

# Career Website Privacy Policy

Our goal at Exyte is to develop an online environment that is easy to use and respects the rights and expectations of visitors to the Exyte website.

The responsible data controller for this website is Exyte GmbH, Loewentorstrasse 42, 70376 Stuttgart, Germany („Exyte“, “we” or “us”). Further information is available at our website [Imprint](#).

This privacy policy explains in detail what personal data we process (including for what purposes and on what legal basis) when you visit this career website. If you decide to apply, please note our supplemental [personal data processing information for applicants](#). If you decide to join our Talent Pool, please note our [additional data protection information](#) for that.

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## 1. Operation of the website, general purpose and legal basis

We process your personal data to provide you with the information available on our website, to attract as many interested parties as possible to our website, and to best tailor the services offered on our website to your preferences and interests in connection with careers at the Exyte Group.

We do this by continually improving the website and its services, including by using information about your use of the website and how you arrived at our website. Below you will find detailed information about which personal data we process.

Unless explicitly stated otherwise in the following sections, the legal basis for this processing of personal data is Article 6 para. 1 f) of the General Data Protection Regulation (GDPR), i.e., a

balancing of interests – based on our legitimate interest in providing internet users with our website and the services offered on it, if possible tailored to their preferences, as well as introducing the Exyte Group to potential job applicants and making it as visible as possible. Furthermore, it is our legitimate interest to see which users interact with our website, whether our advertising campaigns were successful and how users became aware of our website.

If we process your personal data based on another legal basis, such as consent (e.g., for non-essential cookies), you will find this information below.

## **2. Processed types of data, purpose**

### **a. Data you enter for general website use**

For the purposes described in this privacy policy, we may use any personal data you provide to us on our website (for example, by using the website search form, or by selecting the language or relevant country/region of our global career website).

How we process these data depends on the purpose for which you provide them to us. The specific details of what personal data are collected from you, for which purpose, and based on which legal basis, are set out below or on the web page where we ask you to provide the respective personal data.

### **b. User account registration and login**

If you create a user account for our career website, we will use your email address and the password you define to manage your registration and use of that account. You can also store additional contact information (such as your full name or telephone number) in your account profile and use it to apply for jobs and/or join our Talent Pool. Please see our [Supplemental Data Protection Information for the user account \(Talent Pool\)](#).

### **c. Job applications**

If you apply for a job and provide additional data to us as part of your application, please note our supplemental [personal data processing information for applicants](#).

### **d. Talent Pool**

If you join our optional Talent Pool, please note our [additional data protection information for the Talent Pool](#).

### **e. Automatically collected data**

(i) Essential website operation:

In order to provide you with the right information in the right form on our website, we process the following personal data for your use of the website:

- Randomly assigned ID numbers to recognize your device
- Your IP address
- The address of the web page you are visiting on our website
- Date and time of your visit and your time zone
- The time spent on the website

- The address of the web page you visited immediately before coming to our site (the “referrer”), if any, or other methods you used to find our website (e.g., directly typing in our web address)
- Transferred amount of data
- Access status
- Whether you use a mobile device
- Default browser language
- Characteristics of your device, including its operating system, the browser you are using, and the size of your browser’s display window
- Whether you have consented to the use of cookies and other tracking technologies

Some of the personal data above are processed using cookies. To learn more about the cookies used on our website, click on the [“Cookie Settings”](#) link in the footer of our website.

(ii) Optional personalization and performance purposes:

If you consent to personalization and performance purposes, we will use the data above and the following additional data based on your consent:

- The location of your device’s IP address (down to the city / district)
- The specific online advertisement which you have clicked to visit our career website, if any
- Your interactions with the various features of our career website

Processing these data helps us to better understand the users of our website (and how they use it), to tailor the website to the users’ needs and requirements, and to improve our online marketing activities so that we can attract more users to the website.

With your consent, we will share the above data with the marketing network provider Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland (“Google”). Google may combine the data received from us with other data that you may have provided to it or that it may collect from your use of other online services.

The legal basis for this processing of your data for personalization and performance purposes is your consent, Art. 6 para. 1 a) GDPR. Your consent for personalization and performance purposes is optional and you can use our website without giving your consent. If you have given your consent, you may withdraw it at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal. To give or withdraw your consent, or to learn more about the corresponding cookies and other technologies used on our website, click on the [“Cookie settings”](#) link in the footer of our website.

### 3. Communication

If you send inquiries to us or our affiliates via the website, by email, or in any other form, we will process the information you provide in such message (including your contact information) to process your inquiry and provide you with a response. We will store this communication information for future reference.

Exyte is a global group of companies. Therefore, we may share information from your message with people who work for one of our affiliates if this is necessary to process your request. A list of all Exyte affiliates can be found [here](#).



Depending on the nature of your request this may involve the transfer of personal data to Exyte affiliates located in countries outside the EU (some of which are countries for which the EU Commission has not decided that they ensure an adequate level of protection for personal data). Even in case of such transfers, Exyte and its affiliates will always process your data in accordance with the requirements of applicable law, our legitimate interest in maintaining contact with you, and only to process your inquiry and provide you with a response. Exyte has a group-wide privacy policy in place to protect your personal data and all members of the Exyte Group have agreed to a Data Processing and Joint Controller Agreement to protect your personal data accordingly. In this regard, we may take additional security precautions depending on the nature of your request and the company you wish to contact. If you would like more information about the safeguards that apply to your specific request, please contact us at [privacy@exyte.net](mailto:privacy@exyte.net).

The legal basis for this processing of data is Article 6 para. 1 b) and/or f) GDPR, i.e., performance of a contract or pre-contractual measures and/or a balancing of interests – based on Exyte's legitimate interest in processing requests from users of its website.

