

Privacy Policy for Candidates

1. Identification of the Data Controller:

This Privacy Policy applies to data processing on the platform [Jobs at hey.com \(greenhouse.io\)](https://www.hey.com/jobs) (hereinafter "Career Portal") by Mobility Trader Holding GmbH, with registered address in Müllerstr. 153, 13353 Berlin.

Tel.: +49 (0) 30 5884 9021

E-Mail: info@hey.com. (hereinafter "MT" or "we", "us", the "Company")

All interested parties and visitors to our Career Portal can contact our Data Protection Officer at privacy@hey.com.

2. Information on the processing of personal data when applying

2.1 Personal data processed

As part of our online recruitment process, we collect the information required for recruitment processes at MT which you insert and submit to us via the platform. As part of the application, we collect and process the following application data ("**Application Data**"):

First name, surname

- E-mail address
- Telephone number
- Application documents (letter of application, Curriculum Vitae, certificates)
- Availability (optional)
- Salary expectation (optional)

The provision of this data is in principle voluntary. However, if you refrain from providing the non-optional data, we cannot carry out the application process. We ask you not to send any information that cannot be used under the German General Equal Treatment Act (Gleichbehandlungsgesetz). This includes in particular, direct or indirect information on race, ethnic origin, gender, religion or ideology, age or sexual identity. Similarly, you should not send any information on illnesses, pregnancy, political views, philosophical or religious convictions, membership of a union, physical or mental health or sex life. Furthermore, we ask you to refrain from sending information that may possibly infringe the rights of third parties (in particular their copyrights and personal rights). In the event that you nevertheless send us such data, you hereby explicitly consent to us using them. We welcome applications from severely disabled candidates. If they are equally suitable, we will give them preferential consideration in our application process. During the application process, we may also collect and store additional internal comments about you and your application (e.g. perceptions of job interviews, feedback and evaluations). These internal comments are not visible to applicants on the platform.

2.2 Purposes for which the personal data are processed

Your Application Data will be processed for the following purposes:

- for assessing your application and considering you for the position(s) for which you have applied;
- to send you updates regarding your application status;
- to consider you for current or future positions within the heycar Group;
- to monitor and improve our recruitment practices;
- for concluding an employment contract with you and for administrative matters regarding your employment;
- to comply with the applicable legislation.

2.3 Legal basis

The legal basis for the data processing is Article 6 (1) (b) GDPR and Section 26 of the German Federal Data Protection Act (BDSG) as the processing is necessary for taking steps prior to entering into a contract.

2.4 Recipients of Application Data

All employees of MT who are entrusted with the processing of your application data are obliged to maintain the confidentiality of your application data.

Our Career Portal is technically implemented by the service provider Greenhouse Software, Inc. (110 Fifth Avenue, 3d Fl., New York, NY 10011 USA), which processes your data on our behalf as a so-called processor. Your personal data will be transferred to Greenhouse Software Inc. 110 Fifth Avenue, 3d Fl., New York, NY 10011 USA for the purpose of this processing. You can find detailed information about data protection and data security at Greenhouse Software Inc. under the following links:

<https://www.greenhouse.io/privacy-policy> and <https://www.greenhouse.io/security-and-performance>.

Your Application Data will be shared with other companies of the heycar Group with the purposes consistent with this Privacy Policy. In addition, to achieve the purposes mentioned in this Privacy Policy and to the extent necessary, we may disclose your personal data to MT's service providers, or other companies within the heycar Group that provide us with back-office services. These third parties may include, amongst others, talent and recruitment agencies, technological and analytical service providers.

Some of these services providers are partly located in so-called third countries (outside the European Union or the European Economic Area) or process personal data there. The level of data protection of these third countries may not correspond to that of the European Union. Insofar as this is the case and the European Commission has not issued an adequacy decision (Art. 45 GDPR) for these countries, we have taken appropriate precautions to ensure an adequate level of data protection for any data transfers. These include, amongst others, the standard contractual clauses of the European Union or binding internal data protection regulations. Where this is not possible, we base the data transfer on exceptions of Art. 49 GDPR, in particular your explicit consent or the necessity of the transfer for the performance of the contract or for the implementation of pre-contractual measures.

2.5 Storage duration of your Application Data

We store your Application Data for the duration of the application procedure. If your specific application is not successful, we will delete your Application Data six months after completion of the application procedure in order to be able to answer any questions regarding your application and its rejection

during this period. In individual cases, your Application Data may have to be stored for a longer period of time, as we defend ourselves against asserted legal claims.

2.6 Additional information

By submitting your application you represent and warrant that the information provided by you is true. Please note that any incorrect information or deliberate omission may constitute grounds for a rejection or for dismissal at a later stage. No automated decision-making or profiling according to Article 22 (1) and (4) GDPR takes place during the processing of your Application Data. You may withdraw your application at any time by sending an e-mail to info@hey.car.

3. Rights of data subjects

You have the right:

- in accordance with Article 15 GDPR and under the restrictions of Section 34 BDSG to **obtain information** about the personal data processed by us;
- in accordance with Article 16 GDPR to obtain without undue delay the **rectification or completion** of your personal data stored by us;
- in accordance with Article 17 GDPR to obtain the **erasure** of the personal data stored by us, unless the processing is necessary for exercising the right of freedom of expression or information, for compliance with a legal obligation, for reasons of public interest or for the establishment exercise or defense of legal claims (according to Section 35 BDSG further restrictions may apply);
- in accordance with Article 18 GDPR to obtain the **restriction** of the processing of your personal data if you contest the accuracy of the personal data or believe the processing is unlawful;
- in accordance with Article 20 GDPR to **receive** your personal data in a structured, commonly used and machine-readable format or have such **transmitted to another controller**;
- in accordance with Article 7 (3) GDPR to **withdraw your consent** given to us at any time; and
- In accordance with Article 21 GDPR to **object** to the processing of your personal data if grounds for this relating to your particular situation exist or if the objection is to direct marketing.

Sending an appropriate e-mail to privacy@hey.car is sufficient if you wish to exercise any of the abovementioned rights.

If you suspect that the processing of your data violates data protection law, you can also seek advice from a data protection authority. In Berlin, the supervisory authority is Berlin Commissioner for Data Protection and Freedom of Information (Berliner Beauftragte für Datenschutz und Informationssicherheit) Alt-Moabit 59-61 (Visitors entrance: Alt-Moabit 60) 10555 Berlin.

4. Changes to this Privacy Policy

This Privacy Policy is currently valid. It may be necessary to amend this Privacy Policy due to the development of our Career Portal or due to any changes to statutory or regulatory requirements. You can access and print out our Privacy Policy as amended at any time.

Last modified: 01.03.2023