

Data Protection Notices

1. General Information

a) Introduction

With this Data Protection Notice, we want to inform you about data processing and data privacy in connection with our METRO website for job seekers and candidates. This website you are visiting is used to support METRO and its affiliated companies in recruiting and job placement activities by allowing job search, online application, and communication and notification functionalities. Respecting your privacy and ensuring that you are informed about how your data is used for these recruiting and hiring purposes is important to us. We do our utmost to make sure that your personal information provided is kept confidential and in compliance with all applicable data protection laws. We therefore ask you to inform yourself by reading the following Data Protection Notices or contacting us if you have any further questions on data privacy or our job placement process. For a specific application to a job vacancy, you will be asked to read and consent to a separate privacy statement for the submission of your data to the candidate selection process at the respective company.

b) Controller

We, the METRO AG, Metro-Straße 1 in 40235 Düsseldorf, Germany (in the following also described as "METRO") are the controller according to the GDPR and therefore responsible for the data processing explained below. This applies to the personal data you provide on our global recruitment METRO website and not for job applications submitted to a specific METRO company. For questions or requests concerning the data processing, please contact our data protection officer, whose contact details you can find below.

c) Data Protection Officer

You can contact our data protection officer at any time by using the following contact details:

- E-Mail: dataprivacy@metro.jobs.

2. Information Regarding The Processing

a) User Registration

If you wish, you can register a user account on our global METRO website for job seekers and candidates by creating your extended personal profile. Your account will enable you to use our website to send us your online applications for jobs within the METRO affiliated company.

To create your own extended personal profile, you must provide personal data including your name, last name, email address, phone number and place of residence. You can view, change or deactivate your profile with the provided personal information at any time by accessing your account (My Profile) and providing the user name and password you have determined. If you have already created a personal profile for job registration in our METRO website for job seekers, that credentials will help you to create your extended personal profile by copying all the information provide during the register in your extended personal profile. Also if you wish you can complete your personal profile data by using your LinkedIn® account. With a one-time registration, and by confirming your email and password saved with LinkedIn®, selected information is copied into your application via the online job portal, this might include the information stored in your LinkedIn® Profile: name, last name, professional experience, applied studies, skills and knowledge or recommendation. You can choose which information you can transfer from LinkedIn® to your Taleo account.

You can view and update the data provided at any time in your account and you can withdraw your application by accessing the submission and clicking on the withdraw button. Your profile can be accessed by employees of the recruitment team at METRO AG or the local METRO affiliated company where you submitted applications for checking your profile status and for support purposes – i.e. reset your password. You are able to submit your profile as an application to any open job applications at the affiliated METRO companies offering positions on METRO websites. Click [\(<https://metro.taleo.net>\)](https://metro.taleo.net) to learn which companies belong to METRO.

By completing the application form, submitting an application, sending any e-mails or providing further personal data to the employees of an affiliated METRO company as part of the job application process, you make your personal data available to the specific, affiliated METRO company. For this process we will inform you separately in a company-specific Data Privacy Statement, which you will be asked to acknowledge and consent to.

If you are generally interested in job opportunities, or if METRO and its affiliated companies are currently not offering an interesting vacancy, you can sign up for job alerts. Before you can receive job alerts via E-Mail, you need to provide specific information including your name, email address, job category and working location preferences. To confirm the registration we need your consent to allow METRO's recruiting solution to send you automatic notifications to the email address provided once suitable vacancies based on your criteria are available. You will be able to unsubscribe at any time through the unsubscribe function in your job alert notification.

Your personal data, which you provide during the account registration, profile creation and job alert registration, will be processed for the purpose of operating these services. This processing is only performed with your prior consent and is legally based on Art. 6 paragraph 1 sentence 1 letter a) GDPR. The provision of your personal data is voluntary, however you will not be able to register and use an account on our website if you do not provide your data. If you do not wish to use this online service, you will still be able to send applications in written form by post to the METRO affiliated company of your choice. Your application data will be processed for the purpose of deciding about entering into a contract with you and for personnel administration purposes in connection with completing a hiring process. This processing is legally based on Art. 6 paragraph 1 sentence 1 letter b) GDPR. The provision of your application data is required to enable us to enter into a contract with you. Where required by law, your personal data will also be used to fulfill legal obligations. This processing is legally based on Art. 6 paragraph 1 sentence 1 letter c) GDPR.

If you submit your information and an application through our career and job websites, our affiliated companies from the METRO Group, for which you have applied, have access to your data. The employees within these companies with access rights include authorized operators, such as members of the Information Technology departments, Human Resources departments and

responsible approvers of job vacancies and employee hiring. This processing is necessary for the purpose of operating the application process and to decide about entering into a contract with you. It is legally based on Art. 6 paragraph 1 sentence 1 letter b) GDPR. The provision of your data is required to enable us and our affiliate companies to decide about your application and about entering into a contract with you.

Our METRO website for job seekers and candidates and METRO affiliated companies' local career websites are provided through third party technical web-based solutions which help us manage applications. Because of this, also our service providers have access to your personal data. Our service providers act as data processors on our behalf according to Art. 28 GDPR. METRO and its service providers use technical and organizational security measures to protect your data from manipulation, loss, destruction or access by unauthorized persons. Any personal data that is provided to METRO or its service providers will be transmitted and stored in an encrypted form. The data you provide during the job alert registration, profile creation and application process will be stored in this solution on a server located in Frankfurt, Germany. Your personal data will be disclosed to support teams in Europe, USA and Asia, which have access to the solutions for the purpose of providing support for candidates, METRO AG and the METRO affiliated companies. This processing is necessary to pursue our legitimate interests of granting support and is legally based on Art. 6 paragraph 1 sentence 1 letter f) GDPR. This data transfer to Asia and the USA includes a transfer into third countries outside the EU and the EEA. An adequacy decision, by which the Commission of the European Union has decided that these countries ensure an adequate level of protection, does not exist. The data transfer is based on appropriate safeguards, i.e. standard contractual clauses. Further information or copies of these safeguards can be requested with a formless request addressed to our data protection officer using the contact details mentioned above under 1. c).

