



# Consent for Joining our Talent Pool

## Consent for applicants

V 1.0e

December 12, 10, 2024

### Introduction

This consent is for you, in case you did not find a position at Exyte yet, want to make an account on the career site, be considered for other positions, if we could not offer you the position you applied for or you sent us an unsolicited application and we could not offer you the perfect position right away.

Sometimes, you just don't find the right job on the first search and for us it is often hard to choose the right person from many qualified applicants and sometimes only small objective qualifications make the difference.

Don't worry though if there has not been a perfect match yet, as a fast-growing innovative company, we always need talents and the next position will be coming up soon.

We would therefore like to invite you to join our **Talent Pool**. In the Talent Pool we keep our promising candidates. This way, we will come back to you if we think you might be the right candidate for a position, inform you regularly about new positions and keep you up to date with developments.

However, for this purpose we need your consent to process your personal data and to contact you if we think we have found a suitable position for you or to keep you up to date with developments at Exyte.

Attached to the consent, we also provide you with required and useful information about how we process your data.



## 1. Consent

We (Exyte Management GmbH, following Exyte, “we” or “us”) intend to process the personal data you provided us or another Exyte Entity (please see all entities under this [link](#)) or we or an other Exyte Entity collected about you when visiting our website, interacting with our chatbot, making an account or applying for another position and possibly subsequently during the application process to find other (future) suitable positions for you and contact you accordingly and in various manners, such as email, SMS or Chat about suiting jobs, campaigns and developments at Exyte. We then will use the data you provided us with for the application for the new suiting position. Please note that this does not guarantee you a position.

We will further contact you with campaigns for jobs at the Exyte Group.

Further we may contact you to renew this consent from time to time.

By checking the box or clicking the button you consent that Exyte may process your personal data for the purpose as stated above. You will find the data processing information on how we process personal data during the application process under the following [link](#).

The personal data encompasses all personal data, which we or another Exyte entity collected about you, you provided to us while making an account, when interacting with the chatbot, or using our website or during the application or respectively the application process, other data we collected during the application process and may include special categories of personal data (please see the [Data Protection Information](#) for more information).

We may use automated and learning algorithms to find matching jobs to you considering the collected data. The algorithm is learning, which positions may be most interesting for you.

Processing will include storage at, processing by and sharing of personal data with all entities of the Exyte Group, which you can find under this [link](#) to consider you for positions world wide. Your consent extends to such transfer, also outside the European Economic Area.

For the purpose of suggesting jobs you to you, we will collect personal data your previous applications and website use. You will find data collection on the website under this [link](#). Based on this data we use algorithms to suggest suiting positions.

Some of the entities of the Exyte Group are located outside the European Economic Area (“EEA”), in countries which do not have the same data protection level as the EEA.

All Members of the Exyte Group signed a Data Processing and Join Controller Agreement (“DPJCA”) and are subject to a Group Wide Privacy Policy in order to protect your personal data (please find more information below) and thereby protect your personal data outside the EEA. The DPJCA includes the standard contractual clauses according to the European Commission to safeguard your personal data.

By clicking the respective consent button or check box, you further consent that Exyte may share your personal data outside the EEA..



When applying to a position outside the EEA, the respective law of the country the entity is located in will apply. Such countries may provide you with other or less rights in terms of your personal data.

Your CV and Application information will be available instantly to all of the entities upon your consent and you will be matched to all suiting positions.

**This consent is voluntary and does not have any effect on current or future applications. You can revoke this consent at any time.**

Processing of personal data before your revocation is not affected by the revocation.

You will find additional information about processing your personal data below on the next page.



## **2. Additional Data Protection Information**

### **2.1. Controller**

For storing your personal data in the Talent Pool and transferring your personal data to entities with suiting positions the controller is:

Exyte Management GmbH  
Löwentorstraße 42  
70376 Stuttgart

Phone: +49(0) 8804-0

[www.exyte.net](http://www.exyte.net)

info[at]exyte.net

Please note that in case we transfer your personal data to another entity which may have a suiting position, such entity will become controller.

### **2.2. Data Protection Officer**

We have appointed a Data Protection Officer (“DPO”). You can reach the DPO under the following email address: [privacy@exyte.net](mailto:privacy@exyte.net).

Please feel free to contact the DPO in case of any questions, complaints, inquiries or suggestions regarding processing Personal Data at any Exyte entity.

