

## Information on the Processing of Applicant Data

We are pleased that you are interested in working for us and are applying or have applied for a job in our company. The text below provides you with information on the processing of your personal data in connection with your application.

### Identity and contact details of the controller:

Kumavision AG  
Stettbachstrasse 8  
8600 Dübendorf  
Switzerland  
Phone: +41 44 578 50 30  
Email: HR-Services@kumavision.com

Should you have any questions or comments concerning data protection (for example, information on/updating of your personal data), you can also contact our internal Data Protection Team at [datenschutz-intern@kumavision.com](mailto:datenschutz-intern@kumavision.com).

## Processing scope

### 1. Source and categories of data

We process the personal data that you have provided us in connection with your application, in order to assess your suitability for the position advertised (or, if applicable, for another open position in our company) and to carry out the application process. This includes, for example, CV, employment history, etc. In addition, we process personal data that we have legitimately obtained from publicly accessible sources (e.g. professional networks).

### 2. Processing purposes

We process your personal data in compliance with the provisions of the Federal Act on Data Protection in Switzerland (FADP) and all other relevant laws.

Your data is processed to check your suitability for the job, which is intended to enable us to decide whether we want to establish an employment relationship with you. We may process your personal communication data as part of the performance of the application procedure, in particular the digital performance of job interviews, provided that the contract is initiated using Internet-based communication tools in order to simplify the course of the application procedure organisationally and so that it can be adapted to the current needs of the applicant and employer.

If the data is required for legal action after the application procedure has been completed, further data processing can take place.

Furthermore, your freely given consent can serve as the legal basis for data processing (e.g. inclusion in the applicant pool, newsletter for new job offers). The consent you have given can be revoked at any time with effect for the future.

Insofar as particularly sensitive personal data is processed in accordance with Art. 5 lit. c) FADP, it is processed in the context of establishing an employment relationship, exercising rights or fulfilling legal obligations. In addition, it may be necessary to process health-related data to assess your ability to work.

If we intend to process your personal data for a purpose that is not mentioned above, we will inform you in advance.

### **3. Recipients of the data**

We are a global company headquartered in Germany. Our applicants' data is stored in our centralised database in Germany in compliance with the relevant data protection regulations, and it is processed within this framework for internal administrative purposes. No processing beyond administrative purposes takes place.

#### **3.1 Within Switzerland**

Within our company, only those persons and positions (e.g. department, management, Human Resources department) that need your data for the application process receive your personal data. Your application data will be reviewed by the Human Resources department upon receipt of your application. Suitable applications are then forwarded internally to the department heads for the respective open position in each case. The further procedure is then coordinated.

As part of the application process, in particular in order to conduct digital job interviews, we may pass on your personal data to providers of Internet-based telecommunications services.

In addition, in exceptional cases, we may need to hand over personal data to authorities, for example to prosecute criminal offenses and administrative offenses.

#### **3.2 Disclosure of personal data abroad**

If we transfer personal data to service providers or Group companies outside of Switzerland, these transfers are made as per Art. 16 para. 2 and Art. 17 para. 1 FADP, in particular insofar as an international agreement exists; data protection clauses have been concluded between Kumavision AG and the contractual partner and have already been communicated to the Federal Data Protection and Information Commissioner (FDPIC); there are specific guarantees that have been drawn up by the competent federal body and presented to the FDPIC; standard data protection clauses have been concluded that the FDPIC has approved, issued or recognised in advance; or binding corporate data protection regulations that have been approved by the FDPIC are applicable.

In this specific case, we will transfer your personal data to the USA. Transmission takes place on the basis of the provisions of Art. 16 para. 2 lit. d FADP in the form of recognised standard contractual clauses issued by the FDPIC. In addition, data will be transferred to Germany and Austria on the basis of the Swiss Federal Council's decision in accordance with Art. 16 para. 1 FADP of the FDPIC.