

Privacy Notice for Employee Candidates Regarding the Processing of Personal Data

As BASF Türk Kimya Sanayi ve Ticaret Limited Şirketi ("**BASF Türk**" or "**Company**"), we have prepared this information notice to inform our job applicants about their personal data processed within the scope of our activities in accordance with the Personal Data Protection Law No. 6698 ("PDPL") and related legislation.

What Personal Data is Processed, for What Purpose, and on What Legal Grounds?

If you apply to BASF Türk for an open position, the following personal data will be processed:

Processed Personal Data	Legal Basis	Purpose of Processing
Identity Data	Legitimate Interest of the Data Controller	• Conducting Employee Candidate Selection and Placement Processes • Execution of Employee Candidate Application Processes • Planning Human Resources Processes • Conducting Reference Checks • Conducting Communication Activities
Communication Data		
Visual and Audio Recordings		
Professional Experience Data		
Reference Information		
Other Data (Military Service Status)		

If your application is evaluated by our company and you are invited for an interview, the following data will be processed:

Processed Personal Data	Legal Basis	Purpose of Processing
Identity Data	Legitimate Interest of the Data Controller	• Conducting Employee Candidate Selection and Placement Processes • Execution of Employee Candidate Application Processes
Communication Data		
Professional Experience Data		

Other Data (Interview Questions and Answers, Interview Notes)

- Planning Human Resources Processes
- Conducting Reference Checks

What Are the Methods for Collecting Your Personal Data?

The personal data mentioned above is collected through your resume, the career platforms where the position you applied for is posted, the online meeting platforms we use when you are invited for an interview, or during physical meetings.

Do We Transfer Your Personal Data to a Third Party?

The personal data you share with our company is transferred to:

- For the purposes of ensuring information and document management within the company and its affiliates, and for conducting reporting and auditing activities with affiliates, your personal data is transferred to our affiliate located abroad based on the standard contract signed in accordance with Article 9/4 (c) of the DPL, and, further to the above purposes, to a system infrastructure service provider located abroad for the purposes of executing information security processes, information and document management, storage and archiving processes, and communication supply, based on the existence of a standard contract in accordance with Article 9/4 (c) of the DPL.
- For the purpose of planning human resources processes, your personal data is transferred to our supplier providing human resources infrastructure within the country based on the legal grounds that the processing of personal data belonging to the parties to the contract is necessary, provided that it is directly related to the establishment or performance of a contract, in accordance with DPL Article 5/2 (c).

What are your rights regarding your personal data?

Regarding your personal data, you have the right to:

- Learn whether your personal data has been processed,
- Request information about the processing of your personal data if it has been processed,
- Learn the purpose of the processing of your personal data and whether they are being used in accordance with that purpose,
- Know the third parties to whom your personal data has been transferred within or outside the country,
- Request the correction of your personal data if it has been processed incompletely or incorrectly,
- Request the deletion or destruction of your personal data within the framework of the conditions stipulated in the DPL,

- When you request the correction of incomplete or incorrect data or the deletion or destruction of your personal data, to request that this situation be communicated to third parties to whom we have transferred your personal data,
- Object to a result that is detrimental to the individual arising from the analysis of processed data exclusively through automated systems,
- Request compensation for any damage you suffer as a result of the unlawful processing of your personal data.

How Can You Exercise Your Rights?

You may submit your requests and applications regarding your personal data either by using the Data Subject Request Form at

- By applying in person to BASF Türk with a valid ID document,
- By mail to our address at *"Barbaros Mah. Begonya Sk. Nidakule Ataşehir Batı No: 1 İç Kapı No: 48 Ataşehir / İstanbul"* with a wet signature and a copy of your ID.
- You can send a petition signed with a mobile signature or secure electronic signature to BASF Türk via email to kvkk@basf.com.

In accordance with the Communication on the Procedures and Principles for Applications to the Data Controller, The Data Subject's application must include their first and last name, signature if the application is in writing, Turkish ID number (or passport number if the applicant is a foreign national), address of residence or place of work for notification purposes, email address for notification purposes (if available), telephone number, fax number, and information regarding the subject of the request.

The Data Subject must clearly and comprehensively state the subject matter of the request in the application, which must include explanations regarding the rights they wish to exercise and the rights they wish to use. Information and documents related to the request must be attached to the request. The subject matter of the request must relate to the person making the request; however, if the request is made on behalf of another person, the person making the request must be specifically authorized to do so and this authorization must be documented (special power of attorney). In addition, the request must include identity and address information, and documents verifying the identity must be attached to the request.

Requests made by unauthorized third parties on behalf of others will not be considered.

1. How Long Does It Take to Respond to Your Requests Regarding the Processing of Your Personal Data?

Your requests regarding your personal data rights will be evaluated and responded to within 30 days of the date we receive them. If your request is rejected, the reasons for rejection will be sent to the address you specified in your request via email or post, or by one of the methods selected in the Data Subject Request Form on our website.