

Data Protection Information OPQ Candidate Assessment Exyte Central Europe and Exyte Europe Holding

1. Who is controlling your personal data?

The Exyte Central Europe GmbH (“Exyte”, “we” or “us”) is controller and decides about your personal data. SHL is our processor and processes your personal data based on our instructions and requests.

If you apply at the Exyte Central Europe GmbH for a position, for the assessment the Exyte Central Europe GmbH is the sole controller and decides about purpose and means alone.

In case you apply for a position at the Exyte Europe Holding GmbH, the Exyte Europe Holding GmbH and the Exyte Central Europe GmbH are joint controller.

This is due to the fact that the Exyte Central Europe GmbH actively manages the assessment and interview process at the Exyte Europe Holding GmbH and takes own decisions about the means and the purposes of processing jointly together with the Exyte Europe Holding GmbH. You will find further information below under No 6.

SHL may ask you whether they may process your personal data, including personal data they receive from us for processing as our processor, for their own purposes. If you agree to this processing by SHL to its own purposes, SHL is responsible for processing your personal data as a controller for that purpose. SHL will inform you in detail about their purposes and extend of processing personal data. We recommend you to consider the consent carefully.

Please note that for other parts of the application than the assessment and the following interview, the Exyte Management GmbH may be joint controller as well. You will find the general information about processing personal data during the application process under this [link](#). The Exyte Management GmbH is not controller for the processing of personal data during the assessment or the following interview.

2. How does the assessment work?

During the assessment you will be asked a series of questions about your personal preferences regarding your working styles. Your answers are being compared to a representative comparison group to match your competencies to the requirements of the function you are applying for. The results are always reviewed by a professionally trained person and help us to prepare the interview and to evaluate whether you are a good fit for the position. This assessment supports an objective recruiting process. Nevertheless, the decision of choosing a candidate is made by our talent Acquisition Team in cooperation with the hiring manager.

In general we are looking for:

Relationships with People:

- Influence
- Sociability
- Empathy

Thinking Style:

- Analytics
- Creativity and Change
- Structure

Feelings and Emotions

- Emotion
- Energy and Drive

3. Which personal data do we process in the SHL assessment?

We are processing the following personal data:

- Gender,
- Language,
- Employee demographic information,
- Responses to the assessment.

4. What is the purpose?

We explained the purpose in detail above in the introduction. In short, we would like to find indications whether you possess or not possess certain business behaviors we are looking for in the position. The assessment provides us with an objective basis for these attributes and gives us important hints on possible key points for the upcoming interview.

5. What is the legal basis?

We are processing your personal data based on § 26 Section I German Federal Data Protection Act (Bundesdatenschutzgesetz). According to this law, employers may collect and process personal data for the purpose of deciding whether to establish an employment relationship. If you are not subject to § 26 Bundesdatenschutzgesetz the legal basis is Art 6 I b GDPR, as preparation measures for a contract with you.

6. What about joint controllers when applying at the Exyte Holding GmbH?

As mentioned above, in case you apply at the Exyte Holding GmbH, the Exyte Europe Holding GmbH is deciding about the means and the purpose of processing your personal data jointly together with the Exyte Central Europe GmbH.

This is because the Exyte Central Europe GmbH handles most of the application process and also decides together with the Exyte Europe Holding GmbH about the means and purposes of processing in the course of the interview and assessment.

Exyte Central Europe GmbH collect your personal data with the help of SHL, initially reviews your assessment and will conduct the following interview. Subsequently the Exyte Holding GmbH and the Exyte Central Europe GmbH will jointly decide about the candidates, whereas the Exyte Europe Holding GmbH takes the final decision.

All Exyte Group Entities concluded the Data Processing and Joint Controller Agreement, in which the entities Agree about the processing of Personal Data among others as Joint Controller.

Generally, the Exyte Europe Holding GmbH is responsible to provide you with the required information according to the GDPR and help you to assert your rights. You can contact the Exyte Europe Holding GmbH directly or through privacy@exyte.net. The Group Data Protection Officer will support you to gain all information or assert your rights for both, the Exyte Europe Holding GmbH and the Exyte Central Europe GmbH.

7. How long will we store your data?

If you are successful and join Exyte we will store your personal data for 2 years. If we cannot offer you the desired position your data will generally be deleted after 6 months after informing you. We may keep your personal data for longer in case of special reasons, e.g. if there is a legal dispute.

8. Who receives your personal data?

We usually do not share the assessments' results within the group. We may share personal data though with the Exyte Management GmbH, Exyte Europe Holding GmbH or the Exyte GmbH respectively the Exyte Holding GmbH, either for compliance matters, legal matters or in case the shareholder board has to participate in deciding about the position.

However, we have service providers within and outside of the Exyte Group, which process the personal data based on our instructions as processors, e.g. SHL or our IT Service Providers, who may have access to the personal data.

In case we are required by law, we may have to provide your information to authorities or in case of legal disputes or to assert or defend from a claim to legal professionals.

9. Do I have the right for revocation?

As we are not processing your personal data based on your consent according to Art. 6 para. 1 lit. a) GDPR / Art 9 para. 2 lit a) GDPR you do not have the right to revoke your consent.

10. Do I have the right to object to processing?

Since we do not process your personal data based on our legitimate interest (Article 6 para. 1 lit. f GDPR) only or for the necessity for the performance of a task carried out in the public interest or in the exercise of official authority vested in Exyte (Art 6 para. 1 lit e GDPR), you do not have the right to object to processing.

11. What are my other rights?

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. You have the right to transmit (or have transmitted) the Personal Data to another controller.

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.

12. How can I reach the data protection officer in case of complaints or questions?

You can contact our data protection officer at privacy@exyte.net in case of any complaints, remarks or suggestions in regards to data protection.