## **3. Personal Data we process based on your consent**

The personal data we process will be the personal data we or the entity applied at collected during the application process, when visiting our [career website](#), when making an account or when interacting with us. You will find more information about the personal processing for the respective entity under this [link](#). If your entity is not an EEA entity and does not provide detailed information about processing personal data, you can refer to the data processing information for the purpose and the categories of personal data for EEA entities for the purpose of this consent. We are combining this data with your interaction data on our website, as listed [here](#)

## **4. Purpose of processing Personal Data**

The purpose is to stay in contact with you as well as provide you with information about suitable positions respectively match suiting positions to you. Further we will simplify your future application process, as we use the data we already store about you and do not have to collect everything again.

In addition we want to use your information to organize and improve our hiring process improve attraction of our job offers and run campaigns to advertise for jobs.



## **5. Legal basis**

The legal basis is your consent according to Art. 6 Sec. 1 lit a) GDPR or Art. 9 Sec II lit. a) GDPR for special categories of personal data.

## **6. Revocation of your consent**

You may revoke your consent at any time, in which case we will stop processing your Personal Data. Processing of Personal Data until your revocation of consent remains legal.

The easiest way to revoke your consent is by specifying in an email, which consent you wish to revoke and send it to [TalentAcquisition@exyte.net](mailto:TalentAcquisition@exyte.net).

Please note that the revocation in regard to the talent pool does not affect processing based on other legal basis in connection with your application, such as for tax or compliance purpose. Please see the link for the application data processing [information for further information](#).

## **7. Transfer of Personal Data**

We may transfer Personal Data between Exyte affiliates within the Exyte Group based on your consent. Please see your consent above. Otherwise we will only transfer your personal data, if required by a law or in the circumstances as described in our EU Application Data Protection information under this [link](#).

## **8. Duration of processing**

We will process your Personal Data in the talent pool until you revoke your consent or usually up to two years. However, we may delete your personal data earlier.

In exceptional cases, we may have to store your Personal Data longer, e.g. in case of compliance investigations. Please note that this does not affect the duration of processing for other purposes, as stated in our data protection information for your application or on other occasions.

## **9. No automated decision making**

Generally, we do not base decisions which produce legal or similar significant affects to you solely on automated decision making. We may use automated means to make suggestions to you for jobs based on your preferences during job searches or matching criteria to jobs.

We may use automated and learning algorithms to find matching jobs to you considering the collected data. The algorithm is learning, which positions may be most interesting for you.



## 10. Your rights

Upon request we will inform you whether Exyte stores any Personal Data about you, and if yes which.

If we process your Personal Data in order to advertise, you have the right to object to the processing of your Personal Data for the purpose of advertising at any time. If you object to the processing for purposes of advertising, your Personal Data will no longer be processed for this purpose.

The easiest method to object to advertisement is to send an email to [TalentAcquisition@exyte.net](mailto:TalentAcquisition@exyte.net). However, we accept any other form of objections to advertisement, which allows us to clearly identify you.

Furthermore, you have the right to object against processing of your Personal Data, based on your particular situation, which is processed based on Article 6 para. 1 lit. f GDPR, i.e. legitimate interest, or Art 6 para. 1 lit e GDPR, i.e. processing based on necessity for the performance of a task carried out in the public interest or in the exercise of official authority vested in Exyte or if we use your personal data for profiling. In case you object to processing based on the aforementioned legal basis due to your particular situation, we will only proceed processing, if our compelling legitimate grounds to process your data overrides your interest, rights or freedoms to stop processing your Personal Data or for the exercise or defense of legal claims. This also applies to profiling based on the aforementioned.

Under the conditions as set out in the GDPR, according to Art. 16 GDPR you also have the right to correct your incorrect or incomplete Personal Data as well as a right to deletion according to Art. 17 GDPR and a right to restrict the processing of your Personal Data under Art. 18 GDPR.

You also have the right to receive from us Personal Data concerning you, which you have provided to us, in a structured, commonly used, and machine-readable format in accordance with Art 20 GDPR. You have the right to transmit (or have transmitted) the Personal Data to another controller.

If the processing of Personal Data concerning you is based on your consent, you have the right to revoke your consent at any time. The lawfulness of the processing on the basis of the consent until the revocation is not affected.

You also have the right to lodge a complaint with the competent supervisory authority for data protection matters. Unless stated otherwise, the competent authority is the "*Landesbeauftragte für den Datenschutz und die Informationsfreiheit Baden-Württemberg*" in Baden-Württemberg, Germany.