During the job application process, you may be invited to voluntarily participate in a video interview. In this case, your name, E-mail address and jobcode will be display to the online platform of our third party service provider for video interviewing. For the purpose of enabling the video interviewing, scheduling, and providing support for any technical issues, your name and email address will be transferred to the video interview platform provider and stored on a server located in Amsterdam, Netherlands. Regarding all other personal data, which is collected, processed and stored in connection with such a video interview, you will be informed prior to conducting the interview within the platform and your explicit consent will be requested. This processing is legally based on Art. 6 paragraph 1 sentence 1 letter a) GDPR.

We do not disclose your personal information to any other recipients without your consent or unless we are legally required to do so. The disclosure for the purpose of fulfilling a legal obligation is based on Art. 6 paragraph 1 sentence 1 letter c) GDPR.

Based on your consent, we store your personal data as long as necessary for providing you with job notifications or for processing your submitted applications, except where otherwise required by law. Such storage for the purpose of fulfilling a legal obligation is based on Art. 6 paragraph 1 sentence 1 letter c) GDPR. Your application data will be saved in our application management system for six months after the completion of any related application processes. This is necessary for the purpose of keeping evidence for the possible case of a later discrimination lawsuit, which is our legitimate interest. This storage is based on Art. 6 paragraph 1 sentence 1 letter f) GDPR. Your user account and the included personal data will be stored up to twenty-four months of your last activity or until you deactivate it within the account menu or request deactivation from us.

b) E-mail Communication

By signing up on METRO's website for job seekers and candidates, or any of the subsites owned or operated by METRO's affiliated companies, your E-mail address will be used to send you E-mails for the purpose of giving you career-related and other relevant information. The E-mails you will receive might also contain account log-in information and announcements about expiry of your account and alerts about interesting job opportunities based on your profile and provided preferences. The processing will only be performed with your prior consent and is legally based on Art. 6 paragraph 1 sentence 1 letter a) GDPR. The provision of your personal data is voluntary, but if you do not provide your E-mail address, we will not be able to send you E-mails for your information. Your E-Mail address will be stored until your consent is withdrawn or until your account is deactivated. Should you wish to no longer receive emails from METRO or one of its affiliates, you can manage your preferences and settings in your Profile. To do this, please click on the link included in the job alert notification "unsubscribe" or contact our portal administrator and request assistance with removal from notification services (administrator@taleo.metro.jobs).

c) Cookies

METRO's websites for job seekers and candidates uses technical solutions to provide information about career and job offers. This includes the use of cookies and session cookies. Cookies and session cookies are small text files which are sent to your browser and will be stored on your computer. Cookies and session cookies are used on our websites for the purposes of allowing and support search and registration steps, for example by noting your location and your log-on data. Cookies and session cookies can also provide information about your technical device, the browser and browser version to help in displaying the content on the website. The data processing is legally based on Art. 6 paragraph 1 sentence 1 letter f) GDPR. It is necessary to pursue our legitimate interests of ensuring and improving the functions of our website. The provision of your personal data is voluntary, but if you do not accept cookies and session cookies, you will not be able to use all functions of our website to receive information about job and career offers. Session cookies will be deleted automatically after your browser has been closed. Other cookies will be stored until they expire or you delete them. You can maintain, view and delete cookies at any time in your browser by accessing the settings and/or browser options. In this way, you can deactivate or limit the storage of cookies by configuring your browser to notify you before a cookie is stored.

d) Website Visitor Data

Website visitor data and candidate data, which has been anonymized, will be collected by our technical solutions in connection with the METRO website for job seekers and candidates to record your accesses to our web pages. As the case may be, the recorded data might include your IP address, which is however deleted immediately, the device operating system that was used for access, the website from which you visited us, the websites you visit or the search terms used to find our website. The data is always anonymized prior to usage. This is performed for statistical and security purposes. It is necessary to pursue the legitimate interest of improving and securing our services. This processing is legally based on Art. 6 paragraph 1 sentence 1 letter f) GDPR. The provision of your personal data is voluntary.

The constant development of the Internet requires occasional adjustments to our Data Protection Notices. We retain the right to make changes when necessary.

3. Your Rights

As a data subject, you can contact our data protection officer at any time with a formless notification under the contact dates mentioned above under 1. c) to exercise your rights according to the GDPR. These rights are the following:

- The right to receive information about the data processing and a copy of the processed data (right to access, Art. 15 GDPR),
- The right to demand the rectification of inaccurate data or the completion of incomplete data (right to rectification, Art. 16 GDPR),
- The right to demand the erasure of personal data and, in case the personal data have been made public, the information towards other controllers about the request of erasure (right to erasure, Art. 17 GDPR),
- The right to demand the restriction of the data processing (right to restriction of processing, Art. 18 GDPR),
- The right to receive the personal data concerning the data subject in a structured, commonly used and machine-readable format and to request the transmittance of these data to another controller (right to data portability, Art. 20 GDPR),
- The right to object the data processing in order to stop it (right to object, Art. 21 GDPR),
- The right to withdraw a given consent at any time to stop a data processing that is based on your consent. The withdrawal will not affect the lawfulness of the processing based on the consent before the withdrawal (right to withdraw consent, Art. 7 GDPR).
- The right to lodge a complaint with a supervisory authority if you consider the data processing to be an infringement of the GDPR (right to lodge a complaint with a supervisory authority, Art. 77 GDPR).