

Information on the processing of application data at the SGS Group Germany

Dear Applicant, the protection of your data and transparent data processing are important to us. For this reason, we would like to inform you about the processing of your data in connection with your application and let you know what claims and rights you are entitled to under data protection regulations.

RESPONSIBLE PARTY AND CONTACT INFORMATION

The company responsible for data processing is the respective company of the SGS Group Germany to which you are applying:

- AAA Technologie GmbH, Kruppstr. 94, Gebäude H6, 45145 Essen
 - AWIA Umwelt GmbH, Wilhelm-Berg-Straße 6, 37079 Göttingen
 - EFBe Prüftechnik- Entwicklungs- und Vertriebs GmbH, Landabsatz 25, 45731 Waltrop
 - SGS Analytics Germany GmbH, Höhenstraße 24, 70736 Fellbach
 - SGS Analytics LAG GmbH, Südstraße 7, 03130 Spremberg
 - SGS Chemie-, Industrie-, und Spezialanalytik GmbH, Industriestraße 300, 50354 Hürth
 - SGS Germany GmbH, Heidenkampsweg 99, 20097 Hamburg
 - SGS Holding Deutschland B.V. & Co. KG, Heidenkampsweg 99, 20097 Hamburg
 - SGS INSTITUT FRESENIUS GmbH, Im Maisel 14, 65232 Taunusstein
 - SGS proderm GmbH, Kiebitzweg 2, 22869 Schenefeld
 - SGS-International Certification Services GmbH, Heidenkampsweg 99, 20097 Hamburg
 - SGS-TÜV Saar GmbH, Am TÜV 1, 66280 Sulzbach
 - ZfD Zentrum für Dioxinanalytik GmbH, Bernecker Straße 19, 95448 Bayreuth
- hereinafter referred to individually as SGS Company or collectively as SGS Group Germany.

CONTACT DETAILS FOR THE DATA PROTECTION OFFICER OF THE SGS GROUP GERMANY

You can contact our data protection officer at the following email address: privacy.de@sgs.com

PURPOSE OF PROCESSING YOUR PERSONAL DATA

The respective SGS company processes your personal data for the purpose of deciding whether to establish an employment relationship. In individual cases, the respective SGS company will obtain your consent to process or transfer your data. This may be the case, for example, if your application is stored for a longer period of time or if your application is considered for another position within the SGS Group Germany. In these cases, your consent is voluntary and can be revoked by you at any time in the future. Upon hiring, we will transfer relevant data to your personnel file.

VOLUNTARY NATURE OF DATA PROVISION

The provision of your personal data is generally voluntary. We process the data you have provided to us for the purposes of applicant management.

WHAT DATA DO WE PROCESS

We process the data that you have provided to the respective SGS company. This generally includes the following data in particular:

- Personal master data
- Extended personal data (e.g., date of birth, marital status, health data if applicable (e.g., information on disability status))
- Private contact data
- Biographical data (from your resume)
- Image data

DISCLOSURE OF YOUR PERSONAL DATA

During the application process, only those persons entrusted with the preparation and implementation of the selection



process (e.g., human resources department, line managers) will have access to your data. Your application documents will only be passed on, e.g. for other job vacancies in the respective SGS company or the SGS Group Germany, with your prior consent. Your data will not be transferred to external parties. The respective SGS company uses processors to provide specific services. These processors are bound to confidentiality, may not use the data for their own purposes, and must comply with all requirements of the GDPR and other applicable data protection laws. The respective SGS company remains responsible for data protection.

INTERNATIONAL TRANSFER OF DATA

When transferring data abroad, the respective SGS company ensures that the necessary steps to protect the data have been taken prior to the transfer. The respective SGS company will only transfer data across national borders within the global SGS Group or outside the global SGS Group if this is necessary for pre-contractual or contractual purposes and security measures have been taken to ensure that the data continues to be protected at least to the same level as in the country of origin of the data. In order to ensure this level of protection for your data, the respective SGS company may

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enter into a data processing agreement with the recipient of the data based on standard contractual clauses approved by the European Commission, or data may be transferred to countries that are covered by an adequacy decision of the European Commission. If it is necessary to transfer data to international organizations and/or to countries outside the EEA, this will only be done in accordance with one of the legal bases provided for in the GDPR.

HOW DATA IS PROTECTED

The SGS Group Germany uses appropriate technical and organizational measures to protect personal data from unauthorized, accidental, or unlawful destruction, loss, alteration, misuse, disclosure, or access, and against all other unlawful forms of processing. These security measures are implemented with particular care in relation to sensitive data, taking into account the state of the art, their implementation costs, the risks arising from the processing and the nature of the personal data. In particular, appropriate employee awareness, confidentiality obligations and training are implemented to ensure that data is not disclosed or disclosed to unauthorized persons.

LEGAL BASIS

The respective SGS company processes your personal data for the possible initiation of an employment relationship (Art. 88 GDPR, § 26 BDSG). We process your data for pre-contractual measures within the scope of applicant management (Article 6 (1) (b) GDPR). In addition, your data may be processed if this is necessary to safeguard legitimate interests in connection with the assertion or defense of legal claims (Art. 6 (1) (f) GDPR) or if this is required by law (Art. 6 (1) (c) GDPR).

In individual cases, we also process data on the basis of your consent (Article 6(1) (a) GDPR). If processing is based on your consent, you can revoke this at any time with effect for the future, without this affecting the lawfulness of the processing carried out until the revocation.

DELETION OF DATA

In the event of a rejection, we will delete your data six months after sending the rejection letter, unless another legal basis requires longer storage.

RIGHTS OF DATA SUBJECTS

You have the right to request information from the respective SGS company at any time about the personal data processed about you. In addition, you can request the correction of incorrect data and the deletion of data that has been processed unlawfully or is no longer required, provided that this does not conflict with any legal retention obligations or other reasons specified in Art. 17 (3) GDPR. You also have the right to request the restriction of processing under the conditions of Art. 18 GDPR – for example, if the accuracy of the data is disputed or you have objected to the processing. If the processing is automated and based on your consent or a contract, you have the right to receive the personal data concerning you that you have provided to us in a structured, commonly used, and machine-readable format (right to data portability under Article 20 GDPR). If the processing is based on legitimate interests pursuant to Art. 6 (1) (f) GDPR, you also have the right to object to the processing on grounds relating to your particular situation. If the processing is based on consent, you may revoke this consent at any time with effect for the future. You can assert your rights at any time against the respective SGS company using the contact details

above. In addition, you have the right to complain to a data protection supervisory authority about the processing of your personal data.

UPDATES

This privacy policy was last updated in November 2025. The SGS Group Germany reserves the right to update this policy and adapt it to changes in legal requirements. These updates will be made available to you via our usual communication channels.

PRIVACY POLICY

For more information, please refer to our Privacy Policy at: <https://www.sgs.com/en-de/privacy-at-sgs>. The policy is available in several languages.



When you need to be sure