data:

- First and last name
- 8ID

In addition, if there is a distribution of the bonus, the following personal data will also be processed:

- Account data (IBAN, BIC, account-holding bank)

4. For what purposes and on what legal basis is data processed?

We process your data to implement the employee referral program and to pay the bonus.

The legal basis for the processing of your personal data is Art. 6 para. 1 lit. b GDPR.

5. Who gets your data?

Within our company, only those persons and departments (e.g. the responsible HR department) will receive your personal data that require it for the above-mentioned purpose.

In addition, in order to fulfill our contractual and legal obligations, we sometimes use various external service providers who are bound by data protection law through order processing agreements. These include IT services, for example.

6. How long will your data be stored?

We process your personal data as long as they are necessary for the above-mentioned purposes.

After termination of the employee referral program, your data will be stored as long as we are legally

obligated to do so. This regularly results from legal obligations to provide evidence and to retain records, which are defined in the applicable (national) laws and legal regulations.

7. Will your data be transferred to a third country?

No data will be transferred to a third country.

8. Are you obliged to provide your data?

Insofar as you voluntarily wish to participate in the employee referral program, the processing of your personal data is necessary, for example, in order to be able to guarantee a bonus payment to you if the conditions are met.

9. What data protection rights can you assert as a data subject?

You have the right to request information about the data stored about you according to Art. 15 GDPR. In addition, you can request the correction according to Art. 16 or the deletion of your data according to Art. 17 GDPR. You may also have the right to restrict the processing of your data pursuant to Art. 18 of the GDPR and the right to receive the data you have provided in a structured, common and machine-readable format pursuant to Art. 20 of the GDPR, provided that this does not adversely affect the rights and freedoms of other persons.

If you have given us consent to process your personal data, you can revoke this consent at any time with effect for the future. The lawfulness of the processing carried out on the basis of the consent until the revocation remains unaffected.

In order to exercise these rights, please contact the responsible body mentioned in section 2 or the data protection officer.

You also have the possibility to lodge a complaint with a data protection supervisory authority, Art. 77 GDPR. The right of appeal is without prejudice to any other administrative or judicial remedy.

Information about your right to object according to Art. 21 of the General Data Protection Regulation (GDPR)

You have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you which is carried out on the basis of Article 6(1)(f) of the GDPR (data processing on the basis of a balance of interests); this also applies to any profiling based on this provision within the meaning of Article 4 No. 4 GDPR.

If you object, we will no longer process your personal data unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms, or the processing serves the purpose of asserting, exercising or defending legal claims.

The objection can be made without any formalities and should, if possible, be addressed to the responsible office or data protection officer named in the data protection declaration under point 2.