For more information about how we process personal information about our customers, clients, business partners and other interested parties, please follow this [link](#).

#### **4. External service providers**

We use various external service providers (e.g., data center operators) to operate our website. To the extent necessary, these service providers also process personal data. We carefully select and monitor our service providers. They process the personal data only in accordance with our instructions. Where necessary, we have entered into a data processing agreement with these external service providers.

#### **5. Retention periods**

Except as otherwise described in this privacy policy or in other specific privacy notices applicable to particular situations (e.g., job applications), we retain personal data only for as long as necessary to fulfil the purposes described herein or for as long as necessary to comply with legal retention periods.

In general, personal data collected via our web servers are anonymized after one week and deleted after 90 days. Communication between you and Exyte (e.g., email communication as mentioned above) will normally be retained for a period of up to seven years.

#### **6. Recipients**

If you consent to our personalization and performance purposes, we may share certain personal data with our social media and analytics partners as described above.

Exyte is a global group of companies. Therefore, we may share your data with other members of the Exyte Group. A list of all Exyte affiliates can be found [here](#). The other Exyte entities will use these data for the same purposes and in accordance with the same regulations as we do, unless we have received your permission to use the data otherwise. This may involve the transfer of personal data to Exyte affiliates located in countries outside the EU (some of which are countries for which the EU Commission has not decided that they ensure an adequate level of protection for personal data). Even in case of such transfers, Exyte and its affiliates will always process your data in accordance with the requirements of applicable law, our legitimate interest in maintaining contact with you, and only to process your inquiry and provide you with a response. Exyte has a group-wide privacy policy in place to protect your personal data and all members of the Exyte Group have agreed to a Data Processing

and Joint Controller Agreement to protect your personal data accordingly. In this regard, we may take additional security precautions depending on the nature of your request and the company you wish to contact. If you would like more information about the safeguards that apply to your specific request, please contact us at [privacy@exyte.net](mailto:privacy@exyte.net).

Furthermore, the following types of transfers to other recipients may occur:

- Transfers with your express permission (Art. 6 para. 1 a) GDPR or Art 9 para. 1 GDPR).
- Transfers to third parties that we engage to fulfil our contractual obligations based on Art. 6 para. 1 b) GDPR if the data subject is the contract partner, otherwise based on Art. 6 para. 1 f) GDPR with the legitimate interest to initiate, settle and implement the respective contract.
- Transfers to third parties to which we are legally obliged (for example to the tax office or other governmental authorities) according to Art. 6 para. 1 c) GDPR.
- Transfers to third parties to fulfil our commercial and tax obligations (for example to our tax auditors) according to Art. 6 para. 1 c) GDPR if we are legally obliged to transfer such data, or Article 6 para. 1 f) GDPR if the transfer is not mandatory but necessary for our legitimate interest to efficiently communicate and proceed with authorities and comply with our obligations.
- In order to assert legal claims or to defend against legal claims we may disclose data to authorities or to lawyers, agents, experts etc. based on Art. 6 para. 1 f) GDPR, where our legitimate interest is to assert or defend against legal claims. In case of special categories of personal data, we may disclose such data based on Art. 9 para. 2 f) GDPR to assert or defend against legal claims.

## **7. No automated decision making**

We will not base decisions that have legal or similar significant implications for you solely on automated decision making, such as automated profiling.

## **8. Your rights**

Upon request, we will inform you whether Exyte stores any personal data about you, and if yes, which. You have the right to object to the processing of your personal data for advertising purposes at any time. If you object to the processing for advertising purposes, your personal data will not (or no longer) be processed for such purposes. The easiest way to object to advertising purposes is to send an email to [info@exyte.net](mailto:info@exyte.net). However, we will accept any other form of advertising objection that allows us to clearly identify you.

Furthermore, 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 based on Article 6 para. 1 f) GDPR (i.e., legitimate interest), including any profiling based on this provision. In case of such objection, 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 for the establishment, exercise or defense of legal claims.

Under the conditions set forth in the GDPR, you also have the right to request the correction of inaccurate or incomplete personal data pursuant to Art. 16 GDPR, as well as the right to request the deletion of your personal data pursuant to Art. 17 GDPR, and the right to restrict the processing of your personal data under Art. 18 GDPR.



In accordance with Art. 20 GDPR you also have the right to receive from us, in a structured, commonly used and machine-readable format, the personal data concerning you that you have provided to us. You have the right to transfer (or have transferred) these personal data to another controller.

If the processing of your personal data concerning you is based on your consent, you have the right to withdraw your consent at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

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

## **9. Contact**

For general questions or suggestions regarding data protection, please contact the Exyte Data Protection Team at [privacy@exyte.net](mailto:privacy@exyte.net).

If you have any concerns, complaints or suggestions regarding the processing of your personal data, please contact our Data Protection Officer at

Exyte Management GmbH  
Data Protection Officer  
Compliance  
Loewentorstrasse 42  
70376 Stuttgart  
Germany  
Email: [privacy@exyte.net](mailto:privacy@exyte.net)

## **10. Cookie settings**

Cookies are small text files used by websites to store information on, and read information from, your device.

We may store and read cookies on your device to the extent strictly necessary for the operation of this site. For all other cookie types, we require your consent.

With your consent to personalization and performance purposes, we also use cookies and other technologies to personalize content and advertising, provide social media features, and analyze traffic to our website. In doing so, we share information about your use of this site with our partners for advertising, analytics, and social media. Our partners may combine this information with other information that you have provided to them or that they collect from your use of other online services.

To give or withdraw your consent, or to learn more about the corresponding cookies and other technologies used on our website, click on the "[Cookie Settings](#)" link in the footer of our website.